

Registered number: 05000185
Charity number: 1103063

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

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BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2025

Trustees	L R Michaelis, Chair E L Bester (resigned 10 December 2024) S T De Alwis B P Henry S A Frost (appointed 12 March 2025) D E Martin M B McIlhone S K Patel (appointed 1 May 2024) B M Sturdy S K Sotomey S K Stinton (resigned 6 November 2024)
Company registered number	05000185
Charity registered number	1103063
Registered office	260 Desborough Road High Wycombe Bucks HP11 2QR
Company secretary	J D Rose
Chief executive officer	J D Rose
Independent auditor	Hillier Hopkins LLP Chartered Accountants Statutory Auditor Radius House 51 Clarendon Road Watford Herts WD17 1HP
Bankers	Lloyds Bank 1 Market Square Aylesbury Bucks HP20 1TD

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
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CHAIR'S STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

Update from the Chair of Trustees

Across Buckinghamshire and East Berkshire, the cost-of-living crisis, rising poverty, and increasing complexity of need continue to impact our communities. With the mental health system under significant strain, the demand for our work has never been greater.

Our experience consistently shows that people are struggling to access the care and support they need. While awareness of mental health issues is improving, services are stretched and struggling to meet demand.

As a local Mind, we work tirelessly in partnership with national Mind and the federation of over 100 local Minds to lead change, champion the voices of those with lived experience, and provide much-needed support. We recognise the profound and damaging effects of poverty, deprivation, and economic inequality on mental health. That's why, across Buckinghamshire and East Berkshire, we remain a visible and influential partner within the Buckinghamshire, Oxfordshire and Berkshire West Integrated Care System (BOB ICS) and the Frimley ICS—delivering high-quality mental health services and advocating for those we support.

Against this backdrop, I am proud to report that over the past year, we have reached 6,869 individuals through a wide range of mental health interventions, delivering meaningful and positive outcomes. This incredible achievement would not have been possible without the unwavering dedication of our staff, volunteers, and Trustees. Their commitment, resilience, and passion have been instrumental in helping us navigate some of the most challenging times in recent memory.

Our team has remained agile, adaptable, and innovative in response to the unprecedented pressures on our services. On behalf of the Board, I want to express heartfelt thanks to everyone involved in Buckinghamshire and East Berkshire Mind. Your efforts are deeply appreciated and vital to our continued impact.

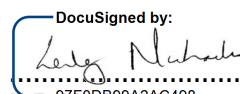
Over the past year, we have continued to develop and expand Mind in Berkshire, our collaborative partnership with Oxfordshire Mind. As part of this evolution, we adopted the new name Buckinghamshire and East Berkshire Mind, reinforcing our ongoing commitment to serving the Berkshire community.

This year also marked a significant leadership transition. We said farewell to our CEO, Andrea McCubbin, whose leadership over the past decade has been transformative. Under Andrea's guidance, our portfolio of all-age services grew to include prevention, recovery, talking therapies, and crisis alternatives. Her vision and commitment to excellence have laid a strong foundation for our future. We are deeply grateful for Andrea's outstanding contribution and wish her the very best in the future.

We were delighted to welcome Joel Rose as our new CEO, bringing with him a wealth of experience, strategic insight, and a deep passion for our mission.

The trustees remain focused on mitigating the risks facing the charity, particularly the increasing pressure on the mental health system, rising demand for services, and funding challenges. We are pleased to report that, through prudent oversight and strategic planning, we have maintained a strong financial position and continued to expand our services.

This year, we also extended our strategic plan through to March 2026. This report highlights the progress we've made, celebrates our achievements, and sets out the areas of focus for the year ahead. We hope you enjoy learning more about the vital work we do and are inspired to join us in ensuring that everyone in our communities has access to the mental health support they need.

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L R Michaels
Chair of Trustees
Date: 04-11-2025 | 17:27 GMT

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their Annual Report, together with the audited financial statements of the Buckinghamshire and East Berkshire Mind for the year 1 April 2024 to 31 March 2025. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Our Vision, Strategy and Objectives

About Buckinghamshire and East Berkshire Mind

We are Buckinghamshire and East Berkshire Mind, the mental health charity. We're fighting for a future where no mind is left behind.

Through our information, services and campaigns, we tackle stigma, barriers and isolation so that everyone can access mental health support when they need it.

We deliver services in the heart of our local communities, in Buckinghamshire and East Berkshire. We promote wellbeing and recovery; we prevent mental ill health; we offer talking therapies and we provide support in times of crisis.

We are an independent charity that is proud to be affiliated with national Mind and to adhere to its quality standards of governance and service delivery. Buckinghamshire and East Berkshire Mind is part of a network of over 100 Local Minds, which provide trusted mental health services to our communities.

In 2021 Oxfordshire Mind and Buckinghamshire and East Berkshire Mind were granted exclusive use of the operating name 'Mind in Berkshire' by national Mind. Buckinghamshire and East Berkshire Mind operate in the East and Oxfordshire Mind operate in the West. Our partnership, overseen by a steering board, works together to deliver mental health services across the county and create a unified voice and understanding across East and West Berkshire.

The vision, purpose and values of the charity are as follows:

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Our Vision, Strategy and Objectives (continued)

Our vision

We're fighting for a future where no mind is left behind.

Our mission

We want to create a mentally healthy society. Through our information, services and campaigns, we tackle stigma, barriers and isolation so that everyone can access mental health support when they need it.

Our purpose

We deliver mental health services in Buckinghamshire and East Berkshire, are affiliated to national Mind and are proud to play our part in the local Mind network. Together we are Mind.

We are at the heart of our local communities - promoting wellbeing and recovery; preventing mental ill-health; offering talking therapies and providing support in times of crisis.

Our values and behaviours

We put people first
We're stronger together
We speak up for what's right
We never stop learning
We demand better for mental health

Structure, Governance and Management

Structure of the Charity

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 19 December 2003. On 1 January 2006, the organisation changed its operational name to Buckinghamshire and East Berkshire Mind.

