

Herts Mind Network

England & Wales · Charity number 1112487

Details

Other names	HERTS MIND NETWORK LTD, MIND IN DACORUM, MIND IN DACORUM LTD
Status	Registered
Legal form	Charitable company
Company number	05532977
Registered	2005-12-12
Register	View on the Charity Commission register

Contact

Address	501 St Albans Road Watford WD24 7RZ
Phone	02037273600
Email	info@hertsmindnetwork.org
Website	www.hertsmindnetwork.org

Activities

Objects: 4. OBJECTS4.1 The only objects for which the Charity is established, principally (but not exclusively) within the area of Hertfordshire, are to:4.1.1 promote the preservation of good mental health, in particular by enabling and empowering any person experiencing mental health problems to live with, manage and recover from their condition;4.1.2 relieve the needs of people with mental health problems and those who support them by working to increase the understanding of mental health and mental health issues through gathering and disseminating information and working to raise awareness, promote understanding and challenge stigma and discrimination("the Objects")4.2 The Charity will promote the Objects for the benefit of those with mental health problems and the general public.

Activities: The promotion of positive mental health and support in recovery from mental or emotional distress by meeting the needs of the individuals, enabling them to make informed choices and take control of their lives.

Classification

- **How:** Provides Services, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- **Area of benefit:** THE AREA COVERED BY HERTFORDSHIRE COUNTY COUNCIL
- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£6,127,140	£5,762,063	£1,714,931	167
2024-03-31	£5,882,676	£5,321,729	£1,349,854	132
2023-03-31	£4,383,902	£4,190,773	£788,907	103
2022-03-31	£3,093,082	£3,011,314	£595,778	89
2021-03-31	£2,856,436	£2,733,847	£514,010	101

Trustees

Name	Role	Appointed
Jess Aleister Quinby Lievesley	Chair	2020-09-11
Anthony Peter Earnshaw		2024-10-09
Helen Oliver		2025-10-22
Helena Claire Marks-Dwyer		2021-12-08
Tracey Carter		2022-10-05
Will Lewis		2021-12-08

Accounts

HERTS MIND NETWORK

Directors' Report and Financial Statement

Year ended 31st March 2025

Charity Registration No. 1112487

Company Registration No. 5532977



mind
Hertfordshire
Network

LEGAL AND ADMINISTRATIVE INFORMATION

The Board of Directors

Jess Lievesley (Chair)
Elena Lokteva (Treasurer)
Helena Marks-Dwyer
Will Lewis
Luke Donovan-King
Tracey Carter
Lauren Schogger – joined 9/10/2024
Tahlia-Rose Carter – resigned 9/10/2024
Ritu Sharma (Board Secretary) – resigned 26/2/2025
Anthony Earnshaw – joined 9/10/2024 (Treasurer)

Key management personnel

Jo Marovitch – Chief Executive
Hilary Lythgoe
Carys Norman
Danielle Levy

Principal Office

501 St Albans Road
Watford
Hertfordshire
WD24 7RZ

Auditors

Myers Clark
Chartered Accountants
Suite 7A, Building 6,
Croxley Park, Hatters Lane,
Watford,
Hertfordshire
WD18 8YH

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Solicitors

EMW Law
Seebeck House
1 Seebeck Place
Milton Keynes
Herts
MK5 8FR

Charity Number

1112487

Company Number

05532977

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STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Directors' 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 Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the Directors are required to: -

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards 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 charitable company will continue in operation.

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Companies Act 2006. The Directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

DIRECTORS' REPORT

The Board of Directors present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)".

GOVERNANCE: CONSTITUTION, STRUCTURE AND MANAGEMENT OF THE CHARITY

Herts Mind Network Ltd ("the Charity") is a company limited by guarantee having been registered in August 2005 under the name of Mind in Dacorum Ltd (name change in August 2007). As a registered charity, it is governed by its Memorandum and Articles of Association and the trust deed under which it was originally set up. The Charity began operating as a company limited by guarantee on 1 April 2006.

The Board of Directors ("the Board") comprises twelve people including a proportion of users of mental health services. Recruitment to the board takes place periodically as needed, and anyone from the community can apply for these roles. Nomination of candidates for election to the Board is open to the whole membership, and a ballot is held annually at the AGM to elect those who wish to stand for Officer posts. Members wishing to be considered for election to the Board can approach an Officer during the year for a discussion of the roles and responsibilities of a Director. Following this discussion, the member may be introduced to the Board and observe a number of board meetings. The member may then be co-opted onto the Board in the intervening period before the next AGM where they will be formally appointed by the membership. Job descriptions exist for each Officer position, and a full briefing is given about the roles and responsibilities when a Director is first appointed. Ongoing training is given to Directors as and when required.

The Directors are responsible for all operational decisions taken by the Charity, including allocation of resources in pursuit of its charitable objectives, although some of these decisions are devolved to the Chief Executive and the senior members of staff. A Delegation of Authority document exists in relation to those areas where decision-making has been devolved to staff, for example in relation to ordering of goods and services.

The Charity works in partnership with other organisations including Mind in Mid Herts, AGE UK and HPFT where this is the most effective way to provide services across the county.

FINANCIAL MANAGEMENT AND CONTROL

During this twelve-month period (April 2024 – March 2025), the Charity has undertaken a wide range of activities in pursuit of its charitable objectives. To help manage these activities, annual budgets for the following year are prepared, presented to and agreed by the Board. To support the financial regime, clearly written policies about what activities will be funded and how, have been prepared and communicated to all involved.

The Board receives monthly management accounts reporting on the financial performance and position of the organisation. These are presented to the Board and compare updated forecasts for the expected year-end position in the light of performance in the year to date, compared to budget. The Board is presented with a narrative provided by the Treasurer and focuses on reasons for variation from budget.

GOING CONCERN

The Directors have a responsibility to make sure that the Charity continues in existence for the foreseeable future (at least 12 months from signing these accounts) and to do so they must be sure that they always have sufficient funds not only to pay the Charity's bills as they fall due but also to fund commitments to future capital expenditure. This is known as being a "going concern"

The Charity's review of Going Concern was extensive and extended to 'stress testing' for the direct financial impact of an increased cost of living and inflation. The outcome of these reviews show that these events would be

challenging for the Charity but in the Directors opinion would not compromise the Charity's ability to continue as a Going Concern.

RISK MANAGEMENT

Attention continues to be given to the major strategic, business and operational risks which the Charity faces, and believes that maintaining adequate levels of reserves, combined with an annual review of controls over key financial systems, will provide sufficient resources in the event of adverse conditions. To attend to risk management, the Directors have prepared and regularly review an organisational risk management policy. Areas of risk have been broken down with responsibility for each section allocated to individual Directors or members of the senior management team.

Some of the key risks that the Charity has included in its policy are:

Key risks	Plans to manage the risks
Over reliance on a single funder	Increase unrestricted fundraising/income generation avenues and apply for a variety of grants and bids from different funders
Competition for contracts and tenders	Ensure that we continue to create service models that are effective, competitive, innovative and responsive to local need.
IT systems and cyber crime	Invest in robust IT infrastructure and ensure ongoing cyber security measures are in place to support organisational growth.
Relationship with funders	Maintain and develop collaborative, honest and effective commissioner relationships by delivering high quality services that meet the needs of our local communities.
Political	Remain awareness of changes in government policy which may affect or influence the third sector
Staff	Prioritise employee wellbeing, regularly review recruitment and retention strategies, and provide comprehensive training and professional development opportunities.

CHARITIES AND PUBLIC BENEFIT

The Directors of HMN have read the guidance issued by the Charity Commission for England and Wales on 'Charities and Public Benefit'. The Directors confirm that the objects of the charity fully comply with this guidance and further information is set out below.

RESERVES POLICY

The Directors ensure that reserves are maintained at a level that enables the Charity to meet its ongoing obligations as well as managing financial risk and fluctuating income, as it seeks to maintain existing charitable activities and develop new ones. Transfers are made from restricted funds to unrestricted funds to cover the agreed contribution to their general running costs.

The Directors have determined that unrestricted reserves amounting to at least £650,000 should be maintained to enable the Charity to cover the costs of on-going obligations in the event that the Charity can no longer support its service offerings or contracted services cease.

This amount is considered to address committed costs for a range of items for a period of three months. This level of reserves enables the Charity to fund working capital requirements, retain experienced staff during short term funding gaps and acquire fixed assets to be used over a number of years. This level will be reviewed annually to ensure it is still appropriate.

The Charity maintains funds in longer term investment accounts where such funds are not required for day to day activities. This provides security to the organisation and provides some additional interest return.

FINANCIAL POSITION

During the twelve-month period ended 31st March 2025, total income was £6,127,140 and total expenditure was £5,762,063.

The reserves of the charity increased by £ 365,077.

FUNDRAISING

The majority of HMN's income is derived from contracts and grants.

The organisation also receives income from social enterprises detailed below, donations and legacies. There are static collection boxes at various locations in Hertfordshire and the ability for people to donate to and organise fundraising events in support of us via our website and through a Herts Mind Network Just Giving page.

There is no commercial fundraising activity directly to the public.

VISION, PURPOSE AND VALUES

Our vision

"Every person in Hertfordshire will feel supported with their mental health."

Our purpose

1. **We fight for the mental health of every person in Hertfordshire.**
2. **We provide mental health support, opportunity, advocacy and resources.**
3. **We will elevate and promote the voice of those with lived experience of mental ill health**

Our values

Our values

Hope

We believe in choice, freedom, change and a better future for every person experiencing mental ill health.



Courage

We are determined, bold and unstoppable.



Together

We share learning, build relationships and connect with others to promote better mental health across our community.



Responsive

We take time to listen, to learn, to share and to act.



REPORT ON PRINCIPAL ACTIVITIES

We provide essential mental health support in Hertfordshire, providing a diverse range of services from our seven Wellbeing Centres and other venues across all ten districts of the county. Funded locally, our services are available to all residents in Hertfordshire over the age of 18 and we offer dedicated services for 5-18 year olds.

We create opportunities for individuals experiencing mental ill health to make choices, find their solutions, build resilience and manage their whole life and wellbeing. Our services are based on the principle of self-help with a strong emphasis on prevention, personal development, self-management and improving health and wellbeing.

We provide opportunities for individuals to access support to enable them to recover from or live with mental ill health.

Our services are grouped in the following areas:

1. Crisis Intervention
2. Complex Needs
3. Peer Support
4. Wellbeing and Counselling
5. Training
6. Children and Young People

1. CRISIS INTERVENTION

This year, we continued to grow and strengthen our **Nightlight** countywide out-of-hours mental health crisis service.

Our Nightlight Crisis Centres offer safe, welcoming, and homely spaces for people in distress. Each centre is run by experienced, non-clinical staff - many with lived experience of mental ill health - who provide compassionate, understanding support.

Nightlight Crisis Helpline is open every day, from 7pm to 1am.

Our **Nightlight Crisis Cafés** are open every day across the week from 7pm – 1am. The Stevenage and Watford Crisis Cafés are open each day, and the Ware and Hatfield Crisis Cafés are open Friday, Saturday, Sunday and Monday each week. The Hatfield Crisis Café is delivered in partnership with Mind in Mid Herts.

Our **Nightlight Crisis House** in Hemel Hempstead offers four overnight beds, available year-round for people in crisis who would benefit from a short stay. These stays are assessed daily and usually last up to three nights, depending on individual needs. In some cases, this is agreed in partnership with the Crisis Resolution Home Treatment Team.

