

COMPANY NUMBER: 04109128
CHARITY NUMBER: 1086575

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)

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**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

LEGAL AND ADMINISTRATIVE INFORMATION

| | |
|--|---|
| TRUSTEES | S Wilkie P Sandford J Watson J Blair S Mulla L Collins-Willis S Koroma (Appointed 29th June 2023) |
| CHIEF EXECUTIVE OFFICER CLINICAL DIRECTOR | L Hughes M Barnard |
| REGISTERED OFFICE | 1 Brunswick Road Hove East Sussex BN3 1DG |
| COMPANY NUMBER | 04109128 (England and Wales) |
| CHARITY NUMBER | 1086575 |
| INDEPENDENT EXAMINER | VMR Anderson BA (Hons) FCA DChA Clark Brownscombe 2 St Andrews Place Lewes East Sussex BN7 1UP |
| BANKERS | CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ |

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024

The trustees present their report and the financial statements of the company for the year ended 31st March 2024.

1 Governance and Management

1.1 Structure

The Organisation is a charitable company limited by guarantee, incorporated on 11 November 2000 and registered as a charity on 15 May 2001. The company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association.

In the event of the company being wound up members are required to contribute an amount not exceeding £10. Updated Articles of Association were approved by Special Resolution at an Extraordinary General Meeting on 19 July 2017.

The financial statements comply with current statutory requirements, 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 1st January 2019)”.

1.2 Trustees

Mankind UK is governed by a Board of Trustees. The trustees who served during the year were:

Stuart Wilkie, Chair
Patrick Sandford, Vice Chair
John Blair, Secretary
John Watson
Laurence Collins Willis
Sheereen Mulla
Salim Koroma (Appointed 29th June 2023)
The Chair of the Board was Stuart Wilkie.

The directors of the company are also charity trustees for the purpose of charity law and under the company’s Articles are known as members of the Trustee Board. Under the requirements of the Memorandum and Articles of Association Trustees usually serve a term of three years, and may be reappointed to serve, usually for a further three year term.

Trustees also have the power to co-opt new trustees during the year, but all co-opted trustees must stand for election at the next Annual General Meeting. All members of the Trustee Board give their time voluntarily and receive no benefits from the charity during the year.

Trustees are recruited by invitation or through advertising of the role. The recruitment process involves a written application, and initial interview with the Chair of Trustees and/or the CEO, after which a prospective trustee is invited to meet the Board.

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**REPORT OF THE TRUSTEES
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The board met every month via ZOOM. The board requires a minimum of three trustees to be present at a meeting for it to be quorate.

A scheme of delegation is in place and day to day responsibility for the provision of services rests with the CEO. The CEO is responsible for ensuring that the charity delivers the aims and objectives of the charity as specified in its purpose.

1.3 Survivor Activists

The Board were supported by a network of advisors who are male survivors of sexual violence and experts by experience. They offered support to the staff team and the board particularly around aspects of service design and improvement.

The Activists roles are voluntary and expenses are paid.

1.4 Staffing

We were making preparations for expanding the Clinical Team in June 24, so started the process of recruiting 2 new part time Service Managers. The Clinical Team includes:

- 2 Supervisors 6 hours per week
- 6 Face to Face Counsellors 15 hours per week
- 6 Online Counsellors 15 hours per week
- 2 Group Facilitators 11 hours per week
- Clinical Director 22.5 hours per week

The Operational Team includes:

- CEO 37.5 hours per week
- Finance Officer 12 hours per week
- Communications Manager 37.5 hours per week
- Data Officer 15 hours per week

We continue to outsource IT and Health and Safety to external providers.

We continued the delivery of a Male ISVA in partnership with Survivors Network. We funded the post but the worker is hosted and managed by the ISVA team within Survivors Network.

2 Objectives

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives, and in planning our future activities. In particular, the trustees consider how the planned activities will contribute to the mission we have set.