The charity is a membership-based organisation that delegates authority for administering the charity to the Buckinghamshire and East Berkshire Mind Board of Trustees. On the 12th December 2023, a revision to the Articles of Association was approved by the members at the AGM. The amendment revises the membership so that our membership structure becomes 'closed' whereby the Trustees are the charity's only members. Instead of an open membership structure, the Trustees will be able to create non-voting membership classes for staff and other supporters.

The Board meets four times per annum, with additional meetings convened as and when required. In addition to the Trustees, the Chief Executive Officer and Director of Services (Deputy Chief Executive Officer) attend the meetings. The Board is further supported by the Finance and Risk Committee, the Operations and HR Sub Committee and the Accommodation Committee. All these Committees report directly to the Board, with terms of reference in place. There are clear guidelines by which authority is delegated within the organisation, with Trustees delegating the day-to-day running of the charity to the Senior Leadership Team.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Structure, Governance and Management (continued)

Methods of Appointment or Election of Trustees

According to the requirements of the revised Memorandum and Articles of Association, every Trustee shall be appointed for a term of three years (or such other shorter period as the other Trustees may agree) by a resolution passed at a properly convened meeting of the Trustees. Any person having completed a three-year term, or otherwise retiring, as a Trustee is eligible for reappointment provided that a Trustee who has served for three terms (whether consecutive or otherwise) may not be reappointed. There is a robust recruitment, induction and checking process for all new Trustees joining the board.

All members of the Board of Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in the accounts. Trustees are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises. A conflict of interest register, which includes connected persons, is maintained.

Policies Adopted for the Induction and Training of Trustees

The Chair of the Board and the Chief Executive Officer are responsible for the induction of new Trustees. Once the appointment of the new Trustee has been confirmed, the Trustee will receive a pack of relevant supporting information and a programme of meetings will be scheduled with staff, volunteers and other Trustees, along with an observation of some activities and an opportunity to meet with some of the people that the charity supports service users. Trustees are also able to access governance support hosted by national Mind and can attend the annual Mind conference. It is very important that Trustees are a visible part of the organisation, and they are encouraged to visit services and volunteer in other ways.

The Finance and Risk Committee

This Committee meets quarterly and takes delegated responsibility on behalf of the Board to ensure there is a clear framework for accountability. The key tasks include:

- Examining and reviewing all systems and methods of control, both financial and otherwise. The committee produces and reviews, on a rolling basis, all the financial controls and procedures of the organisation. Any changes are brought to the Board on an annual basis.
- Risk analysis and risk management.
- Ensuring the charity is complying with all aspects of the law, relevant regulations and good practice.
- Reviewing the monthly management accounts and annual budget and the overall financial position of the charity. The production of the budget is delegated to the Chief Executive Officer, Director of Services (Deputy Chief Executive Officer) and Finance Manager.

The Committee has delegated authority for making financial decisions that are within the currently agreed financial year budget. For decisions relating to out-of-budget expenditure and investment decisions, the Committee reviews and submits recommendations to the main board meeting.

The Operations and Human Resources Sub Committee

This Committee meets quarterly and oversees the development, monitoring and evaluation of operational delivery, quality programmes and strategic human resources actions and policies. Specifically, the Committee:

- Monitors and advises on operational delivery, strategy delivery, policy development, quality improvements, safeguarding and health and safety, reporting to the Board.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Structure, Governance and Management (continued)

- Oversees the progress against the operational plan for all funding/project streams and seeks to address any areas where targets are missed or delivery issues are experienced.
- Ensures that all new projects are effectively mobilised or ceased projects exited effectively, as appropriate.
- Advises on and monitors HR policy development, HR change management and pay, performance and reward systems, reporting to the Board as appropriate.

The Accommodation Committee

This Committee meets when required and takes delegated responsibility on behalf of the Board to ensure there is a clearly defined accommodation strategy that:

- Matches service delivery need, both now and into the future.
- Ensures the most efficient use of the organisation's assets and resources.

The Committee has some operational decision-making capability. However, any recommendations relating to the selling of assets and undertaking/ terminating leases must be given final approval at the main Board meeting. This Committee has not been required to meet during FY24-25.

Risk Management

The Board fully accepts its responsibilities under the Charity Commission's Statement of Recommended Practice (SORP) for ensuring that the major risks to which the charity is exposed are identified and reviewed, and that there are systems in place to mitigate them. Major risks are those that have a high probability of occurring and would, if they occurred, have a severe impact on either operational performance or achievement of purposes or could damage the charity.

The charity recognises that risk management is an essential part of good business practice and an effective mechanism of good governance. The Board is committed to ensuring that risk management processes are embedded throughout the charity, and that these processes are used to help identify issues at an early stage that affect performance or achievement of purposes. However, the Board recognises that risk management systems can only seek to manage rather than eliminate risk, and that it should therefore be only one of the tools that the Board uses to provide effective control of the administration of the charity. Additionally, in recruiting new Trustees, the Board ensures that there is an appropriate mix of skills to further mitigate risk.

A detailed risk register is reviewed and updated quarterly by the Finance and Risk Committee and presented at each subsequent Board meeting. As a result, the Trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to manage exposure to the risks. The key risks to which the charity is exposed, along with the current situation, are outlined below:

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Structure, Governance and Management (continued)