We also work in A&E settings. The **A&E Crisis Liaison Service**, delivered with Mind in Mid Herts, supports staff at Lister and Watford General Hospitals to improve crisis care for adults. Our A&E Link Workers help people access alternative, non-clinical crisis support, like Nightlight, when a hospital setting may not be the best place.

Finally, **Daylight** offers short-term, one-to-one crisis support in the community for adults aged 18 and over. Our Daylight Workers typically support individuals for 4 - 8 weeks, helping them access local resources and manage their mental health within their own communities. These services form the crisis alternative pathway across Hertfordshire.

2. COMPLEX NEEDS

We are trusted providers of complex needs services across Hertfordshire, offering a wide range of tailored support to people experiencing mental ill health or emotional distress.

The **Community Support Service** offers one-to-one outreach support across the county, helping people with emotional wellbeing, housing needs, benefits, signposting, and practical life skills. We aim to reduce crisis episodes and improve quality of life.

Bounce Back supports people as they transition from hospital to home. Based in Kingfisher Court, Albany Lodge, and both A&E departments (Watford and Lister), the service ensures a smooth and supported discharge through one-to-one outreach support.

Our countywide **Flourish** service supports refugees and asylum seekers aged 16 and over, providing up to 10 sessions of one-to-one holistic support. The service helps individuals settle in the UK and manage the mental health challenges they may face. Peer support groups are also available in local communities and asylum hotels.

The **Housing Support Service** provides advice and holistic support to people facing housing difficulties linked to their mental health (excluding homelessness).

Our **Complex Needs Housing Service** supports people experiencing mental ill health who are presenting as homeless to local district and borough council housing teams. Our team offers advice, referrals, and personalised support plans -working with individuals to find the right solutions for their needs.

The **Domestic Abuse Service** is available in Watford and Three Rivers, this service supports anyone aged 16+ experiencing domestic abuse. Our Caseworkers offer non-judgemental, person-centred support - helping individuals explore options, make informed choices, and take steps at their own pace. Support may include safety planning, healthcare access, and help with alternative accommodation.

Our **Primary Care Network Service** provides 6 -10 sessions of one-to-one tailored mental health support for people aged 16 and over. Working closely with GP practices, we ensure individuals can access the right support to improve their wellbeing.

3. PEER SUPPORT

Our countywide **Peer Support Service** offers flexible support for adults experiencing mental ill health, as well as their carers.

Led by Peer Support Workers with lived experience, the service provides personalised support tailored to each individual's needs. This includes one-to-one sessions, peer support groups, and peer learning sets, helping people build on their strengths and find their own solutions.

We also offer a **Peer Mentoring Service**, delivered by trained volunteers who provide up to 12 sessions of one-to-one emotional and practical support, either in person, over the phone, or via Zoom.

Our **Mums Matter** service supports mothers with children aged 0-2. It combines psychoeducation, peer support, one-to-one sessions, and group activities to support perinatal mental health and reduce isolation.

4. WELLBEING AND COUNSELLING

Prevention and early intervention are at the heart of our work, with a strong focus on improving both emotional and physical wellbeing.

Support for Carers

We provide Peer Support groups, counselling, and wellbeing activities such as yoga and art groups to help carers look after their own mental health.

Groups and Activities

We now run 23 groups across the county, both online and face-to-face. These include art, music, carers support, LGBTQ+, and self-supporting peer groups. These activities offer safe spaces to connect, share, and build confidence.

Volunteering and Training

We currently have **128** volunteers supporting a range of services. Many are past clients who have completed our training and moved into volunteer roles. These placements support recovery, boost confidence, and often lead to employment.

Wellbeing Access Workers

In partnership with Hertfordshire Partnership NHS Foundation Trust, our Wellbeing Access Workers promote our services and support residents in accessing both community and NHS mental health support, helping to remove barriers and raise awareness. Sadly, this service closed in October 2024, when funding was withdrawn.

Counselling Services

Our respected **Talk it Out Counselling Service** is available at all Wellbeing Centres. Clients receive up to 10 client-centred, confidential sessions from trained and placement counsellors. Fees range from £10 -£40, depending on circumstances, and anyone can self-refer.

Our **Talking Therapies Counselling Service** offers up to 8 free one-to-one sessions with qualified counsellors for Hertfordshire residents aged 16+, referred through their GP. This service provides a safe and supportive space to explore and reflect on experiences in a confidential environment.

5. TRAINING

We are a leading provider of mental health training in Hertfordshire, with extensive experience delivering high - quality courses to a wide range of organisations.

Our training is available both online and in person, and is tailored to the needs of voluntary, statutory, and private sector partners. We cover a wide range of topics including mindfulness, self -compassion, emotional resilience, workplace wellbeing, suicide awareness, and peer support.

From teaching staff and carers to construction workers and community groups, our courses are designed to build understanding and promote mental wellbeing. We also offer fully bespoke training, developed to meet the unique needs of any organisation, workplace or community group.

6. CHILDREN AND YOUNG PEOPLE

Our **With Youth** service provides open-access, countywide support for Hertfordshire children and young people aged 5-19, as well as their families and professionals. The service operates 7 days a week, offering one -to-one digital support, group sessions, and instant help through our helpline and messaging service.

We work with young people and those around them to build resilience, develop coping strategies, and improve emotional wellbeing. Support is also available for parents, carers, and professionals to ensure a joined -up, holistic approach.

We partner with **BFB Labs** to offer free access to *Lumi Nova: Tales of Courage*, a mobile game for 7–12-year-olds that uses digital therapy to help manage symptoms of anxiety in a fun, engaging way.

Our **Spot the Signs & Emotional Wellbeing** campaign offers free workshops and training for children and young people, their parents/carers, and professionals. The programme focuses on emotional resilience, psychoeducation, and signposting support - supporting Hertfordshire's Suicide Prevention Strategy.

SPARK is a creative wellbeing space for 11–18 year olds in Watford and East Herts. The service uses arts-based approaches to help young people manage their mental health in a safe and expressive environment.

Our **Herts Haven Cafés** in Watford, Ware, Hemel Hempstead, and Stevenage. These free, drop-in spaces offer immediate emotional support for 10–19 year olds experiencing mental health challenges.

Our **Future Youth** service provides up to 6 months of face-to-face mentoring for 12–18 year olds in East and North Herts. Each young person is matched with a dedicated mentor who offers practical and emotional support to help them reach their goals, build confidence, and overcome personal barriers.

Our free **Counselling Service** for children and young people launches across the county in April 2025. Available for ages 5 to 19, the service is open to anyone registered with a Hertfordshire GP. Sessions can be one-to-one or group-based, offered in-person or online.

ACHIEVEMENTS AND PERFORMANCE

During this twelve-month period, **17,219 people** have accessed our services.

Adult provision

HMN supported **7,063 adults** during this twelve-month period providing:

- **604** Peer Mentoring sessions provided.
- **3,068** Peer Support sessions provided.
- **847** Counselling sessions.
- **5,478** Talking Therapies Counselling sessions (684 unique clients)
- **2,846** individuals supported in crisis through HMN Crisis services.
- **9,951** referrals into Crisis Support, inclusive of **8,713** Nightlight Crisis Helpline calls
- **8,233** community support and complex needs sessions.
- **717** support sessions were provided by the Three Rivers Domestic Abuse Service.
- **6,190 attendances** at Meeting Places.
- **168** new Mums provided with perinatal support.
- **221** sessions provided for carers (37 unique clients)

Children & Young People provision

HMN supported **10,156 CYP** during this twelve-month period providing, broken down as follows:

- **2,014** young people accessed 1:1 and group provision
- **8,142** young people attended psychoeducational emotional wellbeing workshops and educational provision held in schools and local community groups.
- **90 young people** accessed **397 one-to-one support sessions** provided by Future Youth.
- **879** young people accessed With Youth instant access support, and/or 1:1 sessions.
- **1,117** seven to twelve year-olds have used Lumi Nova: Tales of Courage to overcome their fears and worries.
- **22** eleven- to seventeen-year-olds attended SPARK to use creativity to improve their emotional wellbeing.
- **432** young people visited the Herts Haven Cafés (**810 visits**)
- Provided training to **1,093 professionals** who work with children and young people.
- **23 parents** attended Children & Young People workshops.

Through its work HMN has had a major impact on many individuals' lives and as a result has had many public benefits, including:

- reduction in suicides within the county.
- reduction in isolation and loneliness for at risk client groups.
- improved health and wellbeing of Hertfordshire residents.
- reduction in hospital admissions by supporting clients in crisis.
- prevention of long-term mental health conditions.
- increase in awareness of mental health and mental ill-health.
- Improved access to crisis support out of hours.

LOOKING AHEAD

A new chapter begins

Although it officially takes effect on 1st April 2025, we are pleased to share that much of the work to bring **The Sadie Centre** into Herts Mind Network took place during this reporting period.

This significant milestone marks the start of a new chapter, as we join forces to create a stronger, more resilient organisation.

By merging, we'll be able to pool resources, knowledge, and experience - enabling us to expand our reach, broaden our services, and continue delivering compassionate, innovative mental health and wellbeing support across Hertfordshire.

PLANS FOR FUTURE PERIODS

The Board are fully aware of the risk of further potential cuts in statutory funding, and the implications of such cuts are discussed by the Board. The Board continues to develop plans to ensure that HMN can still deliver high quality services should further cuts in statutory funding arise. The Charity will continue to seek funding to support its work in a variety of ways, including partnership working, direct grant application and developing other income streams.

The key areas of attention are detailed below:

SERVICE PROVISION

- To seek new funding opportunities to enhance and develop the current provision in line with unmet needs.
- To work with clients, commissioners and non-statutory providers to assess changes in national policy and local trends to drive and develop responsive innovative services to meet future challenges.
- To attract new, non-statutory funding into the organisation, in order to protect our independence and allow more innovation and creativity within our provision. To develop new partnerships to promote innovative ways of working.
- To continuously strive to deliver services of high quality, which are safe and offer best value.
- To support staff and their welfare and sustain a well-trained supported workforce able to deliver high quality services.
- To develop HMN counselling services to meet current demand.
- To improve our marketing and promotional activity across the county to ensure that our communities know who we are, what we do and how to access us.

CAMPAIGNING

To continue to seek funding to enable us to lead the way in raising awareness on mental health issues and continue to challenge the stigma and prejudice surrounding mental ill health.

To continue to work alongside county organisations, both statutory and voluntary, to ensure that mental health remains a high priority on the NHS health agenda.

AUDITORS

Myers Clark offer themselves for reappointment at the AGM.

This report is prepared in accordance with the small companies' regime (Section 419) (2) of the Companies Act 2006).

Approved by the Board of Directors and signed on behalf of the Board



Jess Lievesley (Chair)
Director

Dated: 22 October 2025



Anthony Earnshaw (Treasurer)
Director

Dated: 22 October 2025

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Herts Mind Network Limited (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 notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 authorized for issue.

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- The information given in the financial statements is inconsistent in any material respect with the directors' report; or
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of Board of Directors

As explained more fully in the statement of directors' responsibilities, the Board of Directors, who are also the directors of the charitable company for the purpose 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 Board of Directors 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 Board of Directors 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 Board of Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following;

- The nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for trustee remuneration, bonus levels and performance targets;
- Results of enquiries of Management about their own identification and assessment of the risks of irregularities;
- Any matters we identified having obtained and review the charitable 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 organization 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.

