

MIND BLMK

**Registered Company No. 03511342 (England and Wales)
Registered Charity No. 1068724**

Annual Report & Audited Accounts Year Ended 31st March 2023

MIND BLMK
ACCOUNTS
For the year Ended 31st March 2023

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MIND BLMK
REPORT OF THE TRUSTEES
For the year Ended 31st March 2023

The Trustees, who are also Directors of the charity for the purposes of Company Law, present their annual report together with the independently verified accounts for the year ended 31st March 2023. This report is a Director's Report as required by s417 of the Companies Act 2006.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1

OBJECTIVES AND ACTIVITIES

Objects of the Charity

The object of the charity as stated in the constitution is to promote and protect people with mental health problems and assist in the development of people with mental ill health by provision of support, advice and other services.

Summary of Main Activities

To achieve the object, the charity offers the following mental health and wellbeing services, as stand alone services and in partnership with other service providers, in Bedfordshire, Luton and Milton Keynes: The variety of services provided are primarily those commissioned, or specifically funded, to ensure members of the public with mental health issues have access to appropriate help and support.

Community Based Support

- Community groups which support people locally to prevent and manage mental health problems
- Wellbeing Centre in Luton offering a range of services to support mental health problems
- Peer support groups and individual mentoring facilitated by a workforce with their own lived experience
- Suicide Prevention services offering individual support including dedicated support for those bereaved by suicide
- Crisis Cafes funded by the East London Foundation Trust (ELFT), Central and North West London Foundation Trust (CNWL) and NHS BLMK ICB have provided crisis services for individuals in need of mental health support in the evenings 7 days a week. Youth sanctuaries have been set up across the region funded by ELFT and CNWL. The sanctuaries are open to any young person aged 14 - 17 years who requires support as they are experiencing mental distress or are in crisis as well as those looking for a safe space to access some support.
- The Milton Keynes Crisis Recovery Service funded by NHS BLMK ICB enables an individual in mental health crisis to work on a one-to-one basis with a Crisis Recovery Support Worker to identify how to make positive change and find solutions to manage their longer term wellbeing and increase their resilience.
- Community Connectors and Navigators who understand the challenges people face and support people to use community assets to support recovery and resilience

Training

- Therapeutic, mental health awareness and suicide prevention training provided to members of the public, mental health professionals, public sector bodies, partners and companies. Due to the fact that the training is provided in a broad base of organisations it also acts to market the organisation which does lead to additional income such as fundraising events.

Public Benefit

Through these services the Charity meets its public benefit obligations in accordance with the Charity Commission guidance.

Volunteers

The charity is grateful for the unstinting efforts of its volunteers. 55 volunteers donated 4,120 hours during the year. This reflects a 320% increase in hours delivered from the prior year, and is driven by a dedicated focus on increasing volunteers supporting all areas of the charity. If this is conservatively valued at £10.42 (the current minimum wage) per hour the volunteer effort amounts to £42,925.19. This amount is not included in the accounts.

ACHIEVEMENTS AND PERFORMANCE

Mind BLMK has been delivering services in Bedfordshire, Luton and Milton Keynes for over 40 years working with people aged 11 plus with mild to moderate mental health all the way through to severe and enduring mental health problems, supporting recovery by overcoming barriers to individual achievement through a range of easy to access community-based services. Our approach takes into account social and economic impacts on poor mental health but focuses on positive factors in individuals and communities.

Community Based Support

Offering Wellbeing and mental health options to the community enables individuals and their families to stay healthy. During the period 8,329 people accessed services and were supported in over 28,000 hours of support. Some examples of performance are detailed below.

Community based services enable people to get the right support in the right place and enable them to be part of their communities which increases well being and resilience. The services operate in communities they serve as well as offering digital access to individual and group support.

3,358 instances of support from the crisis cafes resulted in 87% of people feeling their crisis was de-escalated, 77% felt they resumed normal life, 84% felt less isolated, 63% felt less suicidal or likely to self-harm.

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For the year Ended 31st March 2023

ACHIEVEMENTS AND PERFORMANCE

Training

Training for the community is delivered as it raises awareness and skills people to understand and support wellbeing and mental health needs. This enables people to support each other in families, neighbourhoods and workplaces. In FY 22/23 1,602 individuals attending training to increase their knowledge. 38 individuals became qualified Mental Health First aiders enabling them to feel confident in supporting those struggling with their mental health. 156 individuals increased their knowledge in reducing suicides by attending the See the Signs training and understanding how to identify those at risk and how to support them.

Lived Experience

Over the past few years there has been investment in a lived experience department to enhance the charity by ensuring the voice of our communities is integral to the way we operate, design and deliver services.

Increased partnership working in mental health and associated areas

This is an ongoing activity. The charity continues to develop its range of partnerships and pursue new opportunities. The Business Development and Finance committee has this as a specific focus. Because of the influencing work carried out with commissioners Mind BLMK is viewed as a key contributor to the Mental Health system. The charity is also involved in Voluntary, Community and Social Enterprise Mental Health Alliances across BLMK which were set up to ensure that local community needs were being heard and addressed by funders and policy makers.

Implement a workforce strategy and allied training to ensure resilience and capacity.

The charity has an embedded training programme which enable all staff to access relevant training for their role. The training focuses on ensuring the workforce deliver best practice and that safety for themselves and others is maintained at all times. This starts with a two day focused onboarding process covering areas of knowledge required before you start in your role delivering services. This onboarding process is followed by more detailed group training. There are also regular training sessions on data protection, first aid and fire warden responsibilities. Further training is delivered to support development including a management training programme. Training is developed around the role required and there is additional training for those who work in crisis and peer support roles.