Inflation and increased cost-of-living	<p>The running costs of the charity have increased due to higher inflation rates and increases to Employer National Insurance. We ensure salaries are benchmarked against sector averages to support retention and recruitment but are seeing differentials emerge across the health and social care sector in the localities we support. To help mitigate these increased costs, we have negotiated small increases with commissioning partners for those contracts renewing this year along with continuing to look for efficiencies in our organisational overheads and processes.</p> <p>The challenging financial climate is having an impact on our ability to raise funds from non-statutory sources. To help mitigate this risk and to ensure greater diversification of income we recruited a Head of Income Generation and Communications who joined the charity towards the end of the financial year. Trustees thank all those people who have fundraised for us over the year.</p>
Cyber security	<p>We have strengthened our cyber security measures across all platforms and have renewed our Cyber Essentials accreditation. Cyber security training is now mandatory for all staff.</p>
Sustainability of contract and grant income	<p>All stakeholder relationships remain positive and we thank all our statutory partners for their support. Buckinghamshire and East Berkshire Mind is visible and influential in the mental health system. As such, we are well positioned to work collaboratively with mental health system partners on identified gaps in service provision across both Integrated Care Systems in Buckinghamshire, Oxfordshire and Berkshire (West) and Frimley.</p> <p>The pressure on statutory partner budgets is creating a challenging contractual environment. Ensuring that the impact, social value and cost effectiveness of our services is clearly articulated will be crucial in an increasingly competitive landscape.</p> <p>Buckinghamshire and East Berkshire Mind, in partnership with Oxfordshire Mind, will afford us greater flexibility in delivering services that are either pan-Berkshire or across the Thames Valley, if commissioning requires that.</p>
Loss of/ inability to recruit key staff and volunteers to deliver against strategic plans	<p>The charity recruitment market remains competitive with ongoing inflationary pressures on staff salaries. A detailed pay review programme was undertaken during the year to evaluate all roles and recommend a revised pay scale. We also continue to explore additional cost-neutral ways to enhance our employment package and improve our working environment.</p>

Key Management Personnel Remuneration

Key management personnel remuneration and benefits (the Senior Leadership Team) totals £274,057 (2024 - £264,024) per annum.

All Buckinghamshire and East Berkshire Mind colleagues are subject to annual appraisals and Trustees' approval is required prior to implementing salary increments. As a means of good practice, a benchmarking exercise is undertaken when recruiting into new roles against other competitors within the sector of a similar size and activity to ensure that the remuneration is in-line with that of generally similar roles.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Structure, Governance and Management (continued)

Investment Policy

Our investment policy incorporates an investment performance framework with reserves invested in a minimum of two global multi-asset investment funds. In addition, suitably qualified advisors should be retained with a requirement for investment performance to be reviewed at each Finance & Risk Committee meeting.

The two multi-asset funds that we currently invest in are COIF Charities Investment Fund and SUTL Cazenove Multi-Asset Fund. These were chosen on the advice of qualified investment advisors.

In the 2024-25 year, our investments have been met with market volatility and have recorded a loss at the year end. However, when investment income is considered, there was still a small gain in the year. The Trustees recognise the long-term nature of investments with fluctuations and, therefore, the Trustees agreed to retain these investments.

Objectives and Activities

Policies and Objectives

The Trustees confirm that they have referred to the guidance obtained in the Charity Commission's general guidance on the public benefit when reviewing the charity's aims and objectives and in planning future activities for the year. The charity's objects are, "to promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorder or conditions of emotional or mental distress requiring advice or treatment."

Strategies for Achieving objectives

All our charitable activities focus on promoting good mental health and reaching out to support those who experience mental ill-health. The Trustees have considered how planned activities will contribute to the aims and objectives that have been set out in our 'We are Buckinghamshire and East Berkshire Mind' strategy. This strategy sets our ambitions for the charity in five key areas and provides the framework against which we will measure our impact.

- 1. People: We will ensure we are a great place for people to work, volunteer and experience services.
- 2. Impact: We will target our services where we can have greatest impact.
- 3. Engagement: We will build engagement, increase our influence and champion our vision for mental health.
- 4. Sustainability: We will improve sustainability at a time of unprecedented need, building collaborations and partnerships with other service providers.
- 5. Resources: We will invest in and maximise our resources to develop an organisation fit for the future.

Our Progress in 2024-25

To deliver these ambitions in 2024-25, we identified 11 specific areas of focus, as outlined in the table below alongside our performance:

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Strategies for achieving objectives (continued)

1. People		
Focus Area	Aim	Selected achievements
Workplace	Offer a workplace that supports wellbeing and makes people feel valued, enabling us to attract and retain colleagues and volunteers.	During the year we undertook a role evaluation and salary benchmarking project for all staff. This will lead to improved transparency and fairness in our remuneration and ensure that we can continue to make the best use of our resources while attracting and retaining staff.
Organisational Development and Structure	Plan and recruit for growth and succession and design the organisation, and the skillsets within it, to match its future direction.	We reviewed our management structure to identify ways to increase capacity across the charity while ensuring that we continue to be able to deliver our services.

2. Impact		
Focus Area	Aim	Selected achievements
Prevention	Respond to demand by expanding our portfolio of children, young people and adult services to offer timely access to preventative and early intervention support, including alternatives to crisis services.	During the year we were able to expand our network of First Contact Practitioners, working with GPs to support individuals who are struggling with their mental health, so that they receive appropriate and timely support.
The difference we make	Develop more sophisticated ways to understand our reach and social value - demonstrating both the short and long-term impact of our work.	We made significant improvements to the way that we gather information on the impact of our work and agreed processes to report and demonstrate impact across all services.

3. Engagement		
Focus Area	Aim	Selected achievements
Inclusion	Develop our ways of working to be more accessible, with a specific focus on people experiencing health inequalities and poverty.	We rolled out Equality, Diversity, Equity and Inclusion training to all staff as part of the ongoing process of upskilling our team so that they are better able to support people experiencing health inequalities.
Involvement and Participation	Welcome a team of experts by experience to influence the planning, development, delivery and evaluation of our services.	During the year we recruited nine experts by experience who played an important part in the review of a number of our services.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Strategies for achieving objectives (continued)

4. Sustainability		
Focus Area	Aim	Selected achievements
Impact led	Demonstrate our value by articulating our impact – evidenced by a rich picture of data and experiences to attract new sources of funding for areas where most needed.	During the year, as part of our 110 th anniversary celebrations, we created a series of short films to demonstrate the positive impact of our services on the people that we support. We promoted these videos through our website and social media channels.
Income Generation	Implement a bold and ambitious income generation strategy to diversify our income streams to increase our sustainability.	We made an investment in our fundraising capacity, recruiting our first ever Head of Income Generation and Communications, and created our fundraising strategy that set out a viable path to financial sustainability.
Partnerships	Identify additional partners to enhance our existing services and co-produce new services based on the needs of the community. This includes exploring further collaboration opportunities with Oxfordshire Mind in the continued development of our Mind in Berkshire partnership.	We worked in partnership with Citizens Advice Bucks to create a new service for people facing both financial and mental health challenges. This service was launched in 2025.