We also obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on provision of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Employment Law.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance; and
- Enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 Chapter 3 of Part 16 of the Companies Act 2006 and 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's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Paul Windmill (Senior Statutory Auditor)**

For and on behalf of Myers Clark
Chartered Accountants
Statutory Auditor

Date: 03.11.2025

Suite 7A, Building 6
Croxley Park, Hatters Lane,
Watford, Hertfordshire
WD18 8YH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

		Unrestricted Funds 2025 £	Restricted Funds 2025 £	TOTAL 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	TOTAL 2024 £
NOTES							
Income and endowments							
Donations and legacies	3	15,049	18,284	33,333	28,265	36,484	64,749
Charitable Activities	4	163,849	5,791,605	5,955,454	205,163	5,481,751	5,686,914
Other Trading Activities	5	70,592	0	70,592	75,950	0	75,950
Other Income	6	67,761	0	67,761	55,063	0	55,063
Total Income		317,251	5,809,889	6,127,140	364,441	5,518,235	5,882,676
Expenditure on:							
Charitable Activities	7	1,457,534	4,304,529	5,762,063	1,339,972	3,981,757	5,321,729
Net							
(Outgoing) / incoming resources before transfers		(1,140,283)	1,505,360	365,077	(975,531)	1,536,478	560,947
Gross Transfers between funds		1,409,632	(1,409,632)		1,087,922	(1,087,922)	
Net income for the year / Movement in funds		269,349	95,728	365,077	112,391	448,556	560,947
Fund balances at 1st April 2024		407,760	942,094	1,349,854	295,369	493,538	788,907
Fund balances at 1st April 2025		677,109	1,037,822	1,714,931	407,760	942,094	1,349,854

The statement of financial activities includes all gains and losses recognised in the year

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

BALANCE SHEET**BALANCE SHEET**

AS AT 31st MARCH 2025

	Notes	2025	2024
Fixed Assets			
Intangible Assets	12	£ 41,880	£ 78,666
Tangible Assets	13	311,237	225,337
		<u>353,117</u>	<u>304,003</u>
Current Assets			
Debtors	14	160,448	1,145,233
Cash at bank and in hand		<u>1,852,061</u>	<u>1,837,912</u>
		<u>2,012,509</u>	<u>2,983,145</u>
Creditors: amounts falling due within one year	15	<u>(650,695)</u>	<u>(1,937,294)</u>
Net Current Assets		<u>1,361,814</u>	<u>1,045,851</u>
Total assets less current liabilities		<u>1,714,931</u>	<u>1,349,854</u>
Income Funds			
Restricted Funds	17	1,037,822	942,094
Unrestricted Funds	18	<u>677,109</u>	<u>407,760</u>
		<u>1,714,931</u>	<u>1,349,854</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025, although an audit has been carried out under section 144 of the Charities Act 2011.

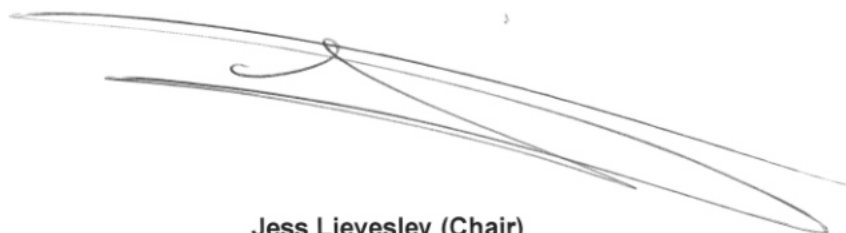
The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Board of Directors on 22nd October 2025.



Anthony Earnshaw (Treasurer)
Director



Jess Lievesley (Chair)
Director

Company Registration Number 5532977

STATEMENT OF CASH FLOWS

	Notes	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	24		166,866		693,780
Investing activities					
Purchase of Intangible Assets		(4,560)		(34,516)	
Purchase of Tangible Fixed Assets		<u>(148,157)</u>		<u>(176,373)</u>	
			(152,717)		(210,889)
Net Cash Used in Investing Activities					
Net Cash used in financing activities					
			<u>14,149</u>		<u>482,891</u>
Net increase in cash and cash equivalents					
Cash and cash equivalents at beginning of year			1,837,912		1,355,021
Cash and Cash equivalents at end of year			<u>1,852,061</u>		<u>1,837,912</u>

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

Charity information

Herts Mind Network Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 501 St Albans Road, Watford, Herts, WD24 7RZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Board of Directors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Board of Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Board of Directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or granters as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on the accruals basis.

Where costs cannot be directly attributed to an activity including support and office costs they have been allocated to activity cost categories on a basis consistent with the use of the resource i.e. estimated time spent or resource used.

1.6 Intangible fixed assets other than goodwill

Intangible assets over £1,000 acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

The primary intangible asset is the charity database which is central to the organisation. None of this expenditure is regarded as research and development cost, but as live improvement to reflect service requirements.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Charity database	33% p.a. straight line
UEC Capital Wellbeing Centre	33% p.a. straight line
UEC Capital Funding Assets	33% p.a. straight line

1.7 Tangible fixed assets

Tangible fixed assets over £1,000 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings (conservatory)	10% p.a. straight line (33% p.a. straight line on the boiler housed in a leased building)
Fixtures and fittings	10% or 20% or 33% p.a. straight line
Office equipment	33% p.a. straight line
UEC Capital Funding Assets	20% or 33% p.a. straight line
UEC Capital Wellbeing Centre	10% or 20% or 33% p.a. straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.11 Taxation

Herts Mind Network Ltd is a registered charity and is exempt from corporation tax on its income and gains to the extent that they are applied to the charitable objectives. No tax charge has arisen in the year.

1.12 Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Herts Mind Network Ltd offers a contributory pension scheme to its employees via The Pensions Trust (www.thepensiontrust.org.uk). Employees are auto-enrolled after three months' service, unless they choose to opt out. Pension contributions payable under a defined contribution scheme are charged to the Statement of Financial

Activities in the period to which they relate. There are no debt or deficit implications attached to historical participation in the scheme requiring disclosure in the accounts.

1.13 Irrecoverable VAT

Irrecoverable VAT is allocated to the cost associated with the invoice on which VAT is charged.

1.14 Gifts and Donation In Kind

Where goods or services are provided to the charitable company as a donation that would normally be purchased from suppliers, the contribution is included as an estimate based on commercial values.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the Board of Directors 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 period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	Total	Total
	2025	2025	2025	2024
	£	£	£	£
Donations and gifts	12,549	18,284	30,833	43,606
Legacies receivable	2,500	-	2,500	21,143
	15,049	18,284	33,333	64,749

4. CHARITABLE ACTIVITIES

2025

For the Year Ended 31 March 2025	Crisis Intervention	Complex Needs	Peer Support	Wellbeing & Counselling	Training & Education	Capital Funding	total 2025	Total 2024
Income from charitable activities	1,918,547	1,817,331	467,316	1,466,416	77,722	208,122	5,955,454	5,686,914
Analysis by fund								
Unrestricted Funds	92,664			21,471	49,714		163,849	205,163
Restricted Funds	1,825,883	1,817,331	467,316	1,444,945	28,008	208,122	5,791,605	5,481,751
	1,918,547	1,817,331	467,316	1,466,416	77,722	208,122	5,955,454	5,686,914

Included within Crisis Intervention is a Grant in Kind for rent of £92,664 for the year ended 31 March 2025 (£96,422 for the Year ended 31 March 2024).

The total income received from government grants was £5,237,298 for the year ended 31 March 2025 (£5,026,824 for the year ended 31 March 2024).

2024

For the year ended 31 March 2024

Other trading activities

	Crisis Intervention	Complex Needs	Peer Support	Wellbeing & Counselling	Training & Education	Capital Funding	Total 2024
	1,580,447	1,597,986	467,316	1,722,582	112,414	206,169	5,686,914
Analysis by fund							
Unrestricted							
Funds	96,422			27,777	80,964		205,163
Restricted Funds	1,484,025	1,597,986	467,316	1,694,805	31,450	206,169	5,481,751
	<u>1,580,447</u>	<u>1,597,986</u>	<u>467,316</u>	<u>1,722,582</u>	<u>112,414</u>	<u>206,169</u>	<u>5,686,914</u>

5. OTHER TRADING ACTIVITIES

	Unrestricted	Restricted	Total	Unrestricted
		funds		funds
	2025	2025	2025	2024
	£	£	£	£
Fundraising events	70,592		70,592	75,950

6. OTHER INCOME

	Unrestricted funds	Unrestricted funds
	2025	2024
	£	£
Other income	39,902	16,858
Rental income and Room Hire	27,859	38,205
	<u>67,761</u>	<u>55,063</u>

7. CHARITABLE ACTIVITIES

	Crisis Intervention £	Complex Needs £	Peer Support £	Wellbeing & Counselling £	Training & Education £	Capital Funding £	Total 2025 £
Staff Costs	738,213	1,021,605	308,176	1,403,779	74,604		3,546,377
Other Staff Costs	208,279	6,800	1,035	181,356	72		397,542
External Facilitators	1,265	7,197	0	11,766	165		20,393
Training	631	466	551	6,854	2,463		10,965
Recruitment	789	40,340	0	687	0		41,816
Travel	29,527	77,349	15,904	29,541	47		152,368
	978,704	1,153,757	325,666	1,633,983	77,351	0	4,169,461

Share of support costs (see note 9)	230,952	157,547	34,785	798,929	10,079	122,288	1,354,580
Share of governance costs (see note 9)	40,486	53,843	11,798	122,278	3,055	6,562	238,022
	1,250,142	1,365,147	372,249	2,555,190	90,485	128,850	5,762,063

Analysis by fund							
Unrestricted Funds	90,315			1,282,761	84,458		1,457,534
Restricted Funds	1,159,827	1,365,147	372,249	1,272,429	6,027	128,850	4,304,529
	1,250,142	1,365,147	372,249	2,555,190	90,485	128,850	5,762,063

Note 7 - Charitable Activities - previous year (2024)

	Crisis Intervention £	Complex Needs £	Peer Support £	Wellbeing & Counselling £	Training & Education £	Capital Funding £	Total 2024 £
Staff Costs	643,443	841,073	281,795	1,235,274	83,087		3,084,672
Other Staff Costs	296,909	55,261	160	141,575	15,927		509,832
External Facilitators	413			9,973			10,386
Training	339	760	1,799	5,209	4,617		12,724
Recruitment	287	23,593		6,918			30,798
Travel	50,224	89,371	16,869	26,948	2,710		186,122
	991,615	1,010,058	300,623	1,425,897	106,341	0	3,834,534

Share of support costs (see note 9)	219,566	101,661	35,400	811,300	12,878	103,179	1,283,984
Share of governance costs (see note 9)	35,328	35,072	11,286	113,097	2,967	5,461	203,211
	1,246,509	1,146,791	347,309	2,350,294	122,186	108,640	5,321,729

Analysis by fund							
Unrestricted Funds	96,422			1,135,060	108,490		1,339,972
Restricted Funds	1,150,087	1,146,791	347,309	1,215,234	13,696	108,640	3,981,757
	1,246,509	1,146,791	347,309	2,350,294	122,186	108,640	5,321,729

8. BOARD OF DIRECTORS

None of the Board of Directors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year. Trustee expenses of £0 were incurred for the year ended 31 March 2025 (£311 for the period ended 31 March 2024).