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

2.1 Mission

To improve the well-being of men (18+) who have been sexually abused, sexually assaulted or raped.

There are many ways in which Mankind UK could pursue its stated mission. We have chosen to focus on the core activity of:

“providing therapeutic services to men (18+) who have had unwanted sexual experiences”

We are still working towards our 5 year strategy for 2020-2025

To Improve our offer, and **Increase** our reach.

2.2 Improve our offer

- Improve the quality of our clinical activities through:
 - Learning from our impact assessment processes
 - Consultation with services users, staff and other stakeholders
 - Staff training and development
- Improve our operational management systems to ensure:
 - Efficiency and best value for money
 - Long term financial sustainability
 - Excellent staff performance and retention
- Improve the appropriateness of our interventions for each stage of the therapeutic journey to include:
 - Pre engagement (eg social media, publications, media)
 - Indirect engagement (eg our website, partnerships with other providers)
 - Direct engagement (eg 121 counselling, group work and psycho-education)
 - Ongoing engagement (eg peer support, champions, mentoring)

2.3 Increase our reach

- Increase our capacity to deliver our programme in Brighton and Hove to 100 men a year.
- Increase the local authority areas we work in by one each year.
- Increase the number of people accessing aspects of our programme nationally through partnerships with other agencies.
- Increase the breadth of people who access our programme by carrying out a diversity audit and making reasonable adjustments to ensure equity of access.

In the period we focussed our energies on expansion of our team so that we can increase our reach to offer online therapy to people living anywhere in England and Wales.

3 Activities

3.1 Financial Management

Two Trustees meet quarterly with the Finance Officer and CEO to support strategic financial management. The Finance Officer improved internal systems and updated the Financial Management Policy.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

3.2 www.1in6.uk

The Communications Manager has focused their energies on bringing more visitors to the site and the Board allocated a budget for a social media marketing campaign.

Over 12,000 users used the site during the period, viewing a total of over 31,000 pages.

3.3 Group Work

We ran 10-week psych-ed courses and 20 week Therapy Groups.

25 clients attended groups at Mankind during the period.

3.4 Counselling

Clients continued to be offered 24 weeks of 121 counselling either online or face to face in Hove.

176 clients attended counselling at Mankind during the period.

The waiting list for counselling averaged at 47 clients over the period, with 44 clients on the list at the end of the period.

4 Outcomes

4.1 Quantitative Data

We use weekly outcome measures with clients to assess change using the CORE (Clinical Outcomes in Routine Evaluation) model.

| | Improved | % | No Change | % | Deterio rated | % |
|---|-----------------|----------|----------------------|----------|--------------------------|----------|
| Able to cope with aspects of everyday life | 79 | 81% | 16 | 16% | 3 | 3% |
| Feeling of safety | 89 | 63% | 37 | 26% | 16 | 11% |
| Informed and empowered to act | 82 | 84% | 13 | 13% | 3 | 3% |
| Health & Wellbeing | 69 | 70% | 24 | 24% | 6 | 6% |
| Receiving effective services at Mankind | 86 | 87% | 12 | 12% | 1 | 1% |

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4.2 Qualitative Feedback

Here's what some clients who finished during the period shared when they gave us feedback:

My counselling has re-framed how I see my sexual abuse. I no longer see it as my fault. It has got rid of any sense of guilt.

This service saved my life and helped me find the skills and strength to move on. My journey is not over but I feel able to keep going, it's an upwards trajectory. My relationships, my work and my ability to self determine have all improved enormously and I will always be grateful for the time I had with Mankind.

Less thoughts and feelings of guilt. More confidence in standing up for myself and asking for things for myself in my relationship. More able to cope when thoughts/feelings/flashbacks occur.

A great help with managing my feelings of guilt and fear surrounding my trauma and understanding why and how it impacts my day to day life and assisting in reducing the impact it has on my life.