5. Resource		
Focus Area	Aim	Selected achievements
Data	Improve the reporting and analysis of our management information to enable us to put evidence at the heart of our decision-making processes.	During the year, we continued to develop our database systems and reporting mechanisms and undertook a thorough review as well as training to ensure that the way we collect, manage and store data meets best practice.
Premises	Ensure our accommodation is fit for our needs and new ways of working and delivering services.	We updated our health and safety processes to ensure that the charity could provide a safe working environment for all staff.

Our Services

We continue to provide a range of services across Buckinghamshire and East Berkshire that support individuals and improve their ability to manage their mental health and stay well.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Our Services (continued)

Befriending

Our Befriending service offers free support to adults who are lonely or isolated as a result of a mental health problem. We recruit and train volunteers who then form 'partnerships' with people from the local community.

Community Based Support

Our team work in partnership with Oxford Health NHS Foundation Trust to reach out to people with mental health problems in the community and provide one-to-one support and signposting.

Counselling for Adults & Young people

We provide high quality one-to-one counselling in a safe, non-judgemental space.

Peer Support Bucks

Our peer support groups offer the opportunity to meet individuals as when they want to, make friends, share experiences and enjoy a social life.

Closing the Gap

We work in partnership with Citizens Advice Bucks to provide wrap-around support and advice for people experiencing both mental ill-health and financial challenges.

Perinatal Support Service

Our Perinatal Community Support Worker provides one-to-one and group support for women who are pregnant or have given birth in the past 12 months and have mental health needs.

Safe Haven

Safe Haven is a mental health crisis support service for anyone living in Buckinghamshire aged 18 years or over. We provide listening support and signposting. We also work with people to create safety plans if they are struggling to keep themselves safe due to thoughts of self-harm or of ending their life.

Wellbeing Services

Our groups provide social contact, structure and a chance to try new activities with people who have experienced similar problems. The groups aim to support wellbeing through activities such as arts and crafts, cooking, interactive games and gentle exercise.

Community Connectors

Community Connectors are part of a multi-disciplinary team of mental health specialists, working with our colleagues employed by Berkshire Healthcare NHS Foundation Trust to support anyone who is over 18 and is experiencing significant mental health problems.

Mental Health Safety Planning Service

We provide support for those who have attended A&E or Mental Health Integrated Community Service (MHICS) because they have had thoughts about ending their life and/or are at risk of self-harm.

Children and Young People Service

We work with children aged four to 18 years-old in various settings, such as primary and secondary schools, colleges, youth clubs and sports clubs. We deliver assemblies, workshops and full training days. We train student Peer Mentors in mental health awareness to support younger students.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Our Services (continued)

Friends in Need

We provide community-based peer support groups that offer a safe and welcoming place to make friends, share experiences and learn from others. Friends in Need also offers a group for young adults (17 to 25 year olds) called Peers2Pals.

Training Services

Our mental health training courses support managers, staff and volunteers in the private, public and voluntary sectors to stay well, both in the workplace and in their personal lives, through our interactive and informative professional training workshops and presentations.

Volunteers are essential to Buckinghamshire and East Berkshire Mind's work, enabling us to provide more vital, life-changing services to people experiencing mental health problems in Buckinghamshire and East Berkshire.

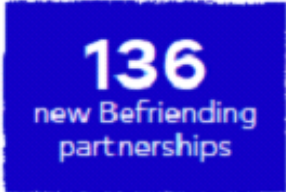
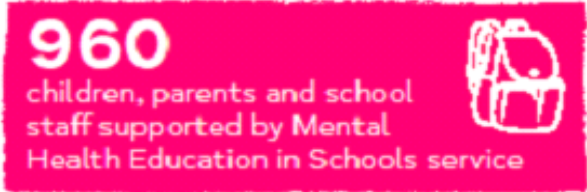
We could not achieve all that we do to support people's mental health without the involvement and huge contribution of our volunteers. Our 236 volunteers gave an incredible 6,287 hours this year, on top of a further 572 young people that we trained as Peer Mentors in schools.

We commit to continuing to develop our capability to support volunteers and we work 'hand-in-hand' with volunteers to enable them to fully contribute to our success, alongside ensuring that our volunteers are representative of the diversity in our communities. We are so grateful to all our volunteers, who have made such a difference to the lives of the people we support.

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TRUSTEES' REPORT (CONTINUED)
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Our Year in Numbers



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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Strategic Objectives for the Forthcoming Year

In the next year, we will continue to work towards the aims that we have set for our 11 chosen strategic priority focus areas. In particular we will;

1. People		
Focus Area	Aim	Activity
Workplace	Offer a workplace that supports wellbeing and makes people feel valued, enabling us to attract and retain colleagues and volunteers	We will work to increase the visibility and understanding of our organisational values and ensure that these values are central to strategic decision-making, recruitment, performance management and how we measure the value of our work.
Organisational Development and Structure	Plan and recruit for growth and succession and design the organisation, and the skillsets within it, to match its future direction.	We will review how we recruit, train, support and retain our volunteers and seek funding to enable us to grow our volunteer team.