9. SUPPORT COSTS

	Support Costs	Governance Costs	2025	Support Costs	Governance Costs	2024
Staff costs	275,830	118,210	394,040	239,919	102,822	342,741
Depreciation	98,424	5,180	103,604	78,813	4,148	82,961
Premises	419,791	22,095	441,886	425,140	22,375	447,515
IT costs	246,630	12,981	259,611	278,610	14,664	293,274
Training	10,409	0	10,409	12,079		12,079
Office Running Costs	33,375	1,757	35,132	39,828	2,096	41,924
Accountancy	2,850	150	3,000	2,850	150	3,000
Other	91,985	54,023	146,008	50,599	29,717	80,316
Communications	62,337	3,281	65,618	52,604	2,769	55,373
Legal & Professional	89,705	4,721	94,426	86,616	4,559	91,175
Marketing Expenses	23,244	1,224	24,468	16,926	891	17,817
Audit Fees		14,400	14,400		19,020	19,020
	1,354,580	238,022	1,592,602	1,283,984	203,211	1,487,195
Analysed between						
Charitable activities	1,354,580	238,022	1,592,602	1,283,984	203,211	1,487,195

Support costs are apportioned based on estimated time spent on each activity.

10. EMPLOYEES

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable Activities	164	129
Governance	3	3
Total	167	132
Employment costs	2025 £	2024 £
Wages and salaries	3,557,919	3,103,089
Social security costs	294,742	248,640
Other pension costs	87,761	75,704
	3,940,422	3,427,413

Total redundancy and termination payments in the year amounted to £7,229 (2024: £6,800) and related to redundancy and settlement payments.

Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination payments.

At the balance sheet date (31 March 2025), all payments in relation to redundancy and termination payments were paid within the year and no balance is included within creditors at the year end.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£80,000 - £90,000	-	1
£90,000 - £100,000	1	-

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	303,479	284,296

11. TAXATION

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12. INTANGIBLE FIXED ASSETS

	Charity Database	UEC Capital Wellbeing Centre	UEC Capital Funding Assets	TOTAL
Cost				
At 1st April 2024	46,251	2,412	98,746	147,409
Additions	0	0	4,560	4,560
At 31st March 2025	46,251	2,412	103,306	151,969
Amortisation and Impairment				
At 1st April 2024	33,050	598	35,095	68,743
Amortisation charged for the year	6,101	804	34,441	41,346
At 31st March 2025	39,151	1,402	69,536	110,089
Carrying amount				
As at 31st March 2025	7,100	1,010	33,770	41,880
As at 31st March 2024	13,201	1,814	63,651	78,666

13. TANGIBLE FIXED ASSETS

	Leasehold land and buildings	Fixtures and fittings	Office equipment	UEC Capital Funding Assets	UEC Capital Wellbeing Centre	TOTAL
Cost						
At 1st April 2024	62,544	66,586	11,718	57,666	152,850	351,364
Additions	0	5,254	27,731	99,175	15,996	148,156
Disposals	0	0				0
At 31st March 2025	62,544	71,840	39,449	156,841	168,846	499,520
Amortisation and Impairment						
At 1st April 2024	21,416	62,753	11,672	17,060	13,126	126,027
Depreciation charged in the year	6,257	3,849	2,536	29,175	20,439	62,256
Eliminated in respect of disposals						0
At 31st March 2025	27,673	66,602	14,208	46,235	33,565	188,283
Carrying amount						
As at 31st March 2025	34,871	5,238	25,241	110,606	135,281	311,237
As at 31st March 2024	41,128	3,833	46	40,606	139,724	225,337

14. DEBTORS

	2025	2024
Amounts falling due within one year:		
Trade Debtors	56,313	1,027,779
Other Debtors	9,523	8,863
Prepayments & accrued income	94,612	108,591
	160,448	1,145,233

15. CREDITORS: AMOUNTS FALLING WITHIN ONE YEAR

	2025	2024
Amounts falling due within one year:		
Other taxation and social security	90,227	66,975
Deferred income (note 16)	441,531	1,588,825
Trade creditors	75,339	252,016
Other creditors	25,148	8,473
Accruals and deferred income	18,450	21,005
	650,695	1,937,294

16. DEFERRED INCOME

	2025	2024
Deferred Grant Income	441,531	1,588,825

17. RESTRICTED FUNDS

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in Funds				Movement in Funds			
	Balance at 01-Apr-23	Incoming Resources	Resources Expended	Transfers	Balance at 01-Apr-24	Incoming Resources	Resources Expended	Transfers
Restricted Funds	493,538	5,518,235	(3,981,757)	(1,087,922)	942,094	5,809,889	(4,304,529)	(1,409,632)
	493,538	5,518,235	(3,981,757)	(1,087,922)	942,094	5,809,889	(4,304,529)	(1,409,632)

All restricted funds are held for projects being undertaken to fulfil the charitable objectives of the charity as stipulated by the funders.

A detailed breakdown of the restricted funds can be found in the appendix to these accounts.

18. UNRESTRICTED FUNDS

	Movement in Funds				Movement in Funds			
	Balance at 01-Apr-23	Incoming Resources	Resources Expended	Transfers	Balance at 01-Apr-24	Incoming Resources	Resources Expended	Transfers
Unrestricted Funds	295,369	364,441	(1,339,972)	1,087,922	407,760	317,251	(1,457,534)	1,409,632
	295,369	364,441	(1,339,972)	1,087,922	407,760	317,251	(1,457,534)	1,409,632

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2025	2025	2025	2024	2024	2024
Fund balances at 31 March are represented by:						
Intangible Fixed Assets	7,100	34,780	41,880	13,201	65,465	78,666
tangible Fixed Assets	65,350	245,887	311,237	45,007	180,330	225,337
Current Assets / (liabilities)	604,659	757,155	1,361,814	349,552	696,299	1,045,851
	677,109	1,037,822	1,714,931	407,760	942,094	1,349,854

20. OPERATING LEASE COMMITMENTS

Lessee

At the reporting end date, the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	61,373	57,938
Between two and five years		60,000
	<u>61,373</u>	<u>117,938</u>

21. RELATED PARTY TRANSACTIONS

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	303,479	284,296

22. GUARANTEE

Herts Mind Network is a Company Limited by Guarantee.

Each director provides a guarantee limited to £10 which would be payable in the event the Company is wound up.

23. ANALYSIS OF CHANGES IN NET FUNDS

The charitable company had no material debt during the year.

24. CASH GENERATED FROM OPERATIONS

	2025 £	2024 £
Surplus for the year	365,077	560,947
Adjustments for:		
Amortisation and impairment of intangible assets	41,346	40,553
Depreciation and impairment of tangible fixed assets	62,256	42,408
Movements in working capital:		
Decrease/(increase) in debtors	984,785	30,513
Increase in creditors	(139,305)	97,348
(Decrease)/increase in deferred income	(1,147,294)	(77,989)
Cash generated from operations	166,866	693,780

25. PLANNED MERGER

Herts Mind Network and The Sadie Centre merged as of 1st April 2025. This significant milestone marks the start of a new chapter, as we join forces to create a stronger, more resilient organisation. We expect year one to be a period of financial consolidation, enabling us to grow our unrestricted income in future years.

HERTS MIND NETWORK

FOR THE YEAR ENDED 31 MARCH 2025



Funds Analysis for Statutory Reporting	Funds as of 31 Mar 24	Incoming Resources	Transfers to/from Unrestricted	Total Incoming Resources	Staff Cost	Non-Staff Cost	Total Resources Expended	Funds as of 31 Mar 25
Restricted								
100 – Crisis Intervention								
100-101 STP Crisis Funding	(25,872)	854,075	(197,816)	656,259	(456,121)	(128,331)	(584,459)	45,928
100-111 A&E Link Workers	54,545	83,129	(20,031)	63,098	(28,757)	(3,324)	(32,080)	85,563
100-111 HCC Nightlight	50,928	428,678	(121,293)	307,386	(277,052)	(24,441)	(301,493)	56,821
100-115 Crisis Winter Funding	6,941	460,000	(122,925)	337,075	(228,018)	(13,428)	(241,446)	102,570
Total 100 – Crisis Intervention	86,543	1,825,883	(462,065)	1,363,818	(989,948)	(169,524)	(1,159,478)	290,882
200 – Complex Needs	(61)	-	61	61	-	-	-	0
200-102 3R CSS	25,741	60,552	(22,599)	37,953	(56,286)	(2,146)	(58,433)	5,261
200-102 3R GRANT		1,500	(2)	1,498	-	(1,498)	(1,498)	0
200-105 3R CSS Covid Funding	(2,733)	-	2,733	2,733	-	-	-	-0
200-106 Domestic Abuse Countywide	80	-	24,071	24,071	(22,983)	(1,168)	(24,151)	-0
200-107 Flourish	45,246	356,903	(82,825)	274,078	(221,766)	(42,558)	(264,324)	55,001
200-108 Bounce Back Dual Diagnosis	86,799	310,021	(109,285)	200,736	(181,008)	(20,546)	(201,553)	85,982
200-109 Flourish Lottery	-	23,933	-	23,933	(13,913)	(356)	(14,269)	9,664
200-110 Paradigm Housing	(3,250)	41,364	(4,793)	36,571	(31,854)	(1,467)	(33,321)	-0
200-113 PCN Project	18,199	208,891	(63,850)	145,041	(152,305)	(4,094)	(156,400)	6,840
200-114 CNH	28,609	328,399	(85,692)	242,707	(212,367)	(8,845)	(221,212)	50,104
200-114 HSF		1,500	-	1,500	-	(1,500)	(1,500)	0
200-117 Hertsmere CSS	9,479	70,455	(20,683)	49,772	(55,374)	(3,877)	(59,251)	-0
200-121 Watford & Three Rivers Domestic Abuse	23,316	105,841	(31,520)	74,321	(89,776)	(7,129)	(96,905)	733
200-122 MHLDA HCP	9,738	10,553	(8,593)	1,960	(11,136)	(562)	(11,698)	0
200-123 Hatfield/Welwyn CSS	430	28,831	(7,882)	20,949	(20,922)	(457)	(21,379)	0
200-124 Watford Food Bank	-	15,000	(3,196)	11,804	(11,559)	(245)	(11,804)	0
200-209 Bounce Back Inpatient	24,154	126,686	(49,261)	77,424	(73,603)	(3,383)	(76,986)	24,592

200-213 Bounce Back Serious Violence	4,567	80,446	(22,180)	58,266	(58,648)	(4,186)	(62,834)	0
200-214 Yoga Domestic Abuse	-	1,500	-	1,500	-	(760)	(760)	740
200-215 Mental Health Urgent Care Centre	-	-	-	-	(72)	(299)	(371)	-371
HCC Household Support Fund - Feb 24 RM ACCOUNT CLOSED	2,000	-	1	1	-	(2,001)	(2,001)	0
Household Support Fund March 24 - S Chapman - ACCOUNT CLOSED	2,000	-	-	-	-	(2,000)	(2,000)	0
HCC Household Support Fund - Feb 24 OS - ACCOUNT CLOSED	2,248	-	-	-	-	(2,248)	(2,248)	0
HCC Household Support Fund - Olivia S 06/03 - ACCOUNT CLOSED	159	-	-	-	-	(159)	(159)	0
Household Support Fund 21/03/24 - Leagha - ACCOUNT CLOSED	509	-	-	-	-	(509)	(509)	0
HCC Household Support Fund - Kate Chan - ACCOUNT CLOSED	51	-	(51)	(51)	-	-	-	0
HCC Household Support Fund - Olivia S 07/03 - ACCOUNT CLOSED	559	-	-	-	-	(559)	(559)	0
W&TR Household Support Fund Sept 23 - ACCOUNT CLOSED	634	-	(4)	(4)	-	(630)	(630)	0
Household Support Fund - Sept 23 - ACCOUNT CLOSED	842	-	71	71	-	(913)	(913)	0
Three Rivers Household Support Fund 100-102 - January 2022 - ACCOUNT CLOSED	315	-	(1)	(1)	-	(314)	(314)	0
Watford & 3R Household Support Fund - Feb 24 - ACCOUNT CLOSED	1,625	2,479	1	2,480	-	(4,105)	(4,105)	0
Watford & 3R HSF 200-120 - March 23	611	-	(1)	(1)	-	(610)	(610)	0
League of Helping Hands - 114	-	300	-	300	-	(300)	(300)	0
3R Aug 24- ACCOUNT CLOSED	-	1,000	(2)	998	-	(998)	(998)	0
Household Support Fund 3RDC 100-102(December 22)	20	-	(20)	(20)	-	-	-	0
Contract Finished Watford Healthy Hub	19,048	-	(18,532)	(18,532)	(516)	-	(516)	-0
Flexible Funding 24/25	-	3,400	6	3,406	-	(2,296)	(2,296)	1,110
HSF Funding 24/25	-	37,778	-	37,778	-	(28,337)	(28,337)	9,441
Total 200 - Complex Needs	300,937	1,817,331	(504,029)	1,313,303	(1,214,088)	(151,057)	(1,365,145)	249,095