I feel that the service was very effective. It helped me deal with my anxiety and talk through my issues. I'm able to frame things better in my head. I use the mindfulness I learned every day.

I look forward to the sessions. I actually feel like I can manage on my own now. I have a much better foundation to go out there in the world and treat myself compassionately.

Through Mankind I've learnt different ways to manage my self harm.

Its been a revelation for me & I'm incredibly impressed with the service, it has been life changing for me. I wished I had got help before.

I want to thank this organisation for the support and help it offers to men. I felt I connected well with my counsellor and felt safe, respected and believed which made me feel safe to open up and talk.

Greatest thing I've ever got myself to join.

I have never had a counselling of such a high standard as I had with Carl. My relationship with him was profound and transformative, I broke new ground at every turn in the road.

It's been very informative. A lot of my emotions and emotional states are influenced by other, unrelated mental health issues, and as a result my ratings might not accurately reflect mankind specifically, but I found everything very helpful and I'm glad to have come.

I cannot think of anything in regards of improving the service as I feel your service is very helpful and has the ability to be certainly in my situation quite life changing in the way I can view myself.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

5 Service User Demographic Data

| Gender | Number | Percentage |
|--|---------------|-------------------|
| Female | 0 | 0% |
| Male | 349 | 92% |
| Non-binary | 30 | 8% |
| Not Stated | 0 | 0% |
| | | |
| Age | Number | Percentage |
| 18 to 24 years | 63 | 17% |
| 25 to 34 years | 68 | 18% |
| 35 to 44 years | 92 | 24% |
| 45 to 54 years | 91 | 24% |
| 55 to 64 years | 46 | 12% |
| 65 to 74 years | 14 | 4% |
| 75 years or over | 5 | 1% |
| Not Stated | 0 | 0% |
| | | |
| Ethnicity | Number | Percentage |
| White | 333 | 88% |
| Mixed / Multiple Ethnic Groups | 18 | 5% |
| Asian / Asian British | 6 | 2% |
| Black / African / Caribbean / Black British | 10 | 3% |
| Other Ethnic Group | 7 | 2% |
| Not Stated | 5 | 1% |

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

| | | |
|-----------------------------------|---------------|-------------------|
| | | |
| Disability | Number | Percentage |
| Has a disability | 73 | 19% |
| Does not have a disability | 305 | 80% |
| Not Stated | 1 | 0% |
| | | |
| Sexuality | Number | Percentage |
| Heterosexual / Straight | 206 | 54% |
| Gay / Lesbian | 99 | 26% |
| Bisexual | 22 | 6% |
| Other | 47 | 12% |
| Not Stated | 5 | 1% |

6 Related Parties

BACP

The charity is a member of the British Association for Counselling and Psychotherapy and is guided by the BACP principles of best practice and code of ethics.

The Survivors Trust

We are a member of this national umbrella organisation for agencies working with victims of sexual assault.

Male Survivors Partnership

We are a founding member of this national umbrella organisation for agencies working specifically with male survivors of sexual assault and our CEO is on the Board of Trustees.

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST MARCH 2024**

7 Reserves Policy

The Trustees continue to review the organisation's financial situation and risks at least every 3 months. Bank balances continue to be enough to manage our cashflow.

The charity needs to hold a minimum level of free reserves to protect the continuity of the charity's work if income falls.

The Trustees continue to review the organisation's financial situation and risks at least every 3 months. The charity needs to hold a minimum level of free reserves to protect the continuity of the charity's work if income falls. The Board increases or decreases the reserves level according to expected level of staffing and activities in the following year.

Therefore, the Board voted on 19 Oct 23 to increase the reserve to 6 months running costs to take account of our increased turnover and salary cost. For the period this means up to £400k of unrestricted reserves should be kept aside due to increased levels of staffing and services.