Attract sustainable new sources of funding for current and new services

We ensure that the organisation is aware of regional and national opportunities and prepare for anticipated opportunities. We continue to build a range of partners to allow us to participate in collaborative bids for the delivery of new services. In addition, we have structured both operational capability and committee decision-making so that we can respond in a timely and agile manner to unforeseen opportunities.

Key Performance Indicators / Operational Reporting

The primary monitor and reporting of objectives, remains that of meeting the commissioners reporting obligations and targets under each contract undertaken. In this way the Charity considers it is best placed to expand and thrive in delivering its charitable activities in the future. In addition to operational use, the Governance, Quality and Performance sub-committee performs regular oversight and challenge of metrics, in addition to the main Board.

The charity aims to use outcome measures that show the impact which are important to those who use our services. New outcome tools have been implemented which show the impact on quality of life and satisfaction with the service.

FINANCIAL REVIEW

Financial Position

The Company achieved a surplus of £63,566K in the year under review, increasing its unrestricted reserves to £1,146,731K. The surplus for the year reflects staff recruitment difficulties, and the continuing strong performance of the fundraising activities and action taken to curtail expenditure as appropriate to the changing circumstances.

Details of the Charity's financial performance are given in the Statement of Financial activities and Balance Sheet on pages 11 and 12 and supporting notes on pages 14-23, forming part of this annual Report.

The Trustees are satisfied that the assets of the charity are available and adequate to fulfil the obligations of the charity on a fund-by-fund basis: details of various specific funds are given in the notes to the accounts. They are also satisfied that the accounts comply with current statutory requirements.

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For the year Ended 31st March 2023

FINANCIAL REVIEW CONT.

Policy on Reserves

It is the policy of Mind BLMK to maintain a level of unrestricted reserves equal to not less than three months' costs, plus wind-down costs and closure expenditure. The calculation of these costs is subject to the timing relative to property leases and other contractual obligations. The calculation for the minimum reserve values as at 31 July 2023 is £883.6K.

The Business Development and Finance Committee monitors these reserve levels. As these are approximately 33% more than the policy level, ways are being sought to use the excess to further enhance services and the benefit to the public.

At 31 March 2023 the total reserves amounted to £1,177.5K of which £30.82k are restricted i.e. have to be used for specific purposes and the balance are unrestricted

With the level of reserves available to the Charity, it is appropriate to prepare the accounts on a going concern basis.

Principal Funding Sources

Core funding for the charity's activities is provided by Luton Borough Council, East London NHS Foundation Trust, Bedford Borough Council, NHS BLMK ICS, Central Bedfordshire Council, Central and North West London NHS Foundation Trust.

Since 2018 there has been a dedicated Fundraising department to increase unrestricted funds. This has been a successful addition to the charity, the department has grown and has increased fundraising income from £92K to £158K since 2018.

Investment Powers and Policy

Under the Memorandum and Articles of Association, the charity has the power to invest in any way the Trustees wish. In light of the more favourable interest rates now available a review of potential higher reward options was considered.

The Trustees determined that it has no appetite for riskier investments, but given the levels of cash have taken the decision to spread cash resources in line with the Financial Services Compensation Scheme guarantee of £85,000 per account. The charity holds no investments other than bank deposits.

Expenditure on Future Income Raising Capability

The organisation continues to operate in a challenging environment particularly given cost pressures for the NHS and local authorities and continues to consider methods to diversify its income stream, and limit the impact of fluctuations to that income stream. As discussed above we have a dedicated Fundraising department and in addition we have invested in dedicated capacity to broaden our reach in terms of grant applications. Mind BLMK are developing a new 3 year strategic plan which will given direction on diversifying and stabilising our income stream.

INDEMNITY INSURANCE

Mind BLMK purchases Indemnity Insurance on behalf of the Trustees.

PENSIONS LIABILITY

Mind BLMK operates a defined contribution pension scheme to which employee and employer contribute. There is no defined benefit pension scheme and no pension liability.

PLANS FOR FUTURE PERIODS

Mind BLMK is currently setting a new strategic plan to cover the next 3 years. Led by the Board of trustees the plan has been created by the workforce, service users and stakeholders to ensure that the charity supports the needs of our communities by really understanding the challenges they face. The development of an Influence and Participation department ensures that we are listening to our communities and understand the increase in wellbeing and mental health needs and we are dedicated to continuing to provide services which best support these needs. The plan will also support the wellbeing and retention of our workforce and to support the delivery of services.

The Charity monitors its potential sources of income for four years ahead. As its main income is from contracts of limited duration, from one year upwards, the greatest risks to its future activities are:

- Failure to win the renewal of a contract in a competitive market.
- A decision by commissioners to discontinue a service, sometimes through their own financial pressures.
- The pricing of the contract offered make it difficult for the Charity to cover all its costs.

The Charity is encouraged by the government's continued investment in the transformation of mental health services in future years, and the general opportunity for third sector organisations to be a major part of this.

The charity is a provider of services funded through the NHS England transformation in adult and older adult mental health services which build on the progress made to date towards achieving the recommendations set out in the 5 year forward Plan. The Transformation programme comes to an end in March 2024 but the charity has contracts to continue delivery.

Locally the BLMK area started working on transformation bids in 2020 and the implementation started in April 2020. The transformation had to include the Voluntary sector which saw more mental health offers delivered by the voluntary sector. This has created new opportunities for Mind BLMK with new services being delivered including the crisis cafes and community connectors. The initial 3 year transformation has seen further opportunities for the voluntary sector including Mind BLMK as well as the continuation of the new services started last year.