HERTS MIND NETWORK

FOR THE YEAR ENDED 31 MARCH 2025



300 – Peer Support							0
300-206 HCC Peer Support	7,746	467,316	(102,813)	364,503	(358,129)	(14,120)	(372,249)
Total 300 – Peer Support	7,746	467,316	(102,813)	364,503	(358,129)	(14,120)	(372,249)
400 – Wellbeing and Counselling							0
400-112 Hertswise	(6,730)	117,064	(12,206)	104,858	(76,690)	(21,438)	(98,128)
400-203 NHS Counselling	514	273,896	(22,547)	251,349	(237,079)	(14,785)	(251,864)
400-204 Physical Activity Programme	2,356	-	(2,356)	(2,356)	-	-	-
400-207 HCC Wellbeing	8,486	362,041	(105,277)	256,763	(255,478)	(9,772)	(265,249)
400-211 VCFSE Resources	3,056	5,000	-	5,000	(3,211)	(1,474)	(4,684)
400-212 Mind Business Continuation Fund	20,854	(50)	-	(50)	-	(13,218)	(13,218)
400-302 Spot the Signs (CYP)	18,493	63,911	(32,079)	31,832	(37,521)	(2,803)	(40,324)
400-306 IAPT Access & Engagement	21,514	54,026	(42,360)	11,666	(30,800)	(2,379)	(33,180)
400-307 Mum's Matter	(6,352)	34,516	9,496	44,012	(35,850)	(1,810)	(37,660)
400-311 Spark East Herts	2,450	3,619	(2,126)	1,493	(3,553)	(389)	(3,943)
400-312 With YOUTH	51,957	422,000	(98,691)	323,309	(217,774)	(147,493)	(365,267)
400-314 Spark North Herts	(5)	-	5	5	-	-	-
400-315 Spark Watford	4,434	-	6,545	6,545	(9,992)	(987)	(10,979)
400-318 CYP Wellbeing Cafes	154,161	102,783	(45,060)	57,723	(113,426)	(39,780)	(153,206)
400-320 Future Youth Mentoring Service	25,195	12,500	(3,068)	9,432	(23,527)	(1,493)	(25,020)
400-322 Wellbeing Café Ware		7,141	(1,073)	6,067	(1,864)	(1,216)	(3,080)
400-323 50TH Anniversary Grant		750	(50)	700	-	(700)	(700)
400-324 Co-op Donation for Meeting Places(207)	(489)	4,034	-	4,034	-	(283)	(283)
400-325 CYP Counselling		-	-	-	(72)	(897)	(969)
HCC Winter Grant 23 Hertswise AMS	1	-	(1)	(1)	-	-	-
HCC Winter Grant 23 Hertswise JT	16	-	(16)	(16)	-	-	-
HCC Winter Grant 23 Hertswise MG	183	-	(183)	(183)	-	-	-
Total 400 – Wellbeing and Counselling	300,095	1,463,229	(351,048)	1,112,181	(1,046,837)	(260,916)	(1,307,753)
							104,524

HERTS MIND NETWORK

FOR THE YEAR ENDED 31 MARCH 2025



500 - Training and Education	6,414	20,958	-	20,958	-	-	27,372
500-605 Training CYP	11,659	7,050	17,230	24,280	(5,694)	(333)	29,912
D-605 Merchant Taylors	7,747	-	(7,747)	(7,747)	-	-	0
B-605 Helping Herts	22,702	-	(44)	(44)	-	-	22,658
Total 500 - Training and Education	48,522	28,008	9,439	37,447	(5,694)	(333)	79,942
800 - Capital Funding							
800-313 UEC Capital Funding	66,375	1,023	-	1,023	-	(36,217)	31,181
800-316 UEC Capital Funding	106,590	92,946	-	92,946	-	(56,662)	142,875
Wellbeing Centre							
800-317 UEC Capital Infrastructure	8,764	10,257	-	10,257	-	(12,814)	6,207
800-319 UEC Capital - IT / Video	8,861	3,041	-	3,041	-	(5,521)	6,380
Equipment							
800-321 UEC Capital	7,548	100,855	-	100,855	-	(17,636)	90,767
Total 800 - Capital Funding	198,138	208,122	-	208,122	-	(128,850)	277,411
Wellbeing Centres - Restricted Donations	-	-	1,000	1,000	-	-	1,000
700-503 Restricted Donations	117	-	(117)	(117)	-	-	0
000-010 IT Equipment Fund		-	-	-	-	34,971	34,971
Total Restricted	942,094	5,809,889	(1,409,632)	4,400,257	(3,614,700)	(689,829)	1,037,822
Total Unrestricted	407,760	317,251	1,409,632	1,726,883	(812,647)	(644,887)	677,109
TOTAL	1,349,854	6,127,140	0	6,127,140	(4,427,347)	(1,334,716)	1,714,931

Accounts



Charity Registration No. 1112487

Company Registration No. 5532977 (England and Wales)

HERTS MIND NETWORK LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

HERTS MIND NETWORK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Board Of Directors

Jess Lievesley (Chair)
Erika Linhares de Paula (Vice Chair) (Resigned 4 October 2023)
Elena Lokteva (Treasurer)
Ritu Sharma (Board Secretary)
Siobhan Nundram (Resigned 4 October 2023)
Helena Marks-Dwyer
Will Lewis
Thalia-Rose Carter
Luke Donovan-King
Tracey Carter

Key management personnel

Joanna Marovitch - Chief Executive
Hilary Lythgoe
Carys Norman
Danielle Levy

Charity number

1112487

Company number

5532977

Registered office

501 St Albans Road
Watford
Herts
WD24 7RZ

Auditor

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

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Solicitors

S A Law LLP
60 London Road
St Albans
Herts
AL1 1NG

HERTS MIND NETWORK LIMITED

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HERTS MIND NETWORK LIMITED

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The Board of Directors, who are also the directors of Herts Mind Network Limited for the purpose of company law, are responsible for preparing the Directors' 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 Board of Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Board of Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Board of Directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The Board of Directors present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)".

GOVERNANCE: CONSTITUTION, STRUCTURE AND MANAGEMENT OF THE CHARITY

Herts Mind Network Ltd ("the Charity") is a company limited by guarantee having been registered in August 2005 under the name of Mind in Dacorum Ltd (name change in August 2007). As a registered charity, it is governed by its Memorandum and Articles of Association and the trust deed under which it was originally set up. The Charity began operating as a company limited by guarantee on 1 April 2006.

The Board of Directors ("the Board") comprises twelve people including a proportion of users of mental health services. Recruitment to the board takes place periodically as needed, and anyone from the community can apply for these roles. Nomination of candidates for election to the Board is open to the whole membership, and a ballot is held annually at the AGM to elect those who wish to stand for Officer posts. Members wishing to be considered for election to the Board are able to approach an Officer during the year for a discussion of the roles and responsibilities of a Director. Following this discussion, the member may be introduced to the Board and observe a number of board meetings. The member may then be co-opted onto the Board in the intervening period before the next AGM where they will be formally appointed by the membership. Job descriptions exist for each Officer position, and a full briefing is given about the roles and responsibilities when a Director is first appointed. Ongoing training is given to Directors as and when required.

The Directors are responsible for all operational decisions taken by the Charity, including allocation of resources in pursuit of its charitable objectives, although some of these decisions are devolved to the Chief Executive and the senior members of staff. A Delegation of Authority document exists in relation to those areas where decision-making has been devolved to staff, for example in relation to ordering of goods and services.

The Charity works in partnership with other organisations including Mind in Mid Herts, AGE UK and HPFT where this is the most effective way to provide services across the county.

FINANCIAL MANAGEMENT AND CONTROL

During this twelve-month period (April 2023 – March 2024), the Charity has undertaken a wide range of activities in pursuit of its charitable objectives. To help manage these activities, annual budgets for the following year are prepared, presented to and agreed by the Board. To support the financial regime, clearly written policies about what activities will be funded and how, have been prepared and communicated to all involved.

The Board receives monthly management accounts reporting on the financial performance and position of the organisation. These are presented to the Board and compare updated forecasts for the expected year-end position in the light of performance in the year to date, compared to budget. The Board is presented with a narrative provided by the Treasurer and focuses on reasons for variation from budget.

GOING CONCERN

The Directors have a responsibility to make sure that the Charity continues in existence for the foreseeable future (at least 12 months from signing these accounts) and to do so they have to be sure that they always have sufficient funds not only to pay the Charity's bills as they fall due but also to fund commitments to future capital expenditure. This is known as being a "going concern"

The Charity's review of Going Concern was extensive and extended to 'stress testing' for the direct financial impact of an inflation and financial pressures on local government and Hertfordshire and West Essex ICB. The outcome of these reviews show that these events would be challenging for the Charity but in the Directors opinion would not compromise the Charity's ability to continue as a Going Concern.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

RISK MANAGEMENT

Attention continues to be given to the major strategic, business and operational risks which the Charity faces, and believes that maintaining adequate levels of reserves, combined with an annual review of controls over key financial systems, will provide sufficient resources in the event of adverse conditions. To attend to risk management, the Directors have prepared and regularly review an organisational risk management policy. Areas of risk have been broken down with responsibility for each section allocated to individual Directors or members of the senior management team.

Some of the key risks that the Charity has included in its policy are:

Key risks	Plans to manage the risks
Over reliance on a single funder	Increase the number of non-statutory funders
Competition for contracts and tenders	Ensure that we create service models that are effective, competitive, innovative and responsive to local need.
IT systems and cyber crime	Ensure that our IT system is robust and meets the needs of a growing organisation. Cyber security.
Relationship with funders	Maintain and develop collaborative, honest and effective commissioner relationships by delivering high quality services that meet the needs of our local communities.
Health, Safety and the Environment	Work with consultants, ensure all staff are aware of individual responsibilities and reporting, comply with legislation and regulations
Loss/ misuse personal data	Follow legal advice, implement and adhere to policies, staff training
Political	Awareness of changes in government policy
Staff	Focus on staff wellbeing and review of staff recruitment process. Ensure good training and development opportunities.

CHARITIES AND PUBLIC BENEFIT

The Directors of HMN have read the guidance issued by the Charity Commission for England and Wales on 'Charities and Public Benefit'. The Directors confirm that the objects of the charity fully comply with this guidance and further information is set out below.