2. Impact		
Focus Area	Aim	Activity
Prevention	Respond to demand by expanding our portfolio of children, young people and adult services to offer timely access to preventative and early intervention support, including alternatives to crisis services.	We will seek to work in partnership with other local charity providers to provide mental health support to people who are also struggling with housing, employment and financial challenges.
The difference we make	Develop more sophisticated ways to understand our reach and social value - demonstrating both the short and long-term impact of our work.	<p>We will review our outcome monitoring processes and the frequency and quality of the data that we collect. We will trial new outcome measures that are set by the people we support, are connected to our values and are recognised by other key stakeholders.</p> <p>We will collaborate with local universities and academia to support and shape relevant research projects, using the insights and experiences of the people we support.</p>

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

(continued)

3. Engagement		
Focus Area	Aim	Selected achievements
Inclusion	Develop our ways of working to be more accessible, with a specific focus on people experiencing health inequalities and poverty.	We will use our own and other publicly available health information data to gain a better understanding of health inequalities in Buckinghamshire and East Berkshire.
Involvement and Participation	Welcome a team of experts by experience to influence the planning, development, delivery and evaluation of our services.	We will expand our team of experts by experience and include children and young people into this group. We will work with our experts by experience to co-produce our next organisational strategy.

4. Sustainability		
Focus Area	Aim	Selected achievements
Impact led	Demonstrate our value by articulating our impact – evidenced by a rich picture of data and experiences to attract new sources of funding for areas where most needed.	We will improve our ability to communicate the outcome of our work and develop a long-term communications plan that focuses on articulating the change that we have made in the lives of the people that we support.
Income Generation	Implement a bold and ambitious income generation strategy to diversify our income streams to increase our sustainability.	We will establish an income generation working group to support the diversification and sustainability of Buckinghamshire and East Berkshire Mind's voluntary income streams.
Partnerships	Identify additional partners to enhance our existing services and co-produce new services based on the needs of the community. This includes exploring further collaboration opportunities with Oxfordshire Mind and the continued development of our Mind in Berkshire partnership.	We will continue to play a leading part in a wide range of stakeholder networks and take a supportive and collaborative approach to working with other provider organisations. We will work with colleagues at Mind in Oxfordshire to create a long-term strategy for Buckinghamshire and East Berkshire Mind and ensure the processes are in place to deliver services across the county.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Strategic Objectives for the Forthcoming Year (continued)

5. Resource		
Focus Area	Aim	Activity
Data	Improve the reporting and analysis of our management information to enable us to put evidence at the heart of our decision-making processes.	We will continue to improve our data collect and handling processes and increase our ability to provide useful analysis of outcome and participation data to service leaders.
Premises	Ensure our accommodation is fit for our needs and new ways of working and delivering services.	We will review our accommodation needs and seek to raise additional income through making better use of all our premises.

Financial review

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Financial review

Buckinghamshire and East Berkshire Mind recorded a surplus of £37,334 for the financial year ended 31 March 2025. This compares with a surplus of £180,862 for the previous year. The recruitment market is increasingly challenging, with both individuals and organisations struggling financially. We are very grateful for our dedicated staff who continue to deliver vital services. During the year, the Trustees agreed to create two new designated reserves, using the surplus generated in the current and prior year. One reserve is specifically for our Befriending service; continuing the service after previous funding had ceased whilst new funding is sought. The other reserve is for mitigating the impact of the changes to National Insurance and minimum wage uplifts, as many of our contracts will not provide sufficient uplifts to funding to cover these additional costs. This gives the organisation time to secure more sustainable funding for future years.

Total income decreased by £183,766 to £2,162,394 (2024 - £2,346,160). This decrease was due to the ceasing of some services' funding.

The balance sheet is showing a total of £1,314,521 of unrestricted funds - £554,521 unrestricted cash reserves, £160,000 of designated funds and a £600,000 property reserve on the Chesham property owned by Buckinghamshire and East Berkshire Mind that is used for the provision of services and for office space.

Our donations, fundraising and legacy income have decreased slightly this year by £14,687. The current cost of living crisis is impacting on our donors' ability to give and, despite mental health remaining a cause people want to support, the receipt of funds is proving difficult to forecast.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees would like to thank warmly those members of the community who have chosen to fundraise for us, both in this year and moving forward, in so many diverse ways.

Income from charitable activities has decreased by 8% on the previous year (2025 £2,050,833 and 2024 £2,219,803). In the same period the expenditure on charitable activities decrease by 5% to £2,073,434 from £2,173,636. Despite the reduction in income and expenditure, we maintained and enhanced the broad range of quality services we provide to the community.

Buckinghamshire and East Berkshire Mind is deeply grateful to all our generous donors, funders and supporters who make our work possible. Their generosity, commitment and contribution empowers us to assist individuals facing mental health challenges across Buckinghamshire and East Berkshire, raise vital awareness, train mental health advocates, and educate the broader community.

Throughout the year we have received financial support from individual supporters, local organisations, charitable trusts and NHS Trusts. Members of our local community have held fundraising events, taken part in challenges and gone above and beyond to raise funds for us. We extend our heartfelt thanks to all our incredible donors, funders and supporters - without them we could not provide the services we do.

Special Acknowledgement this year is given to the following in supporting the development and launch of the following new services for Buckinghamshire and East Berkshire Mind.

The National Lottery Community Fund for awarding a grant to support 20 adults in Buckinghamshire to receive free counselling.

Mid Chiltern Primary Care Network for awarding a contract to enable the delivery of a new First Contact Practitioner service.

We would also like to acknowledge the following long term supporters who have shown an ongoing yearly commitment to our work:

- Buckinghamshire Council
- Oxford Health NHS Foundation Trust
- NHS Frimley ICB
- Berkshire Healthcare NHS Trust
- Buckinghamshire, Oxfordshire and Berkshire ICB
- Berkshire Community Foundation
- Heart of Bucks
- Monodraught Ltd
- The Clare Foundation
- Chesham United FC
- JP Hildreth Ltd
- Silverson Machines Ltd
- The Rothschild Foundation
- Shanly Foundation
- Fairhive Homes Ltd
- King Cullimore Charitable Trust
- Rectory Foundation

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Reserves policy

The charity's funds consist of unrestricted funds and a revaluation reserve. Buckinghamshire and East Berkshire Mind maintains a formal reserves policy, reviewed by Trustees at least annually and amended as appropriate. The policy currently considers the following aspects:

- The definition of reserves as being the free reserves; namely total reserves less any restricted or asset reserves.
- The level of reserves decided by our Trustees is no less than three months of the total annual budgeted operating costs.
- How the Trustees intend to maintain reserves at the agreed level.
- The arrangements required by Trustees to ensure the policy is regularly monitored and reviewed.