MIND BLMK
REPORT OF THE TRUSTEES
For the year Ended 31st March 2023

PLANS FOR FUTURE PERIODS CONT.

Mind BLMK are part of the Transformation Boards and working groups.

Our funders have continued to support our services in FY 22/23. Our training department still delivers much needed mental health knowledge to the communities but due to a competitive market the training has reduce so a decision was made to use some of this resource to focus on grant funding. Fundraising income has reduced however the department still brings in unrestricted income which supported the charity to deliver more for the communities.

Our volunteers continue to be an important part of the charity by increasing skills, knowledge, diversity, understanding of our communities and increasing our social impact. We invested in a Volunteers Coordinator to support our strategy to increase volunteers throughout all services and departments.

The Executive and the dedicated Business Development and Finance Committee scans for developments and opportunities in mental healthcare, and the wider healthcare marketplace.

A key focus for FY 22/23 was and continues to be building relationships across the local mental health system so that the charity can continue to be at the forefront of emerging mental health agendas and influence and support change and development. As two services were developed in 22/23 which supported younger people we can clearly see the need for the charity to strengthen the offer for young people struggling with their mental health. There is to be a focus on increasing the offer of services which support people to get the support which matters most to them which consider social and economic factors which impact on peoples mental health and wellbeing.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity was incorporated on 16th February 1998 under the name "The Befrienders for Mental Health and Learning Disabilities" as a company limited by guarantee and is also a registered charity. The charity changed its name to Bedfordshire and Luton Mind on 30th October 2006.

The charity is governed by its Memorandum and Articles of Association which were updated on 2 April 2013 due to the acquisition of Milton Keynes Mind, and the change of name to Mind BLMK.

Mind BLMK is an independent charity affiliated to National Mind. It is an incorporated charity that is limited by guarantee. The liability of members in the event of the charity being wound up is limited to a sum not exceeding £10. There are currently 137 members.

Appointment of Trustees

A Board of Trustees administers the charity in accordance with the purposes of the charity, as set out in its governing document and with regard to the Charity Commission's guidance on public benefit. Trustees are recruited to provide specific skill sets to enhance charitable achievements and public benefit. The Trustees are appointed by the members in general meetings.

Additional Governance Issues

The Board of Trustees is supported by:

- The new groups set up for service user involvement as a result of the review undertaken in the year
- Executive Team overseeing operational issues
- Sub-committees covering workforce, business development and finance, health and safety, and governance,
- Our external audit service provider was changed to Myers Clark during 2016/17.
- Rotation of our Board of Trustees is also important to support the ongoing quality of governance, and at the time

Board and Committee Attendances

Trustees attendance at the Board and subcommittees is given in the table below.

Meeting Attendances	Board		Business Development and Finance		Governance, Quality and Performance		Workforce/Health and Safety	
	Actual	Possible	Actual	Possible	Actual	Possible	Actual	Possible
S. Clarke	4	4	3	4	4	4	-	-
S Horner	2	2	2	2	-	-	-	-
J Culling	4	4	3	4	-	-	-	-
L Broughton	4	4	-	-	-	-	4	4
H Donovan	3	4	-	-	4	4	-	-
D.Gibson	2	3	-	-	-	-	4	4
S Jenkins	4	4	-	-	3	4	4	4
H Parrish	4	4	3	4	4	4	-	-
A De Araujo	3	4	-	-	1	4	2	4
K Quinn	1	1	1	1	-	-	-	-

MIND BLMK
REPORT OF THE TRUSTEES
For the year Ended 31st March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT CONT.

Decision Making

The Executive team is responsible for the day to day operations of the organisation. Trustees perform a governance and oversight role. The Board of Trustees and each sub-committee meet at least 4 times per year. Key decisions which require their approval are; setting of strategy; setting of annual budgets and forecasts; specific approval of major expenditure in line with prescribed delegated authorities; review of the Charity's policies and procedures, entering into key contracts and partnerships, and selection and appointment of auditors.

The Business Development and Finance sub-committee operates a streamlined approval mechanism to facilitate an agile response to emerging mental healthcare initiatives, partnership, and funding opportunities. This avoids the need to delay decisions to the next quarterly meeting cycle.

Organisation Policies

Ownership of each policy is assigned to a relevant sub-committee of the Board of Trustees. Additionally the senior management team own many of the operational policies. Policies are reviewed and updated on a staggered schedule. Key operational risks are mapped to policies to ensure completeness of policy coverage. An extensive review of organisational policies is now completed. It reviewed each policy with action taken to standardise the quality and content of policies, rationalise the number of policies, review duration and assess the effectiveness of policies across the organisation.

Induction and Training of Trustees

On election, Trustees attend an induction with key personnel and are provided with a Trustee Handbook containing organisation and governance information, guidance on their duties and responsibilities, codes of conduct and declaration of interests.

In order to take advantage of particular expertise or experience, each Trustee is a member of one or more Board sub-committees.

Organisation

The names of the Trustees who served during the year are set out on page 9.

A Chief Executive is appointed by the Trustees to manage the day to day operation of the charity.

The CEO remuneration is set in line with the ACEVO (Association of Chief Executives of Voluntary Organisations) Pay Survey, based on geographical location and charity size. An organisational Job Evaluation with 4 criteria (Knowledge; People and Relationships Management; Analysis, Planning and Thinking; Decision Making and Accountability) sets and benchmarks organisational pay. The Executive Team comprises the Chief Executive, Caroline Lewis, the Head of Finance and Resources, Katy Preen, and Head of Operations, Richard Hurst.