RESERVES POLICY

The Directors ensure that reserves are maintained at a level that enables the Charity to meet its ongoing obligations as well as managing financial risk and fluctuating income, as it seeks to maintain existing charitable activities and develop new ones. Transfers are made from restricted funds to unrestricted funds to cover the agreed contribution to their general running costs.

It is the intention of the charity to maintain a level of unrestricted reserves amounting to £650,000 to enable the charity to cover the costs of on-going obligations in an event of funding gaps. This amount is considered to address committed costs for a range of items and retain experienced staff for a period of three months. The charity has been working towards achieving the desired level of unrestricted reserves and has made great progress in 2023/24 with unrestricted funds increasing from £295,369 at 31 March 2023 to £407,760 at 31 March 2024. The charity is aiming to grow its unrestricted reserves at a comparable rate in the coming years.

The Charity maintains funds in longer term investment accounts where such funds are not required for day to day activities. This provides security to the organisation and provides some additional interest return.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

FINANCIAL POSITION

During the year ended 31st March 2024, total income was £5,882,676 (2023: £4,383,902), and total expenditure was £5,321,729 (2023: £4,190,773). The reserves of the Charity increased by £560,947.

FUNDRAISING

The majority of HMN's income is derived from contracts and grants.

The organisation also receives income from social enterprises detailed below, donations and legacies. There are static collection boxes at various locations in Hertfordshire and the ability for people to donate to and organise fundraising events in support of us via our website and through a Herts Mind Network Just Giving page.

There is no commercial fundraising activity directly to the public.

VISION, PURPOSE AND VALUES

Our vision

"Every person in Hertfordshire will feel supported with their mental health."

Our purpose

- 1. We fight for the mental health of every person in Hertfordshire.**
- 2. We provide mental health support, opportunity, advocacy and resources.**
- 3. We will elevate and promote the voice of those with lived experience of mental ill health.**

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Our values

Hope

We believe in potential, possibility and opportunity. We embrace a culture of curiosity and sustainability. We believe in choice, freedom, change and a better future for every person experiencing mental ill health.



Courage

We are determined, bold and unstoppable. We welcome transformation and innovation, advocate for improvement and influence change in Hertfordshire's mental health system. We are resilient and speak loudly in the face of adversity and inequality, and we fight tirelessly for mental health.



Together

Coproduction is at the heart of our organisation. Together we share learning, build relationships and connect with others. We work in partnership with individuals, voluntary sector and statutory services, local organisations and companies, to generate new ideas and promote inclusion and diversity and a better understanding of mental health across our community.



Responsive

We are open and transparent. We take time to listen, to learn, to share and to act. We adjust to change, make timely decisions and are both respectful and inclusive.



HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

REPORT ON PRINCIPAL ACTIVITIES

We provide essential mental health support in Hertfordshire, providing a diverse range of services from our seven Wellbeing Centres and other venues across all ten districts of the county. Funded locally, our services are available to all residents in Hertfordshire over the age of 18 and we offer dedicated services for 5-18 year olds.

We create opportunities for individuals experiencing mental ill health to make choices, find their solutions, build resilience and manage their whole life and wellbeing. Our services are based on the principle of self-help with a strong emphasis on prevention, personal development, self-management and improving health and wellbeing.

We provide opportunities for individuals to access support to enable them to recover from or live with mental ill health.

Our services are grouped in the following areas:

1. Crisis Intervention
2. Complex Needs
3. Peer Support
4. Wellbeing and Counselling
5. Training and Education

1. Crisis Intervention

We have continued to develop the **Nightlight** countywide out of hour's mental health crisis service during this financial year. The centres provide a safe, homely and welcoming space for people who are feeling distressed and experiencing a crisis. Each centre is staffed by a team of skilled and experienced non-clinical mental health workers, many of whom have a lived experience of mental ill health.

Our **Nightlight Crisis Helpline** team is open from 7pm to 1am, every day of the year.

Our **Nightlight Crisis Cafés** are open every day from 7pm – 1am. The Stevenage and Watford Crisis Cafés are open each day, and the Ware and Hatfield Crisis Cafés are open Friday, Saturday, Sunday and Monday each week. The Hatfield Crisis Café opened in December 2023 and is being delivered in partnership with Mind in Mid Herts.

Our **Nightlight Crisis House** is in Hemel Hempstead and has four bed spaces that can be used if an overnight stay would help an individual to resolve their crisis. The beds are available (depending on capacity) seven days a week, 365 days a year.

These beds are available for all Hertfordshire residents. In some circumstances overnight stays may be discussed and agreed with the Crisis Resolution Home Treatment Team. All overnight stays are reviewed daily, however, in most cases we envisage individuals will stay up to 3 nights. This is assessed and agreed on an individual basis.

The **A&E Crisis Liaison Service** is delivered in partnership with Mind in Mid Herts to provide support to Lister and Watford General Hospital A&E staff to improve crisis care pathways for adults who are experiencing a mental health crisis. Our A&E Link Workers support adults to access alternative mental health crisis support, including our Nightlight Crisis Service, particularly where it will be helpful for the individual to leave the hospital setting and be welcomed into a calmer, quieter environment.

Daylight provides community outreach crisis support to individuals aged 18 or over across Hertfordshire through one-to-one support, our Daylight workers support individuals for an average of 4-8 weeks, facilitating access to community support to help individuals manage their mental health crisis within the community.

“I don't know if I would be here without your help”

(HMN Service user)

“A lifeline when no-one else is there”

(HMN Service User)

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

2. Complex Needs

We are experienced providers of complex needs services within the county.

Our **Community Support Services** provide advice, information, onward referral and holistic support to people who are experiencing mental ill-health or need help with their mental wellbeing. These teams provide one-to-one outreach support in a variety of areas such as; emotional and practical support; housing need; benefits; access to services; signposting; help to reduce episodes of crisis and building life skills. In Three Rivers we also provide intensive support for people experiencing domestic abuse

Our **Bounce Back** service forms an integral part of Hertfordshire Mind Network's (HMN) Community Services, providing one-to-one outreach support to facilitate a smooth, timely and supportive discharge from hospital back into the community, this service is present in Kingfisher Court and Albany Lodge as well as running out of both A&E's (Watford and Lister) in the county.

Our countywide **Flourish** service is here to provide advice, information, onward referral and holistic support to refugees and asylum seekers who are experiencing challenges that are impacting their mental health. The service provides person-centred one-to-one support to help individuals settle in the UK. It is available to those aged 16 and above, offering up to ten sessions of holistic support. The service also has peer support groups across the county both in local hotspots and asylum hotels.

The **Housing Support Service** is here to provide housing advice, information, representations, onward referral and holistic support to people who are experiencing mental ill-health or who need help with their mental wellbeing and housing issues (not including homelessness).

Our **Complex Needs Housing Service** provides advice, information, onward referral and holistic support to people who are experiencing mental ill health or need support with their mental wellbeing. The service is for clients who are presenting to the housing teams as homeless at District and Borough councils. We work alongside the person to develop a tailored package of support that meets their needs, working with them to find the solutions that are right for them.

The **Domestic Abuse Service** is available in Watford and Three Rivers. Our Domestic Abuse Caseworkers can provide support to anyone over the age of 16 who are experiencing domestic abuse. We deliver an easy-to-access, high quality service, providing a range of support, based on the needs and wishes of the individual. We will listen without judgement and will help the person to explore their options and make their own choices, taking actions at a pace that is right for them.

We can also help individuals to access alternative accommodation, safety planning and access to health care if needed.

“ My Caseworker has given me a super boost. I have left my abusive wife and my housing situation is now looking positive. ”

(HMN Service user)

“ I cannot thank you enough for your support, help and advice with my housing and the domestic abuse. My life has started to change for the better now and you've helped me find my confidence again. I am now hopeful for my future and glad that I accepted the support. ”

(HMN Service user)

Our **Primary Care Network** Service is here to provide advice, information, onward referral and holistic support to individuals aged 16+ who are experiencing mental ill health and would like to access 6-10 sessions of tailored one-to-one support to improve their wellbeing. The team work closely with local GP practices, ensuring that individuals can access the support that is right for them.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

3. Peer Support

Our countywide **Peer Support Service** offers flexible support for adults experiencing mental ill health and those that care for and support them.

The service is staffed by a team of Peer Support workers, who have a lived experience of mental ill health and will work in collaboration with clients to develop an individually-tailored package of support that meets their needs.

Through providing safe and accepting 1:1 support, Peer Support Groups and Peer Learning Courses, the service enables clients to explore their strengths and resources and find solutions.

We also provide a **Peer Mentoring Service**. This service is staffed by trained volunteers who offer up to 12 sessions of person-centred one-to-one support. Volunteers provide emotional and practical support and can do so face-to-face, by phone or on Zoom.

Our **Mums Matter** service provides peer support to new mother's with 0-2 year olds. Through psychoeducation and peer support, we support individuals with:

- Perinatal mental health support
- Groups and 1:1 support
- Psychoeducation and peer support
- Social activities

We have continued to develop this service, facilitating volunteering opportunities for those who have completed the course, to hold monthly peer support groups. Through this expansion, we have been able to embed social interaction and community connection after the Mums Matter course has finished.

4. Wellbeing and Counselling

A major part of our service provision focuses on prevention, access to early help and improving health and wellbeing both physically and emotionally.

Support for **Carers** is a key part of our prevention strategy and we offer Peer Support groups, counselling and a range of other provision such as pottery, yoga and self-supporting Art.

Our Wellbeing Centres and services are supported and enhanced by a large team of skilled and committed **volunteers**. The support of our volunteers is invaluable and we wouldn't be able to provide all of the services that we do without their help.

We have continued to develop our groups and activities throughout this period. We now have 23 groups across the county, including online and face to face meeting places, self-supporting groups, art, carers support groups, music groups, Peer Support groups and a LGBTQ+ group

We offer a wide variety of **Volunteering Opportunities** and currently have **137 volunteers** across multiple services. We strongly encourage our clients to engage in the training to find a placement within the organisation. Meaningful occupation is accepted as the basis of recovery and community inclusion. Clients often use the training and work experience as the first step to employment working initially a few hours a week and building confidence and skills in the process.

Our **Wellbeing Access Workers** promote our HMN services and support access to statutory services through our partnership with Hertfordshire Partnership NHS University Foundation Trust. This reduces barriers to accessing Hertfordshire Mind Network and Wellbeing Service services/ promoting awareness of mental health and support services available to residents of Hertfordshire.

Our respected **Counselling Service** is available at all our Wellbeing Centres. Our counselling team consists of experienced and placement counsellors who use a client-centred approach. We provide a supportive and confidential service and offer up to 10 counselling sessions. Anyone can make a referral to this service and we are able to offer reduced fees to clients and operate a sliding scale from £40-£10.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

4. Wellbeing and Counselling (continued)

Our **IAPT Counselling Service** has a team of experienced IAOT counsellors who can provide eight free sessions of one-to-one counselling, giving individuals a weekly space to reflect on their experiences in a safe and confidential environment. Referrals can be made by GP's for Hertfordshire residents who are 16 and above.

Our open access **With Youth** service provides online support to children and young people experiencing mental ill health and/or emotional distress. This is a countywide service available for any Hertfordshire resident aged 5-18, as well as parents, carers, and professionals.

The service operates 7 days a week, to help children and young people, and their families, to build resilience by working with them to problem solve and develop coping strategies, coming up with solutions that will enable them to improve their own health and wellbeing. We do this through a range of digital platforms, to provide 1:1 support, groups, and immediate help via our helpline and instant messaging service. We will also provide advice and guidance to parents/families/carers and professionals to ensure a holistic response to supporting the individual and creating a network around them to empower and enable positive change.