During 2022/23 we tested our reserves policy and carried out a risk-based assessment of the actual amount of funds we would need. This assessment demonstrated that our 3 months policy is in excess of what we would need if we had to wind down our operations. The Trustees decided that it was prudent not to make any changes to the policy, but recognised that when trending slightly below our 3 months level there is negligible risk to the charity.

The required level of unrestricted reserves based on the criteria outlined in our policy on our draft budget was £537,270 in 2024/25. The unrestricted reserves at balance sheet date are £554,521 so we are £17,504 or 3% above the required level.

For 2025/26, the required level will be £585,380. In accordance with our policy, the level of reserves will be reviewed by the Trustees in conjunction with the approval of the annual accounts. We expect to maintain reserves at the required level.

Fundraising Activities

Fundraising activities are carried out in-house, largely by the fundraising team. We are committed to excellence in fundraising practices and have voluntarily registered with the Fundraising Regulator and comply with their Fundraising Promise as outlined on our website, <https://www.bucksmind.org.uk/fundraising/> In addition, we have a procedure for supporting potential donors' whole circumstances, which links to our Safeguarding Policy and Procedure. There have been no complaints received during the year in relation to our fundraising practices.

Members' liability

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' responsibilities

The Trustees (who are also the Directors of the Company for the purposes of company law) are responsible for preparing the Trustees' 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 financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- 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 adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and 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 reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditor

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- So far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

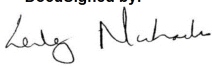
Auditor

The auditor, Hillier Hopkins LLP, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Approved by order of the members of the Board of Trustees and signed on their behalf by:

DocuSigned by:

...97F0DB99A2AC498.....
L R Michaelis
Chair of Trustees

Date: 04-11-2025 | 17:27 GMT

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BUCKINGHAMSHIRE AND EAST
BERKSHIRE MIND**

Opinion

We have audited the financial statements of Buckinghamshire and East Berkshire Mind (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure 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 Charities Act 2011.

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 United Kingdom, including the Financial Reporting Council'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 twelve 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.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BUCKINGHAMSHIRE AND EAST
BERKSHIRE MIND (CONTINUED)**

Other information

The other information comprises the information included in the Annual 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, 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 charitable 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 charitable company or to cease operations, or have no realistic alternative but to do so.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BUCKINGHAMSHIRE AND EAST
BERKSHIRE MIND (CONTINUED)**

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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:

- the nature of the industry and sector, control environment and business performance including the remuneration incentives and pressures of key management;
- the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and management. We consider the results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the Company's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

We also obtained an understanding of the legal and regulatory frameworks that the Company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and relevant tax legislation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance occurring due to fraud rather than error, as fraud involves forgery, collusion, omission or misrepresentation.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BUCKINGHAMSHIRE AND EAST
BERKSHIRE MIND (CONTINUED)**

A further description of our responsibilities for the audit of the financial statements is located 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 trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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Hillier Hopkins LLP
Chartered Accountants
Statutory Auditor
Radius House
51 Clarendon Road
Watford
Herts
WD17 1HP

Date: 05-11-2025 | 11:40 GMT

Hillier Hopkins LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	-	77,976	77,976	28,617
Charitable activities	4	161,597	1,889,236	2,050,833	2,219,803
Other trading activities	5	-	12,669	12,669	76,855
Investments	6	-	20,916	20,916	20,885
Total income		161,597	2,000,797	2,162,394	2,346,160
Expenditure on:					
Raising funds	7	-	39,095	39,095	20,790
Charitable activities		195,597	1,877,837	2,073,434	2,173,636
Total expenditure		195,597	1,916,932	2,112,529	2,194,426
Net (expenditure)/income before net (losses)/gains on investments		(34,000)	83,865	49,865	151,734
Net (losses)/gains on investments		-	(12,531)	(12,531)	29,128
Net movement in funds		(34,000)	71,334	37,334	180,862
Reconciliation of funds:					
Total funds brought forward		34,000	1,243,187	1,277,187	1,096,325
Net movement in funds		(34,000)	71,334	37,334	180,862
Total funds carried forward		-	1,314,521	1,314,521	1,277,187

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 29 to 45 form part of these financial statements.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05000185

BALANCE SHEET
AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	12	601,561	602,342
Investments	13	414,829	427,360
		<u>1,016,390</u>	<u>1,029,702</u>
Current assets			
Debtors	14	97,416	84,187
Cash at bank and in hand		460,702	456,737
		<u>558,118</u>	<u>540,924</u>
Current liabilities			
Creditors: amounts falling due within one year	15	(259,987)	(293,439)
Net current assets		<u>298,131</u>	<u>247,485</u>
Total assets less current liabilities		<u>1,314,521</u>	<u>1,277,187</u>
Net assets excluding pension asset		<u>1,314,521</u>	<u>1,277,187</u>
Total net assets		<u><u>1,314,521</u></u>	<u><u>1,277,187</u></u>
Charity funds			
Restricted funds	16	-	34,000
Unrestricted funds			
Designated funds	16	160,000	-
General funds	16	554,521	643,187
Revaluation reserve		600,000	600,000
Total unrestricted funds	16	<u>1,314,521</u>	<u>1,243,187</u>
Total funds		<u><u>1,314,521</u></u>	<u><u>1,277,187</u></u>

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

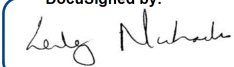
BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)
REGISTERED NUMBER: 05000185