Mind BLMK is affiliated to Mind, the national mental health charity and during the previous year signed a new federation agreement dealing with how the various Mind organisations interact and work together. The organisation operates autonomously as regards policies and procedures.

Mind BLMK works with high professional standards in its service delivery and organisation performance through its programmes of staff and volunteer training, financial management, quality control and information systems. It holds: Mindful Employer; Disability Confident Employer; and the Mind Quality Mark (MQM).

The MQM is a robust quality assurance framework created by Mind, the mental health charity. MQM sets out the baseline of best practice and legal compliance in all areas of a local Mind's governance and activities. To achieve the MQM, a local Mind must meet or exceed all 24 key standards. Local Minds undergo a rigorous assessment which includes a thorough appraisal of organisational policies and procedures as well as a visit and interviews with trustees, staff, volunteers and people who use services.

MQM is awarded when all standards are fully met every three years. The MQM provides assurance that local Minds across England and Wales are well-run organisations who meet Mind's expectations of good practice, and in many cases excel beyond those expectations. It provides assurance that they are healthy, ambitious and strong in providing the highest quality support to people experiencing or at risk of developing mental health problems.

Partners

The charity works closely with, East London NHS Foundation Trust, Central and North West London NHS Foundation Trust, NHS BLMK ICS, Primary Care Networks and other statutory agencies. Voluntary partners include MK and Bedfordshire and Luton Community Foundations, Carers in Bedfordshire, Bedfordshire Rural Communities Charity, Luton All Women's centre, Action MK, Citizens' Advice, Hertfordshire Minds, Bucks Mind and CPSL Mind. Support for our core services comes from East London NHS Foundation Trust, NHS BLMK ICS, Luton Borough Council, Central Bedfordshire Council, Bedford Borough, Central and North West London NHS Foundation Trust with whom we work together to provide a relevant service within the resource constraints of all parties.

MIND BLMK
REPORT OF THE TRUSTEES
For the year Ended 31st March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

Grants

The charity works in partnership to deliver mental health initiatives with grant funding when suitable opportunities are identified and we hold sufficient funds to deliver to a high standard. The charity does not have a policy of making grants to other parties.

Risk Management

The Board of Trustees oversees the major risks to which the charity is exposed in order to ensure processes, policies and systems are put in place to reduce and mitigate risks. The risk register which has responsibilities split between the trustees and the executive reflects the impact of any risk and the likelihood of its occurrence. It identifies controls and generates actions to reduce any risk. The risks are reviewed by the Trustees and systems have been put in place to mitigate those risks. The systems has recently been reviewed and a process has been added to ensure live risks are seen and mitigated effectively. The register ensures risks around, governance, services, finances and workforce are identified and owned by the relevant governance committee with further oversight at every Board meeting.

Significant Risks

Attracting and retaining an effective workforce can be challenging and therefore the risk of the impact of vacant roles is significant for the charity. It impacts on the ability to deliver services and have a sufficient infrastructure to support the charity. In addition it means loss to the knowledge and experience the charity requires. The current need to attract and retain people who have the skills and experience to work in all departments/services and levels in the charity is more relevant currently due to the growth in service delivery. This risk is mitigated by reviewing policies associated with recruitment, onboarding, supervisions, appraisals, dedicated recruitment capacity in the HR team and Senior Leadership Team oversight.

The Charity continues to develop new services and extend current provision and this impacts on the organisational structure and capacity. Therefore these are regularly monitored to ensure it is sufficiently dynamic and agile to respond to current needs and future changes in a growing charity.

MIND BLMK
REPORT OF THE TRUSTEES
For the year Ended 31st March 2023

REFERENCE AND ADMINISTRATIVE INFORMATION

Registered Company No. 03511342

Registered Charity No. 1068724

Trustees

Simon Clarke	Appointed 3rd June 2019 Chair from 3rd June 2019
Steven Horner	Appointed 10 December 2014 Deceased 26th September 2022
James Culling	Appointed 1 October 2016 Resigned 7th March 2023
Lesley Broughton	Appointed 19 October 2018
Dr Helen Donovan	Appointed 19 October 2018
Drew Gibson	Appointed 2 September 2019
Sara Jenkins	Appointed 6 September 2021
Hannah Parrish	Appointed 6 September 2021
Alex De Araujo	Appointed 7 April 2021
Kevin Quinn	Appointed 5 December 2022

Company Secretary

Caroline Lewis

Chief Executive

Caroline Lewis

Principal and Registered Office

The Rufus Centre
 Steppingley Road
 Flitwick
 Beds
 MK45 1AH

Auditors

Myers Clark - Chartered Accountants
 Statutory Auditor
 Egale 1
 80 St Albans Road
 Watford
 WD17 1DL

Bankers

Barclays Bank Plc
 111 High Street
 Bedford
 Beds
 MK40 1NJ

Website

www.mind-blmk.org.uk

MIND BLMK
REPORT OF THE TRUSTEES
For the year Ended 31st March 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees who served during the year are listed on page 9, though post balance sheet changes have been noted. None of the Trustees has any beneficial interest in the charity.

The Trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the results of the charity for that period. In preparing those accounts, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and statement of recommended practice have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on a "going concern" basis unless it is inappropriate to assume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In accordance with company law, as the charity's Trustees, we certify that:

- so far as we are aware, there is no relevant audit information of which the charity's auditors are unaware; and
- as the Trustees of the charity we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

The report of the Trustees has been prepared in accordance with the special provision for small companies in the Companies Act 2006.