As part of this service, we have partnered with BFB Labs to offer Young People across Hertfordshire free, instant access to Lumi Nova: Tales of Courage, a digital therapy delivered through a fun and engaging mobile game to help 7-12 years olds learn how to manage and reduce symptoms of anxiety.

Spot the Signs & Emotional Wellbeing Campaign is a fully-funded programme offering training and workshops to children and young people (CYP), CYP's parents/carers and professionals working with CYP.

The programme provides psychoeducation, emotional resilience and signposting support to empower young people and the adults around them to feel confident enough to manage their mental and emotional health. This work is an integral offer within Hertfordshire's Suicide Prevention Strategy.

Our new creative wellbeing space, **SPARK**, launched, supporting 11-18 year olds to use creative strategies to support and manage their mental health and emotional wellbeing.

This year, we launched three **Herts Haven Café's**, in Watford, Hemel Hempstead and Stevenage piloting free, drop-in support. Through this service, we provide immediate emotional support to any 10-18 year old in mental health need.

Our **Future Youth service** provides one to one mentoring support, delivered face-to-face in the community for a period of up to 6 months for 12-18 years olds living in East and North Herts (depending on the needs and goals of the young person).

Our approach is centred around combining practical & emotional support to aid young people in reaching their goals, which are linked to their mental health & emotional wellbeing.

Each young person is allocated their own dedicated mentor – who can support their needs and build a strong working relationship, whereby the young person will feel empowered to overcome barriers they may be facing.

“ My mentor was super patient, supportive, encouraging and motivated me. They were flexible to be there when I needed and took a real interest in getting me where I wanted to be, making my future feel possible ”

(Young person)

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

REPORT ON PRINCIPAL ACHIEVEMENTS (CONTINUED)

5.Training and Education

We have extensive experience within the field of mental health training and are recognised as a leading provider of mental health-related training in Hertfordshire.

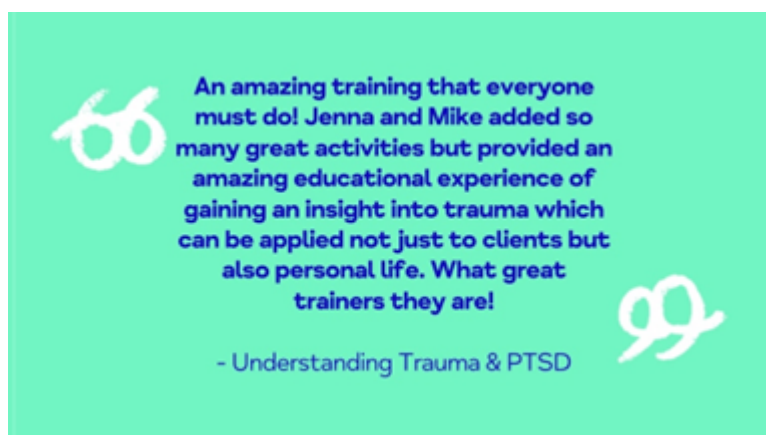
We develop and deliver high quality training services both online and in-person, to voluntary, statutory and private sector organisations locally with a focus on mental health and wellbeing.

Whether it's mindfulness for teaching staff, self-compassion for male carers, emotional resilience for rugby referees, mental health awareness in the workplace for estate agents, suicide and crisis training for construction companies or peer support for walking group members, our extensive catalogue of high-quality training can meet the needs of individuals, organisations and companies.

Training and courses can be adapted to requirements and high-quality bespoke courses and training can be written and delivered for any organisation, workplace, charity and community group.

In January 2024 we launched our new bespoke training website:

www.hertsmindnetworktraining.org



ACHIEVEMENTS AND PERFORMANCE

During this twelve-month period, **15,919 people** have accessed our services.

Adult provision

HMN supported **7,032 adults** during this twelve-month period providing:

- **549** Peer Mentoring sessions provided.
- **2,876** Peer Support sessions provided.
- **1,267** Counselling sessions.
- **4,008** IAPT Counselling sessions
- **1,298** individuals supported in crisis through HMN Crisis services.
- **9,968** referrals into Crisis Support, inclusive of **8,042** Nightlight Crisis Helpline calls
- **7,709** community support sessions.
- **704** support sessions were provided by the Three Rivers Domestic Abuse Service.
- **6,429 attendances** at Meeting Places.
- **126** new Mums provided with perinatal support.

In addition to the above service activity, we are also part of the countywide **Hertswise** service. This is a service for people living with dementia (with or without a diagnosis), low-level memory loss or mild cognitive impairment and their family, friends and carers.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

This partnership has supported:

- **2,175** people
- There have been **11,660** group attendances at **1,337** groups and **282** home visits.
- **422 carers** have been supported through the Hertswise partnership.

Children & Young People provision

HMN supported **8,887** CYP during this twelve-month period providing, broke down as follows:

- **7,585** young people attended psychoeducational emotional wellbeing workshops held in schools and local community groups.
- **14 young people** accessed **96 one-to-one support sessions** provided by Future Youth between October 2023 and March 2024.
- **433** young people accessed With Youth instant access support, and/or 1:1 sessions.
- **745** seven to twelve year-olds have used Lumi Nova: Tales of Courage to overcome their fears and worries.
- **43** eleven- to seventeen-year-olds attended SPARK to use creativity to improve their emotional wellbeing.
- **67** young people visited the Herts Haven Cafés (**310 visits**)
- Provided training to **1,036 professionals** who work with children and young people.
- **103 parents** attended Children & Young People workshops.

Through its work HMN has had a major impact on many individuals' lives and as a result has had many public benefits, including:

- reduction in suicides within the county.
- reduction in isolation and loneliness for at risk client groups.
- improved health and wellbeing of Hertfordshire residents.
- reduction in hospital admissions by supporting clients in crisis.
- prevention of long-term mental health conditions.
- increase in awareness of mental health and mental ill-health.
- Improved access to crisis support out of hours.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

PLANS FOR FUTURE PERIODS

The Board are fully aware of the risk of further potential cuts in statutory funding, and the implications of such cuts are discussed by the Board. The Board continues to develop plans to ensure that HMN can still deliver high quality services should further cuts in statutory funding arise. The Charity will continue to seek funding to support its work in a variety of ways, including partnership working, direct grant application and developing other income streams.

The key areas of attention are detailed below:

SERVICE PROVISION

- To seek new funding opportunities to enhance and develop the current provision in line with unmet needs.
- To work with clients, commissioners and non-statutory providers to assess changes in national policy and local trends to drive and develop responsive innovative services to meet future challenges.
- To attract new, non-statutory funding into the organisation, in order to protect our independence and allow more innovation and creativity within our provision. To develop new partnerships to promote innovative ways of working.
- To continuously strive to deliver services of high quality, which are safe and offer best value.
- To support staff and their welfare and sustain a well-trained supported workforce able to deliver high quality services.
- To develop HMN counselling services across the Network and beyond to meet current demand.
- To improve our marketing and promotional activity across the county to ensure that our communities know who we are, what we do and how to access us.

CAMPAIGNING

To continue to seek funding to enable us to lead the way in raising awareness on mental health issues and continue to challenge the stigma and prejudice surrounding mental ill health.

To continue to work alongside county organisations, both statutory and voluntary, to ensure that mental health remains a high priority on the NHS health agenda.

AUDITORS

Myers Clark offer themselves for reappointment at the AGM.

This report is prepared in accordance with the small companies regime (Section 419) (2) of the Companies act 2006).

Approved by the Board of Directors and signed on behalf of the Board.

Elena Lokteva (Treasurer)
Director
Dated: 9 October 2024

Jess Lievesley (Chair)
Director
Dated: 9 October 2024

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Opinion

We have audited the financial statements of Herts Mind Network Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 Board of Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

Responsibilities of Board of Directors

As explained more fully in the statement of directors' responsibilities, the Board of Directors, who are also the directors of the charitable company for the purpose 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 Board of Directors 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 Board of Directors 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 Board of Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following;

- The nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for trustee remuneration, bonus levels and performance targets;
- results of our enquiries of Management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and review the charitable company's documentation of their policies and procedures relating to;
- identifying, evaluating and complying with laws and regulation 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.

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation 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.

We also obtained an understanding of the legal and regulatory frameworks that the charitable 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. The key laws and regulations we considered in this context included the UK Companies Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. These included Employment law.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Windmill (Senior Statutory Auditor)
for and on behalf of Myers Clark

Chartered Accountants
Statutory Auditor

28 October 2024

Egale 1
80 St Albans Road
Watford
Hertfordshire
WD17 1DL

HERTS MIND NETWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income and endowments from:							
Donations and legacies	3	28,265	36,484	64,749	27,975	-	27,975
Charitable activities	4	205,163	5,481,751	5,686,914	190,644	4,063,385	4,254,029
Other trading activities	5	75,950	-	75,950	47,100	-	47,100
Other income	6	55,063	-	55,063	54,798	-	54,798
Total income		364,441	5,518,235	5,882,676	320,517	4,063,385	4,383,902
Expenditure on:							
Charitable activities	7	1,339,972	3,981,757	5,321,729	1,189,597	3,001,176	4,190,773
Net (outgoing)/incoming resources before transfers		(975,531)	1,536,478	560,947	(869,080)	1,062,209	193,129
Gross transfers between funds		1,087,922	(1,087,922)	-	723,199	(723,199)	-
Net income for the year/ Net movement in funds		112,391	448,556	560,947	(145,881)	339,010	193,129
Fund balances at 1 April 2023		295,369	493,538	788,907	441,250	154,528	595,778
Fund balances at 31 March 2024		407,760	942,094	1,349,854	295,369	493,538	788,907

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERTS MIND NETWORK LIMITED

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Intangible assets	12	78,666		84,703	
Tangible assets	13	225,337		91,372	
			<u>304,003</u>		<u>176,075</u>
Current assets					
Debtors	14	1,145,233		1,175,746	
Cash at bank and in hand		1,837,912		1,355,021	
			<u>2,983,145</u>		<u>2,530,767</u>
Creditors: amounts falling due within one year	15	(1,937,294)		(1,917,935)	
Net current assets			<u>1,045,851</u>		<u>612,832</u>
Total assets less current liabilities			<u><u>1,349,854</u></u>		<u><u>788,907</u></u>
Income funds					
Restricted funds	17	942,094		493,538	
Unrestricted funds	18	407,760		295,369	
			<u><u>1,349,854</u></u>		<u><u>788,907</u></u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Board Of Directors on 9 October 2024

Elena Lokteva (Treasurer)
Director

Jess Lievesley (Chair)
Director

Company Registration No. 5532977

HERTS MIND NETWORK LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	24		693,780		627,395
Investing activities					
Purchase of intangible assets		(34,516)		(83,490)	
Purchase of tangible fixed assets		(176,373)		(40,677)	
Net cash used in investing activities			(210,889)		(124,167)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			482,891		503,228
Cash and cash equivalents at beginning of year			1,355,021		851,793
Cash and cash equivalents at end of year			1,837,912		1,355,021

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Herts Mind Network Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 501 St Albans Road, Watford, Herts, WD24 7RZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Board of Directors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Board of Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Board of Directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on the accruals basis.

Where costs cannot be directly attributed to an activity including support and office costs they have been allocated to activity cost categories on a basis consistent with the use of the resource i.e. estimated time spent or resource used.