Responsibilities of the Trustee Board

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company, and the statement of financial activities of the company for that year. In preparing these the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the trustees



John Blair – Trustee

Date: 11th November 2024

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF**

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

I report on the financial statements of the charity for the year ended 31st March 2024, which are set out on pages 11 to 19.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's report

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of the Institute of Chartered Accountants in England and Wales which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- (1) accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting records; or
- (3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Victoria Anderson BA (Hons) FCA DChA
Chartered Accountant
Clark Brownscombe
2 St Andrews Place
Lewes, East Sussex, BN7 1UP

Date: 12th November 2024

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31ST MARCH 2024

| | Note | 2024 Unrestricted Funds £ | 2023 Unrestricted Funds £ |
|---|------|--|--|
| INCOME FROM | | | |
| Charitable activities | | | |
| - Commissioned counselling | | 742 | 1,016 |
| - Grants | 3 | 666,862 | 496,903 |
| Other trading activities | | | |
| - Room rental and rebates | | 27,700 | 28,600 |
| Donations and fundraising | | 16,841 | 5,835 |
| Interest received | | <u>8,555</u> | <u>1,124</u> |
| TOTAL | | <u>720,700</u> | <u>533,478</u> |
| EXPENDITURE ON | | | |
| Charitable activities | 4 | <u>584,279</u> | <u>470,039</u> |
| TOTAL | | <u>584,279</u> | <u>470,039</u> |
| Net income for the year | | 136,421 | 63,439 |
| Fund balances at 1st April 2023 | | <u>239,256</u> | <u>175,817</u> |
| Fund balances at 31st March 2024 | | <u>375,677</u> | <u>239,256</u> |

The notes form part of these financial statements

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)

BALANCE SHEET
AS AT 31ST MARCH 2024
COMPANY NUMBER: 04109128

| | Notes | £ | 2024 £ | 2023 £ |
|--|-------|-----------------------|-----------------------|------------------|
| FIXED ASSETS | | | | |
| Intangible fixed assets | 6 | | 20,000 | 22,500 |
| Tangible fixed assets | 7 | | <u>1,831</u> | <u>1,226</u> |
| | | | 21,831 | 23,726 |
| CURRENT ASSETS | | | | |
| Debtors | 8 | 110,199 | | 113,631 |
| Cash at bank and in hand | | <u>358,767</u> | | <u>280,762</u> |
| | | 468,966 | | 394,393 |
| CREDITORS | | | | |
| Amounts falling due within one year | 9 | (115,120) | | <u>(178,863)</u> |
| NET CURRENT ASSETS | | | <u>353,846</u> | <u>215,530</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | <u>375,677</u> | <u>239,256</u> |
| RESERVES | | | | |
| Unrestricted funds | 10 | | <u>375,677</u> | <u>239,256</u> |

The company is entitled to exemption from audit conferred by Section 477 of the Companies Act 2006 for the year ended 31st March 2024.

The members have not required the company to obtain an audit of its financial statements in accordance with Section 476 of the Companies Act 2006.

The trustees confirm that they are responsible for:

- a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006,
- b) and preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial year and of its results for the financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

These accounts were approved by the board on 11th November 2024 and signed on its behalf by:



John Blair – Trustee

The notes form part of these financial statements

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST MARCH 2024**

| | Note | 2024 | 2023 |
|--|------|-----------------------|------------------------|
| | | £ | £ |
| Net cash from operating activities | 12 | 79,832 | 120,807 |
| Cash flow from investing activities | | | |
| Purchase of intangible assets | | - | (25,000) |
| Purchase of tangible assets | | <u>(1,827)</u> | <u>(1,839)</u> |
| Net cash gained in investing activities | | <u>(1,827)</u> | <u>(26,839)</u> |
| Net increase in cash and cash equivalents | | 78,005 | 93,968 |
| Cash and cash equivalents at the beginning of year | | <u>280,762</u> | <u>186,794</u> |
| Cash and cash equivalents at end of year | | <u>358,767</u> | <u>280,762</u> |

The notes form part of these financial statements

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

1. ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102, effective 1st January 2019), hereafter referred to as the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mankind UK Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised, if the revision affects only that year, or in the year of the revision and future years if the revision affects both current and future years. However, there are no judgements or assumptions that have a significant risk of causing material adjustment.