Signed on behalf of the Board of Trustees



S. Clarke
Trustee

The Rufus Centre
Steppingley Road
Flitwick
Bedfordshire
MK45 1AH

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF
MIND BLMK
For the year Ended 31st March 2023**

Opinion

We have audited the financial statements of MIND BLMK ('the charitable company') for the year ended 31st March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF
MIND BLMK
For the year Ended 31st March 2023**

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Paul Windmill (Senior Statutory Auditor)

Dated 20.10.2023

For and on behalf of Myers Clark Statutory Auditor
Egale1, 80 St Albans Road
Watford
Hertfordshire
WD 17 1DL

MIND BLMK
STATEMENT OF FINANCIAL ACTIVITIES INCLUDING
INCOME AND EXPENDITURE ACCOUNT
For the year Ended 31st March 2023

	Note	Unrestricted Funds	Restricted Funds	2023 Total Funds	Unrestricted Funds	Restricted Funds	2022 Total Funds
		£	£	£	£	£	£
INCOME AND ENDOWMENTS							
Donations and Legacies Charitable Activities	3	158,227	-	158,227	192,199		192,199
Community Based Support		1,738,828	-	1,738,828	1,569,318	13,466	1,582,784
Training		31,658	-	31,658	72,371		72,371
Counselling		-	-	-	24,342		24,342
Other Trading Activities		-	-	-	-		-
Investments		3,978	-	3,978	1,668		1,668
TOTAL INCOME AND ENDOWMENTS		1,932,691	-	1,932,691	1,859,898	13,466	1,873,365
EXPENDITURE							
Business Development and Fundraising Costs Charitable Activities	4(a)	52,244	-	52,244	68,974		68,974
Community Based Support		1,734,421	11,510	1,745,931	1,317,164	17,472	1,334,636
Training		59,550	-	59,550	62,808		62,808
Counselling		-	-	-	21,461		21,461
Other		11,400	-	11,400	11,000		11,000
TOTAL EXPENDITURE		1,857,615	11,510	1,869,125	1,481,407	17,472	1,498,879
NET INCOME/EXPENDITURE		75,076	(11,510)	63,566	378,492	(4,006)	374,486
TRANSFERS BETWEEN FUNDS	5	-	-	-	-	-	-
NET MOVEMENT OF FUNDS	6	75,076	(11,510)	63,566	378,492	(4,006)	374,486
RECONCILIATION OF FUNDS							
TOTAL FUNDS BROUGHT FORWARD		1,071,655	42,334	1,113,989	693,163	46,340	739,503
TOTAL FUNDS CARRIED FORWARD		1,146,731	30,824	1,177,555	1,071,655	42,334	1,113,989

The notes on pages 14 to 23 form part of these accounts.

The Statement of Financial Activities also complies with the requirements for an Income and Expenditure Account under the Companies Act 2006.

MIND BLMK
BALANCE SHEET
Year Ended 31st March 2023

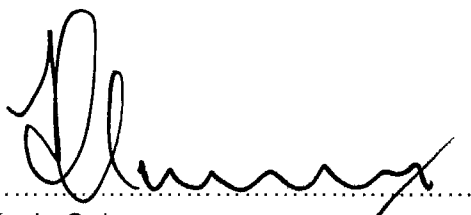
	Note	2023	2022
		£	£
FIXED ASSETS			
Tangible Assets	9	17,640	24,835
CURRENT ASSETS			
Debtors	10	1,283,398	1,048,245
Cash at Bank and in Hand	22	1,224,647	782,919
		<u>2,508,045</u>	<u>1,831,164</u>
LESS: CURRENT LIABILITIES			
Creditors: amounts falling due within one year	11	<u>1,348,130</u>	<u>742,010</u>
NET CURRENT ASSETS		<u>1,159,915</u>	<u>1,089,154</u>
NET ASSETS		<u>1,177,555</u>	<u>1,113,989</u>
TOTAL CHARITY FUNDS			
Unrestricted	13	1,146,731	1,071,656
Restricted	14	30,824	42,333
	15	<u>1,177,555</u>	<u>1,113,989</u>

Under the Companies Act 2006, s454, on a voluntary basis the trustees can amend the financial statements if they subsequently prove to be defective.

The financial statements were approved by the trustees on 18 October 2023



Simon Clarke
Trustee



Kevin Quinn
Trustee

Registered Company Number: 03511342
Registered Charity Number: 1068724

The notes on pages 16 to 26 form part of these accounts.

MIND BLMK
Statement of Cash Flows
Year Ended 31st March 2023

	Note	2023 Funds £	2022 Funds £
Cash flows From Operating Activities:			
Net Cash Used in Operating Activities	21	437,750	(24,664)
Cash Flows From Investing Activities			
Interest Income		3,978	1,668
Purchase of Equipment		-	-
Cash Provided by Investing Activities		3,978	1,668
Increase/(Decrease) in Cash and Cash Equivalents in the Year		441,728	(22,996)
Cash and Cash Equivalents at the Beginning of the Year		782,919	805,915
Total Cash and Cash Equivalents at the End of the Year	22	1,224,647	782,919

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

1 ACCOUNTING POLICIES - BASIS OF PREPARATION

Mind BLMK meets the definition of a public benefit entity under FRS 102. The Financial Statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS102) issued 1 January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011, in so far as it applies, and UK generally accepted Practice as it applies from 1 January 2019.