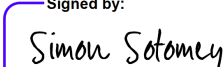
BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf by:

DocuSigned by:

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L R Michaelis
(Trustee)
Date: 04-11-2025 | 17:27 GMT

Signed by:

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S K Sotomey
(Trustee)
Date: 05-11-2025 | 09:13 GMT

The notes on pages 29 to 45 form part of these financial statements.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities	(16,951)	203,755
Cash flows from investing activities		
Dividends, interests and rents from investments	20,916	20,885
Purchase of tangible fixed assets	-	(2,342)
Proceeds from sale of investments	-	230,343
Purchase of investments	-	(200,000)
Net cash provided by investing activities	20,916	48,886
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	3,965	252,641
Cash and cash equivalents at the beginning of the year	456,737	204,096
Cash and cash equivalents at the end of the year	460,702	456,737

The notes on pages 29 to 45 form part of these financial statements

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. General information

The company is a private company limited by guarantee incorporated in England and Wales. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Buckinghamshire and East Berkshire Mind 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.

2.2 Going concern

The trustees have considered the financial statements and believe that they have the ability to continue in operation for at least 12 months from signing these financial statements. As such, the Trustees consider it appropriate to prepare the financial statements on the going concern basis.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. Accounting policies (continued)

2.3 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Company, can be reliably measured.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Friends is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.4 Expenditure (continued)

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial Activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of Financial Activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Freehold property and land and not depreciated and valued at fair value.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	-	2%	Freehold property includes freehold land which is not depreciated.
Fixtures and fittings	-	33%	
Office equipment	-	33%	

2.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

BUCKINGHAMSHIRE AND EAST BERKSHIRE MIND
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation.

2.12 Financial instruments

The Company 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 their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.13 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

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3. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Donations	67,380	67,380	28,617
Legacies	10,596	10,596	-
	<u>77,976</u>	<u>77,976</u>	<u>28,617</u>

4. Income from charitable activities

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Counselling	7,878	74,555	82,433	60,748
Community Services	153,719	1,814,681	1,968,400	2,159,055
	<u>161,597</u>	<u>1,889,236</u>	<u>2,050,833</u>	<u>2,219,803</u>
<i>Total 2024</i>	<u>191,086</u>	<u>2,028,717</u>	<u>2,219,803</u>	

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Sponsorship and fundraising	10,229	10,229	74,275
Rental property income	2,440	2,440	2,580
	<u>12,669</u>	<u>12,669</u>	<u>76,855</u>

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6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from listed investments	14,159	14,159	15,747
Bank interest	6,757	6,757	5,138
	<u>20,916</u>	<u>20,916</u>	<u>20,885</u>

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Costs of raising voluntary income	10,695	10,695	2,362

Other trading expenses

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Rental property costs	28,400	28,400	18,429

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8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Counselling	86,409	11,521	97,930	122,826
Community Services	1,756,607	218,897	1,975,504	2,050,810
	1,843,016	230,418	2,073,434	2,173,636
Total 2024	1,987,659	185,977	2,173,636	

Analysis of direct costs

	Counselling 2025 £	Community Services 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	83,325	1,640,877	1,724,202	1,859,584
Direct costs	3,084	115,730	118,814	128,075
	86,409	1,756,607	1,843,016	1,987,659
Total 2024	104,228	1,883,431	1,987,659	

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8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Counselling 2025 £	Community Services 2025 £	Total funds 2025 £	Total funds 2024 £
Depreciation	39	742	781	-
Support costs	11,482	218,155	229,637	185,977
	<u>11,521</u>	<u>218,897</u>	<u>230,418</u>	<u>185,977</u>
<i>Total 2024</i>	<u>18,598</u>	<u>167,379</u>	<u>185,977</u>	

9. Auditor's remuneration

The auditor's remuneration amounts to an auditor fee of £11,150 (2024 - £9,250).

10. Staff costs

	2025 £	2024 £
Wages and salaries	1,569,175	1,684,770
Social security costs	114,961	130,458
Contribution to defined contribution pension schemes	40,066	44,356
	<u>1,724,202</u>	<u>1,859,584</u>

The average number of persons employed by the Company during the year was as follows:

	2025 No.	2024 No.
Employees	<u>80</u>	<u>88</u>

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10. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	<i>2024 No.</i>
In the band £60,001 - £70,000	2	-
In the band £70,001 - £80,000	-	1

During the year the charity paid remuneration of £274,057 (2024 - £264,024) to its key management personnel.

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

12. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Office equipment £	Total £
Cost or valuation				
At 1 April 2024	600,000	-	76,044	676,044
Additions	-	2,342	-	2,342
At 31 March 2025	600,000	2,342	76,044	678,386
Depreciation				
At 1 April 2024	-	-	76,044	76,044
Charge for the year	-	781	-	781
At 31 March 2025	-	781	76,044	76,825
Net book value				
At 31 March 2025	600,000	1,561	-	601,561
At 31 March 2024	<i>600,000</i>	-	-	<i>600,000</i>

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12. Tangible fixed assets (continued)

Included in Freehold property are land and buildings which were originally gifted to the charity. On the introduction of FRS102 these were brought in at a deemed value of £340,000. The assets were professionally valued by a member of RICS in 2022, the trustees consider this to be a fair estimate of the value at the balance sheet date.

The carrying amount under the cost model of the assets which have been revalued would have been £340,000 (2024 - £340,000).

13. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2024	427,360
Revaluations	(12,531)
At 31 March 2025	414,829
Net book value	
At 31 March 2025	414,829
At 31 March 2024	427,360

14. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	81,355	73,098
Other debtors	116	-
Prepayments and accrued income	15,945	11,089
	97,416	84,187

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15. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	18,312	28,478
Other taxation and social security	34,587	41,952
Other creditors	4,370	10,655
Accruals and deferred income	202,718	212,354
	<u>259,987</u>	<u>293,439</u>

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16. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds						
Designated funds						
Befriending fund	-	-	-	60,000	-	60,000
Pay review & NIC impact	-	-	-	100,000	-	100,000
	<u>-</u>	<u>-</u>	<u>-</u>	<u>160,000</u>	<u>-</u>	<u>160,000</u>
General funds						
General Funds	643,187	2,000,797	(1,916,932)	(160,000)	(12,531)	554,521
Revaluation reserve	600,000	-	-	-	-	600,000
	<u>1,243,187</u>	<u>2,000,797</u>	<u>(1,916,932)</u>	<u>(160,000)</u>	<u>(12,531)</u>	<u>1,154,521</u>
Total Unrestricted funds	<u>1,243,187</u>	<u>2,000,797</u>	<u>(1,916,932)</u>	<u>-</u>	<u>(12,531)</u>	<u>1,314,521</u>
Restricted funds						
Befriending Services	-	88,598	(88,598)	-	-	-
National Mind Thames Valley Legacy	34,000	60,000	(94,000)	-	-	-
Access to Work grant	-	4,704	(4,704)	-	-	-
Lottery low cost counselling	-	3,332	(3,332)	-	-	-
Mind - Young people's counselling	-	4,545	(4,545)	-	-	-

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NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

Statement of funds - current year (continued)

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Mind Time to Talk Day	-	418	(418)	-	-	-
	<u>34,000</u>	<u>161,597</u>	<u>(195,597)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total of funds	<u>1,277,187</u>	<u>2,162,394</u>	<u>(2,112,529)</u>	<u>-</u>	<u>(12,531)</u>	<u>1,314,521</u>

Details of the funds are as follows:

Designated Funds

Befriending fund - this fund supports the running of our Befriending service whilst we find new long-term funding solutions, due to funding ceasing in March 2025.

Pay review & NIC impact - this fund mitigates the impact of the Employer's NI increase as well as supporting the implementation of an organisation-wide pay review project.

Restricted funds

Bucks Council Prevention Grant - this grant supports the delivery of our befriending service.

Mind Thames Valley Legacy - this grant is to further develop the work of Mind in Berkshire, through our partnership with Oxfordshire Mind.

Access to Work grant - This grant was to provide equipment for a member of staff

Lottery low cost counselling - Grant from the National Lottery Awards for All to provide free counselling for 20 individuals.

Mind - Young people's counselling - Grant from National Mind to support our Young People's counselling work.

Mind TTT Legacy Grant - this grant funds the provision of Suicide First Aid courses for people working with children and young people.

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2024 £</i>
Unrestricted funds					
General Funds	496,325	2,155,074	(2,037,340)	29,128	643,187
Revaluation reserve	600,000	-	-	-	600,000
	<u>1,096,325</u>	<u>2,155,074</u>	<u>(2,037,340)</u>	<u>29,128</u>	<u>1,243,187</u>
Restricted funds					
Befriending Services	-	19,905	(19,905)	-	-
National Mind Thames Valley Legacy	-	68,000	(34,000)	-	34,000
Access to Work grant	-	10,000	(10,000)	-	-
Lottery low cost counselling	-	88,598	(88,598)	-	-
Mind - Young people's counselling	-	4,583	(4,583)	-	-
	<u>-</u>	<u>191,086</u>	<u>(157,086)</u>	<u>-</u>	<u>34,000</u>
Total of funds	<u><u>1,096,325</u></u>	<u><u>2,346,160</u></u>	<u><u>(2,194,426)</u></u>	<u><u>29,128</u></u>	<u><u>1,277,187</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Designated funds	-	-	-	160,000	-	160,000
General funds	1,243,187	2,000,797	(1,916,932)	(160,000)	(12,531)	1,154,521
Restricted funds	34,000	161,597	(195,597)	-	-	-
	<u>1,277,187</u>	<u>2,162,394</u>	<u>(2,112,529)</u>	<u>-</u>	<u>(12,531)</u>	<u>1,314,521</u>

Summary of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2024 £
General funds	1,096,325	2,155,074	(2,037,340)	29,128	1,243,187
Restricted funds	-	191,086	(157,086)	-	34,000
	<u>1,096,325</u>	<u>2,346,160</u>	<u>(2,194,426)</u>	<u>29,128</u>	<u>1,277,187</u>

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	601,561	601,561
Fixed asset investments	414,829	414,829
Current assets	558,118	558,118
Creditors due within one year	(259,987)	(259,987)
Total	<u>1,314,521</u>	<u>1,314,521</u>

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18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	-	602,342	602,342
Fixed asset investments	-	427,360	427,360
Current assets	34,000	506,924	540,924
Creditors due within one year	-	(293,439)	(293,439)
Total	<u>34,000</u>	<u>1,243,187</u>	<u>1,277,187</u>

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income for the year (as per Statement of Financial Activities)	<u>37,334</u>	<u>180,862</u>
Adjustments for:		
Depreciation charges	781	-
Gains/(losses) on investments	12,531	(29,128)
Dividends, interests and rents from investments	(20,916)	(20,885)
Decrease/(increase) in debtors	(13,230)	133,935
Decrease in creditors	(33,451)	(61,029)
Net cash provided by/(used in) operating activities	<u>(16,951)</u>	<u>203,755</u>

20. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	460,702	456,737
Total cash and cash equivalents	<u>460,702</u>	<u>456,737</u>

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NOTES TO THE FINANCIAL STATEMENTS
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21. Analysis of changes in net debt

	At 1 April 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	456,737	3,965	460,702
	<u>456,737</u>	<u>3,965</u>	<u>460,702</u>

22. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £40,066 (2024 - £44,356). Contributions totalling £51 (2024 - £9,488) were payable to the fund at the balance sheet date and are included in creditors.

23. Operating lease commitments

At 31 March 2025 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	15,369	20,611
Later than 1 year and not later than 5 years	5,559	20,928
	<u>20,928</u>	<u>41,539</u>

24. Related party transactions

There have been no related party transactions that require disclosure in the year (2024 - £nil).