Income

Voluntary donations and grant funding are accounted for when receivable by the charity. Incoming resources from charitable trading activities are accounted for when earned.

Expenditure

Expenses are stated in the statement of financial activities using the accruals basis of accounting.

The main categories of expenditure are:-

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Value Added Tax

Value added tax is not recoverable by the charity, and where incurred is therefore included in the relevant costs in the financial activities.

Fund accounting

Funds held by the charity are:

- Unrestricted generated funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Restricted funds which can only be used for particular restricted purposes within the objects of the charity.

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Pension Scheme arrangements

The charity makes contributions to a small self-administered pension scheme which operates on a defined contribution basis to provide employees retirement benefits. Contributions are recognised in the year in which they are incurred.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at either market value or their settlement value.

Cash and cash equivalents comprise cash at bank and in hand, demand deposits with banks and other short term highly liquid investments with original maturities of three months or less.

Going concern

There are no material uncertainties concerning the charity's ability to continue as a going concern.

2. TAXATION

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively to charitable purposes.

3. GRANTS

| | Unrestricted Funds 2024 £ | Unrestricted Funds 2023 £ |
|-------------------------|--|--|
| Ministry of Justice MRF | 147,765 | 166,533 |
| Home Office SVSCSA | 90,608 | 1,000 |
| Brighton & Hove NHS | 72,140 | 70,340 |
| Lloyds Bank | 25,000 | - |
| Sussex PCC | 308,234 | 161,299 |
| DHSC Suicide Fund | 18,954 | - |
| NHS England | - | 59,231 |
| Tides Foundation | - | 38,500 |
| Sussex Community Fund | <u>4,161</u> | - |
| | <u>666,862</u> | <u>496,903</u> |

**MANKIND UK LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

4. DIRECT CHARITABLE EXPENDITURE

| | Unrestricted Funds 2024 £ | Unrestricted Funds 2023 £ |
|--------------------------------------|--|--|
| Charitable activities: | | |
| Wages, salaries and counsellors | 483,572 | 357,635 |
| BRAVE costs | 2,083 | 8,604 |
| Rent and room hire | 30,010 | 30,070 |
| Legal and professional fees | 9,473 | 4,513 |
| Insurance | 3,548 | 695 |
| Utilities | 5,501 | 3,339 |
| Equipment, repairs and maintenance | 8,491 | 9,023 |
| Printing, postage and stationery | 535 | 745 |
| Telephone | 2,506 | 2,217 |
| Computer, internet and website costs | 15,626 | 38,128 |
| Training and supervision costs | 8,959 | 5,572 |
| General expenses | 1,247 | 1,025 |
| Travel | 930 | 1,293 |
| Donation | 5,000 | - |
| Depreciation and amortisation | 3,722 | 3,113 |
| Governance costs: | | |
| Accountancy and bookkeeping fees | <u>3,076</u> | <u>4,067</u> |
| | <u>584,279</u> | <u>470,039</u> |

5. STAFF COSTS

| | 2024 £ | 2023 £ |
|-----------------------|-----------------------|-----------------------|
| Wages and salaries | 430,336 | 298,964 |
| Social security costs | 28,778 | 17,206 |
| Pension costs | <u>8,295</u> | <u>5,320</u> |
| | <u>467,409</u> | <u>321,490</u> |

The average number of employees during the year was 21 (2023: 16). The number of staff to whom retirement benefits are accruing under a defined contribution scheme is 19 (2023: 14).

One employee received remuneration in the band of £60,001 to £65,000 during the year (2023 – None).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer and the Clinical Director. The total employee benefits of the key management personnel were £108,173 (2023: £92,211).