The preparation of financial statements in compliance with SORP 2019 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the accounting policies (see note 2).

(a) Going Concern

The accounts have been prepared on the going concern basis and the trustees are not aware of material uncertainties regarding going concern.

(b) Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objective of the charity without further specified purpose and are available as general funds. The Trustees may allocate certain unrestricted funds as designated funds where appropriate.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

Details of the funds of the charity, how they have arisen and their use are given in notes 13 and 14.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that it will be received and the amount receivable can be measured reliably.

All income is gross without deduction for related expenditure.

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when it is probable that it will be received and the amount can be ascertained. The value of services provided by volunteers has not been included.

Grants that are non-exchange transactions are recognised in the period in which they are receivable. Grants received which relate to future periods are treated as deferred income.

Grants that are subject to performance related criteria are recognised as performance is met.

Income that is subject to contractual terms is recognised when those terms have been met.

Income from investments is included in the Statement of Financial Activities in the year in which it is receivable.

Restricted income is recorded in the SOFA when receivable.

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

1 ACCOUNTING POLICIES - BASIS OF PREPARATION CONT.

(d) Expenditure recognition

Liabilities for expenditure are recognised in accordance with the accruals concept.

Resources expended are recognised in the period in which they are incurred and include attributable VAT, which cannot be recovered.

Costs of raising funds comprise the direct costs of raising funds and an apportionment of support and governance costs.

Expenditure on charitable activities comprise the direct costs attributable to each activity and an apportionment of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the other activities of the charity. The basis on which support costs are allocated are set out in note 4.

(e) Tangible Fixed Assets

Fixed assets are capitalised in the balance sheet as tangible fixed assets and they are stated at historical cost less accumulated depreciation. A gift of an asset or a grant to purchase is recognised in full and any restrictions on the asset's use is recognised by allocating the asset to a restricted fund. The charity's capitalisation limit is £3,000 therefore all fixed assets above this value are capitalised. This includes assets where the total cost of assets purchased in one batch is more than £3,000 but the value of each individual asset purchased in the batch is less than £3,000.

Depreciation is provided on all tangible fixed assets, to write off the cost, less estimated residual value, of each asset over its expected useful life at the following rates:

Leasehold improvements	- over period of lease of 25 years
Fixtures, fittings and equipment	- 25% to 33.33% on cost
Computer Software	- 33.33% on cost

(d) Debtors

Short term debtors are measured at transaction price, less any impairment losses. Any losses resulting from impairment are recognised in expenditure.

(e) Creditors

Short term creditors are measured at transaction price.

(f) Cash and Cash Equivalents

Cash and cash equivalents comprise cash at bank and in hand and demand deposits with banks.

(g) Financial Instruments

The Charity only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities such as debtors and creditors.

Financial instruments are initially measured at transaction value. They are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the SOFA.

(h) Holiday Pay Accrual

A liability is recognised to the extent of any unused pay entitlement that is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement accrued at the Balance Sheet date.

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

1 ACCOUNTING POLICIES - BASIS OF PREPARATION CONT.

(i) Operating Leases

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

(ii) Pension Contributions

Pension contributions represent payments to individual personal pension schemes and are charged to the income and expenditure account in the period to which they relate.

2 JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. The nature of the estimation means that the actual outcomes could differ from those estimates. There are no material key sources of estimation uncertainty that could have an impact on the financial statements.

3 INCOME	Unrestricted Funds	Restricted Funds	2023 Total
Current Year			
Donations and Legacies			£
Donations	100,446	-	100,446
Fundraising	57,781	-	57,781
Legacies	-	-	0
	<u>158,227</u>	<u>-</u>	<u>158,227</u>
Prior year			
	Unrestricted Funds	Restricted Funds	2022 Total
Donations and Legacies			£
Donations	82,766	-	82,766
Fundraising	90,433	-	90,433
Legacies	20,000	-	20,000
	<u>193,199</u>	<u>-</u>	<u>193,199</u>

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

4 Expenditure

(a) Charitable Activities Costs

Current Year	Unrestricted Funds			Restricted Funds			Total Funds 2022 Total
	Activities Undertaken Directly	Support Costs	Total	Activities Undertaken Directly	Support Costs	Total	
Community Based Support	1,474,632	260,229	1,734,861	9,784	1,727	11,510	£ 1,746,371
Training	50,618	8,933	59,551	-	-	-	59,551
Counselling	-	-	-	-	-	-	-
Total Charitable Activity Cost	1,525,250	269,162	1,794,412	9,784	1,727	11,510	1,805,922
Prior Year	Unrestricted Funds			Restricted Funds			Total Funds 2021 Total
	Activities Undertaken Directly	Support Costs	Total	Activities Undertaken Directly	Support Costs	Total	
Community Based Support	1,119,589	197,575	1,317,164	14,851	2,621	17,472	£ 1,334,636
Training	53,387	9,421	62,808	-	-	-	62,808
Counselling	18,242	3,219	21,461	-	-	-	21,461
Total Charitable Activity Cost	1,191,218	210,215	1,401,433	14,851	2,621	17,472	1,418,905

(b) Charitable Activities - Analysis of Support Costs

Current Year	Unrestricted Funds			Restricted Funds			Basis of allocation
	Community Based Support	Training	Counselling	Community Based Support	Total	2023 Total	
Governance	14,573	500	£ 0	£ 97	15,073	£ 15,170	Headcount
Finance	62,455	2,144	0	414	64,599	65,013	Headcount
Audit	5,205	179	0	35	5,384	5,418	Headcount
Information Technology	45,800	1,572	0	304	47,372	47,676	Headcount
Human Resources	58,552	2,010	0	388	60,562	60,950	Headcount
Administration	38,514	1,322	0	256	39,836	40,092	Headcount
Marketing	35,131	1,206	0	233	36,337	36,570	Headcount
Total Support Cost	260,229	8,933	0	1,727	269,162	270,888	
Prior Year	Unrestricted Funds			Restricted Funds			Basis of allocation
	Community Based Support	Training	Counselling	Community Based Support	Total	2022 Total	
Governance	11,460	546	£ 186	£ 152	12,192	£ 12,344	Headcount
Finance	29,637	1,413	483	393	31,533	31,926	Headcount
Audit	3,754	179	61	50	3,994	4,044	Headcount
Information Technology	34,773	1,658	567	461	36,998	37,459	Headcount
Human Resources	52,357	2,497	853	695	55,707	56,402	Headcount
Administration	36,946	1,762	602	490	39,310	39,800	Headcount
Marketing	28,648	1,366	467	380	30,481	30,861	Headcount
Total Support Cost	197,575	9,421	3,219	2,621	210,215	212,836	

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

5 TRANSFERS

No transfers between reserves were made in the year.

6 NET INCOME/(EXPENDITURE)

This is stated after charging:

	2023	2022
	£	£
Depreciation	15,092	12,549
Bad Debt Write Off	40	4,250
Auditor's Remuneration	10,960	11,000
Operating Lease Rentals	514	6,082
Operating Lease Rentals - Property	57,768	54,258

7 STAFF COSTS

Wages and Salaries	1,385,169	1,068,812
Social Security costs	96,386	56,392
Pension Costs	38,063	30,508
Health Plan	4,874	3,966
	<u>1,524,492</u>	<u>1,159,678</u>

The average monthly number of staff based on headcount was

Charitable Activities	87	66
Support and Governance	10	9
	<u>97</u>	<u>75</u>

The average monthly full time equivalent was

Charitable Activities	48	37
Support and Governance	8	8
	<u>56</u>	<u>45</u>

1 employee earned in excess of £60,000 during the year (2021 - 1)

CEO Remuneration	70,932	63,217
Other Key Management Personnel	277,682	164,931
Aggregate amount of Key Management Personnel (Executive team and Senior Managers) benefits to include salary, employers national insurance and pension and health cover.	<u>348,614</u>	<u>228,147</u>

None of the volunteer trustees received any remuneration from the charity during the year in their capacity as trustees.

Trustees Expenses. One trustee received expenses for travel	<u>115</u>	<u>23</u>
No. of Volunteers	<u>55</u>	<u>53</u>
No. of Volunteer Hours	<u>4,120</u>	<u>981</u>

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

8 TAXATION

The charity is exempt from corporation tax on its charitable activities.

9 TANGIBLE FIXED ASSETS

	Leasehold Improvements	Fixtures, Fittings and Equipment	Total
Cost	£	£	£
At 1st April 2022	36,488	181,019	217,507
Additions	-	7,897	7,897
At 31st March 2023	36,488	188,916	225,404
Accumulated Depreciation			
At 1st April 2022	32,473	160,199	192,672
Charge for Year	902	14,190	15,092
At 31st March 2023	33,375	174,389	207,764
Net Book Value as 31st March 2023	3,113	20,820	17,640
At 31st March 2022	4,015	20,820	24,835

10 DEBTORS

	2023 £	2022 £
Prepayments and Accrued income	229,081	55,874
Other Debtors	1,054,317	992,372
	1,283,398	1,048,245

As at the end of July 2023 the balance of other debtors as at 31 March 2023 has been paid in its entirety

11 CREDITORS

	2023	2022
Amounts Falling Due Within One Year		
Accruals and Deferred Income	1,252,810	672,170
Other Creditors	95,320	69,840
	1,348,130	742,010

12 FINANCIAL INSTRUMENTS

	2023 £	2022 £
Financial Assets		
Financial Assets That are Debt Instruments Measured at Amortised Cost	1,054,292	992,338
Financial Liabilities		
Financial Liabilities Measured at Amortised Cost	41,886	33,992

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

13 UNRESTRICTED FUNDS	Balance	Net	Transfer	Balance
Current Year	1st April	Outgoing	of funds	31st March
	2022	Resources		23
	£	£	£	£
Designated				
Property	52,765	-	-	52,765
	52,765	-	-	52,765
Undesignated	1,018,889	75,076		1,093,965
	1,071,655	75,076	-	1,146,731
Prior Year	Balance	Net	Transfer	Balance
	1st April	Outgoing	of funds	31st March
	2021	Resources		2022
	£	£	£	£
Designated				
Property	75,061	-	(22,297)	52,765
	75,061	-	(22,297)	52,765
Undesignated	618,101	378,491	22,297	1,018,889
	693,163	378,491	-	1,071,655

DESIGNATED FUNDS

Property

This fund has been set aside for lease refurbishment commitments and capital requirements for service delivery venues.