**MANKIND UK LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

6. INTANGIBLE FIXED ASSETS

| | Website £ |
|---------------------------------------|----------------------|
| Cost | |
| At 1st April 2023 and 31st March 2024 | <u>25,000</u> |
| Amortisation | |
| At 1st April 2023 | 2,500 |
| Charge for the year | <u>2,500</u> |
| At 31st March 2024 | <u>5,000</u> |
| Net Book Value | |
| At 31st March 2024 | <u>20,000</u> |
| At 31st March 2023 | <u>22,500</u> |

7. TANGIBLE FIXED ASSETS

| | Computer Equipment £ |
|-----------------------|----------------------------|
| Cost | |
| At 1st April 2023 | 1,839 |
| Additions | <u>1,827</u> |
| At 31st March 2024 | <u>3,666</u> |
| Depreciation | |
| At 1st April 2023 | 613 |
| Charge for the year | <u>1,222</u> |
| At 31st March 2024 | <u>1,835</u> |
| Net Book Value | |
| At 31st March 2024 | <u>1,831</u> |
| At 31st March 2023 | <u>1,226</u> |

8. DEBTORS

| | 2024 £ | 2023 £ |
|-------------------|-----------------------|-----------------------|
| Grants receivable | 99,820 | 107,910 |
| Prepayments | <u>10,379</u> | <u>5,721</u> |
| | <u>110,199</u> | <u>113,631</u> |

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

| | 2024 | 2023 |
|---------------------------------|----------------|----------------|
| | £ | £ |
| Accounts payable | 27,853 | 866 |
| Social security and other taxes | 8,576 | 6,760 |
| Other creditors | 2,166 | 639 |
| Accruals and deferred income | <u>76,525</u> | <u>170,598</u> |
| | <u>115,120</u> | <u>178,863</u> |

10. MOVEMENTS IN FUNDS

| | At 1st April 2023 £ | Income £ | Expenditure £ | At 31st March 2024 £ |
|--------------------------|------------------------------|----------------|------------------|-------------------------------|
| Unrestricted | | | | |
| General | 209,256 | 720,700 | 584,279 | 345,677 |
| Designated property fund | <u>30,000</u> | - | - | <u>30,000</u> |
| | <u>239,256</u> | <u>720,700</u> | <u>584,279</u> | <u>375,677</u> |

MOVEMENTS IN FUNDS (PRIOR YEAR)

| | At 1st April 2022 £ | Income £ | Expenditure £ | At 31st March 2023 £ |
|--------------------------|------------------------------|----------------|------------------|-------------------------------|
| Unrestricted | | | | |
| General | 145,817 | 533,478 | 470,039 | 209,256 |
| Designated property fund | <u>30,000</u> | - | - | <u>30,000</u> |
| | <u>175,817</u> | <u>533,478</u> | <u>470,039</u> | <u>239,256</u> |

11. LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £10. The Charity is registered as a company in England and Wales and the registered number and registered office can be found on the Legal and Administrative information page.

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024

12. NOTES TO THE CASH FLOW STATEMENT

Reconciliation of net surplus to net cash inflow from operating activities

| | 2024 | 2023 |
|--------------------------------------|------------------------|-----------------------|
| | £ | £ |
| Net surplus | 136,421 | 63,439 |
| Depreciation | 1,222 | 613 |
| Amortisation | 2,500 | 2,500 |
| Decrease/(increase) in debtors | 3,432 | (85,638) |
| (Decrease)/increase in creditors | <u>(63,743)</u> | <u>139,893</u> |
| Net inflow from operating activities | <u>79,832</u> | <u>120,807</u> |

Analysis of changes in net debt

| | At 1st April 2023 | Cash flow | At 31st March 2023 |
|--------------------------|----------------------------------|----------------------|-----------------------------------|
| | £ | £ | £ |
| Net cash | | | |
| Cash at bank and in hand | <u>280,762</u> | <u>78,005</u> | <u>358,767</u> |