14 RESTRICTED FUNDS	Balance	Incoming	Outgoing	Transfer	Balance
Current Year	1st April	Resources	Resources	of funds	31st March
	2022	£	£	£	2023
	£				£
Designated					
Luton Services	35,830		11,509		24,321
	35,830	-	11,509	-	24,321
Undesignated					
Other Capital Projects	2,260			-	2,260
Arabic & Asian Women	554			-	554
Wellbeing in Later Life - Comic Relief	2,589			-	2,589
Luton NHS SOS bus	1,101			-	1,101
	42,333	-	11,509	-	30,824
Prior Year	Balance	Incoming	Outgoing	Transfer	Balance
	1st April	Resources	Resources	of funds	31st March
	2020	£	£	£	2021
	£				£
Designated					
Luton Services	36,672		842	-	35,830
	36,672	-	842	-	35,830
Undesignated					
Other Capital Projects	2,260	-	-	-	2,260
Arabic & Asian Women	554	-	-	-	554
Wellbeing in Later Life - Comic Relief	2,589	-	-	-	2,589
Luton NHS SOS bus	1,101	-	-	-	1,101
Mind DBT Luton	-	2,436	2,436	-	-
Panacea Hoarding and Peer Support	3,164	14,633	17,797	-	-
	46,339	17,069	21,075	-	42,333

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

14 RESTRICTED FUNDS CONT.

Luton Services Reserve

As the organisation is no longer contracted to provide an IAPT and Wellbeing service in Luton, a designated Luton Restricted Fund was set up in FY 16/17 using funds from the Luton IAPT and Wellbeing Restricted Fund to enable these funds to be used on other services provided in Luton. The commissioner of this service approved this transfer.

Other Capital Projects

Grants received from Bedfordshire NHS to provide capital equipment for BLM throughout Bedfordshire.

Arabic & Asian Women Cultural Project

Funding by Bedfordshire County Council to raise awareness of Mental Health issues and increase access to therapies amongst Asian and Arabic women in Bedford.

Wellbeing in Later Life - Comic Relief

Funding from Comic Relief to develop mentoring services for older people in Central Bedfordshire to increase personal wellbeing and support networks.

Luton NHS SOS Bus

The Luton SOS bus project aims to reach out to people who may be in need of support, but do not know where to go. Mind BLMK planned to work with partner organisations in Luton to run a weekly outreach event to engage with the public to raise awareness of support available, and offer information and advice using the SOS bus as a base. Discussions on how these services will be delivered are ongoing.

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

15 ANALYSIS OF NET ASSETS BETWEEN FUNDS	Tangible Fixed Assets £	Net Current Assets £	Total £
Restricted Funds	902	29,922	30,824
Designated funds		52,765	52,765
Unrestricted Funds	16,738	1,077,228	1,093,966
	<u>17,640</u>	<u>1,159,915</u>	<u>1,177,555</u>

16 COMPANY STRUCTURE

The charity is limited by guarantee and does not have a share capital. Every member of the charity undertakes to contribute such amount as may be required, not exceeding £10, to the charity's assets if it should be wound up while he or she is a member or within one year after he or she ceases to be a member, for payment of the charity's debts and liabilities contracted before he or she ceased to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves.

17 LEASING COMMITMENTS

	2023 £	2022 £
Future Minimum Lease Payments under non-cancellable operating leases for periods not later than one year		
Property	50,021	13,466
Other Assets	2,233	2,074
later than one year and not later than five years		
Property	4,168	30,605
Other Assets	<u>6,326</u>	<u>6,137</u>

18 DEFERRED INCOME

	2023 £	2022 £
Balance Deferred Income as at 31st March 2022	630,960	278,467
Previous Year Income Recognised	(466,322)	(231,417)
Current Year Income Deferred	1,033,559	583,911
Balance as at 31st March 2023	<u>1,198,197</u>	<u>630,960</u>

Income is deferred to acknowledge that some income is received in advance of matched expenditure. The large increase from last year was due to monies being received in March 22 that related to FY 22/23 from commissioners.

MIND BLMK
NOTES TO THE ACCOUNTS
For the year Ended 31st March 2023

19 PENSIONS

During the year, contributions continued to be paid into the Charity's Stakeholder Pension Scheme. There were 3 members in the year, each of whom contribute 5% of salary. The Charity pays a sum representing 6% of the employee's salary into the scheme. Total costs to the Charity were £6,883.81 (2021-2022, £6,439.40) and are included in wages and salaries costs. This scheme was closed to new entrants on 31st March 2012. Members of staff not in the Stakeholder scheme are entitled to join a NEST scheme after a qualifying period. Each member contributes 5% of salary and the Charity also pays 3% of salary. There were 86 members in the year, the total cost to the Charity being £30,509.78 (2021-22 £24,068.63).

20 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year. All trustees donated their time.

**21 RECONCILIATION OF NET INCOME/(EXPENDITURE)
TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2023	2022
	£	£
Net Income/(Expenditure) for the Reporting Period	63,566	374,486
Adjustments for :		
Depreciation Charge	15,092	12,549
Income Shown in Investment Income	(3,978)	(1,668)
(Increase)/Decrease in Assets	(7,897)	(14,952)
(Increase)/Decrease in Debtors	(235,153)	(785,499)
Increase/(Decrease) in Creditors	606,120	390,420
Net Cash Provided Used in Operating Activities	437,750	(24,664)

22 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023	2022
	£	£
Cash in Hand	370	202
Notice Deposits (Less Than 3 Months)	1,224,277	782,717
Total Cash and Cash Equivalents	1,224,647	782,919

23 GOVERNMENT GRANTS

	2023	2022
	£	£
Grants	19,942	24,082
Contracts	1,605,956	1,242,329
Ad hoc Training	23,702	35,204
Total	1,649,600	1,301,615

Government grants include monies from central government departments, local government and NHS commissioning groups, local police forces and academies. The monies have been provided in the main to fund our local mental health services, specific projects and training courses.

There are no unfulfilled conditions or contingencies attached to these monies.