1.6 Intangible fixed assets other than goodwill

Intangible assets over £1,000 acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

The primary intangible asset is the charity database which is central to the organisation. None of this expenditure is regarded as research and development cost, but as live improvement to reflect service requirements.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Charity database	33% p.a. straight line
UEC Capital Wellbeing Centre	33% p.a. straight line
UEC Capital Funding Assets	33% p.a. straight line

1.7 Tangible fixed assets

Tangible fixed assets over £1,000 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings (conservatory)	10% p.a. straight line (33% p.a. straight line on the boiler housed in a leased building)
Fixtures and fittings	10% or 20% or 33% p.a. straight line
Office equipment	33% p.a. straight line
UEC Capital Funding Assets	20% or 33% p.a. straight line
UEC Capital Wellbeing Centre	10% or 20% or 33% p.a. straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.10 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.11 Taxation

Herts Mind Network Ltd is a registered charity, and is exempt from corporation tax on its income and gains to the extent that they are applied to the charitable objectives. No tax charge has arisen in the year.

1.12 Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Herts Mind Network Ltd offers a contributory pension scheme to its employees via The Pensions Trust (www.thepensiontrust.org.uk). Employees are auto-enrolled after three months' service, unless they choose to opt out. Pension contributions payable under a defined contribution scheme are charged to the Statement of Financial Activities in the period to which they relate. There are no debt or deficit implications attached to historical participation in the scheme requiring disclosure in the accounts.

1.13 Irrecoverable VAT

Irrecoverable VAT is allocated to the cost associated with the invoice on which VAT is charged.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.14 Gifts and Donation In Kind

Where goods or services are provided to the charitable company as a donation that would normally be purchased from suppliers, the contribution is included as an estimate based on commercial values.

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Board of Directors 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 period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2024 £	2024 £	2024 £	2023 £
Donations and gifts	7,122	36,484	43,606	27,975
Legacies receivable	21,143	-	21,143	-
	<u>28,265</u>	<u>36,484</u>	<u>64,749</u>	<u>27,975</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities

For the year ended 31 March 2024

	Crisis Intervention £	Complex Needs £	Peer Support £	Wellbeing and Counselling £	Training and Education £	Capital Funding £	Total 2024 £	Total 2023 £
Income from charitable activities	1,580,447	1,597,986	467,316	1,722,582	112,414	206,169	5,686,914	4,254,029
Analysis by fund								
Unrestricted funds	96,422	-	-	27,777	80,964	-	205,163	190,644
Restricted funds	1,484,025	1,597,986	467,316	1,694,805	31,450	206,169	5,481,751	4,063,385
	1,580,447	1,597,986	467,316	1,722,582	112,414	206,169	5,686,914	4,254,029

Included within Crisis Intervention is a Grant in Kind for rent of £96,422 for the year ended 31 March 2023 (£93,468 for the year ended 31 March 2023).

The total income received from government grants was £5,026,824 for the year ended 31 March 2024 (£3,998,888 for the year ended 31 March 2023).

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities

(Continued)

For the year ended 31 March 2023

	Crisis Intervention	Complex Needs	Peer Support	Wellbeing and Counselling	Training and Education	Total 2023
	£	£	£	£	£	£
Income from charitable activities	1,340,519	1,169,712	342,823	1,273,567	127,408	4,254,029
Analysis by fund						
Unrestricted funds	93,468	-	-	39,271	57,905	190,644
Restricted funds	1,247,051	1,169,712	342,823	1,234,296	69,503	4,063,385
	1,340,519	1,169,712	342,823	1,273,567	127,408	4,254,029

5 Other trading activities

	Unrestricted funds	Restricted funds	Total Unrestricted funds
	2024 £	2024 £	2024 £
Fundraising events	75,950	-	75,950

6 Other income

	Unrestricted funds	Unrestricted funds
	2024 £	2023 £
Other income	16,858	15,721
Rental income and Room Hire	38,205	39,077
	55,063	54,798

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

7 Charitable activities

For the year ended 31 March 2024

	Crisis Intervention	Complex Needs	Peer Support	Wellbeing and Counselling	Training and Education	Capital Funding	Total 2024	Total 2023
	£	£	£	£	£	£	£	£
Staff costs	643,443	841,073	281,795	1,235,274	83,087	-	3,084,672	2,369,007
Other Staff costs	296,909	55,261	160	141,575	15,927	-	509,832	448,511
External Facilitators	413	-	-	9,973	-	-	10,386	10,312
Training	339	760	1,799	5,209	4,617	-	12,724	3,320
Recruitment	287	23,593	-	6,918	-	-	30,798	31,096
Travel	50,224	89,371	16,869	26,948	2,710	-	186,122	144,694
	<u>991,615</u>	<u>1,010,058</u>	<u>300,623</u>	<u>1,425,897</u>	<u>106,341</u>	<u>-</u>	<u>3,834,534</u>	<u>3,006,940</u>
Share of support costs (see note 9)	219,566	101,661	35,400	811,300	12,878	103,179	1,283,984	965,518
Share of governance costs (see note 9)	35,328	35,072	11,286	113,097	2,967	5,461	203,211	218,315
	<u>1,246,509</u>	<u>1,146,791</u>	<u>347,309</u>	<u>2,350,294</u>	<u>122,186</u>	<u>108,640</u>	<u>5,321,729</u>	<u>4,190,773</u>
Analysis by fund								
Unrestricted funds	96,422	-	-	1,135,060	108,490	-	1,339,972	1,189,597
Restricted funds	1,150,087	1,146,791	347,309	1,215,234	13,696	108,640	3,981,757	3,001,176
	<u>1,246,509</u>	<u>1,146,791</u>	<u>347,309</u>	<u>2,350,294</u>	<u>122,186</u>	<u>108,640</u>	<u>5,321,729</u>	<u>4,190,773</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

7 Charitable activities

(Continued)

For the year ended 31 March 2023

	Crisis Intervention	Complex Needs	Peer Support	Wellbeing and Counselling	Training and Education	Total 2023
	£	£	£	£	£	£
Staff costs	485,490	524,499	215,868	1,043,617	99,533	2,369,007
Other Staff costs	265,451	88,191	423	80,551	13,895	448,511
External Facilitators	-	1,541	270	8,501	-	10,312
Training	625	1,261	178	903	353	3,320
Recruitment	231	24,154	-	6,690	21	31,096
Travel	49,369	47,983	11,906	33,091	2,345	144,694
	801,166	687,629	228,645	1,173,353	116,147	3,006,940
Share of support costs (see note 9)	140,514	73,895	23,315	715,484	12,310	965,518
Share of governance costs (see note 9)	41,778	26,387	10,099	136,011	4,040	218,315
	983,458	787,911	262,059	2,024,848	132,497	4,190,773
Analysis by fund						
Unrestricted funds	-	-	-	1,106,050	83,547	1,189,597
Restricted funds	983,458	787,911	262,059	918,798	48,950	3,001,176
	983,458	787,911	262,059	2,024,848	132,497	4,190,773

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

8 Board Of Directors

None of the Board of Directors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year. Trustee expenses of £311 were incurred for the year ended 31 March 2024 (£171 for the period ended 31 March 2023).

9 Support costs

	Support costs £	Governance costs £	2024 £	Support costs £	Governance costs £	2023 £
Staff costs	239,919	102,822	342,741	184,256	78,967	263,223
Depreciation	78,813	4,148	82,961	30,806	1,621	32,427
Premises	425,140	22,375	447,515	319,071	16,793	335,864
IT Costs	278,610	14,664	293,274	244,076	12,846	256,922
Training	12,079	-	12,079	3,152	-	3,152
Office Running Costs	39,828	2,096	41,924	21,436	1,128	22,564
Accountancy	2,850	150	3,000	-	-	-
Other	50,599	29,717	80,316	162,721	95,566	258,287
Communications	52,604	2,769	55,373	-	-	-
Legal & professional	86,616	4,559	91,175	-	-	-
Marketing expenses	16,926	891	17,817	-	-	-
Audit fees	-	19,020	19,020	-	11,394	11,394
	<u>1,283,984</u>	<u>203,211</u>	<u>1,487,195</u>	<u>965,518</u>	<u>218,315</u>	<u>1,183,833</u>
Analysed between						
Charitable activities	<u>1,283,984</u>	<u>203,211</u>	<u>1,487,195</u>	<u>965,518</u>	<u>218,315</u>	<u>1,183,833</u>

Support costs are apportioned based on estimated time spent on each activity.

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Charitable Activities	129	100
Governance	3	3
Total	<u>132</u>	<u>103</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

10 Employees

(Continued)

Employment costs	2024 £	2023 £
Wages and salaries	3,103,069	2,380,445
Social security costs	248,640	196,600
Other pension costs	75,704	55,185
	<u>3,427,413</u>	<u>2,632,230</u>

Total redundancy and termination payments in the year amounted to £6,800 (2023: £nil) and related to redundancy and settlement payments.

Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination payments.

At the balance sheet date (31 March 2024), all payments in relation to redundancy and termination payments were paid within the year and no balance is included within creditors at the year end.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£80,001 - £90,000	<u>1</u>	<u>1</u>

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024 £	2023 £
Aggregate compensation	<u>284,296</u>	<u>262,410</u>

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

12 Intangible fixed assets

	Charity database	UEC Capital Wellbeing Centre	UEC Capital Funding Assets	Total
	£	£	£	£
Cost				
At 1 April 2023	39,861	-	73,032	112,893
Additions	6,390	2,412	25,714	34,516
	<u>46,251</u>	<u>2,412</u>	<u>98,746</u>	<u>147,409</u>
At 31 March 2024	46,251	2,412	98,746	147,409
Amortisation and impairment				
At 1 April 2023	24,051	-	4,139	28,190
Amortisation charged for the year	8,999	598	30,956	40,553
	<u>33,050</u>	<u>598</u>	<u>35,095</u>	<u>68,743</u>
At 31 March 2024	33,050	598	35,095	68,743
Carrying amount				
At 31 March 2024	<u>13,201</u>	<u>1,814</u>	<u>63,651</u>	<u>78,666</u>
At 31 March 2023	<u>15,810</u>	<u>-</u>	<u>68,893</u>	<u>84,703</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

13 Tangible fixed assets

	Leasehold land and buildings (conservatory)	Fixtures and fittings	Office equipment	UEC Capital Funding Assets	UEC Capital Wellbeing Centre	Total
	£	£	£	£	£	£
Cost						
At 1 April 2023	62,544	66,586	12,414	34,143	-	175,687
Additions	-	-	-	23,523	152,850	176,373
Disposals	-	-	(696)	-	-	(696)
At 31 March 2024	62,544	66,586	11,718	57,666	152,850	351,364
Depreciation and impairment						
At 1 April 2023	15,159	55,186	11,907	2,063	-	84,315
Depreciation charged in the year	6,257	7,567	461	14,997	13,126	42,408
Eliminated in respect of disposals	-	-	(696)	-	-	(696)
At 31 March 2024	21,416	62,753	11,672	17,060	13,126	126,027
Carrying amount						
At 31 March 2024	41,128	3,833	46	40,606	139,724	225,337
At 31 March 2023	47,385	11,400	507	32,080	-	91,372

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

14 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	1,027,779	1,060,261
Other debtors	8,863	5,863
Prepayments and accrued income	108,591	109,622
	<u>1,145,233</u>	<u>1,175,746</u>

15 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		66,975	64,489
Deferred income	16	1,588,825	1,666,814
Trade creditors		252,016	152,304
Other creditors		8,473	15,176
Accruals and deferred income		21,005	19,152
		<u>1,937,294</u>	<u>1,917,935</u>

16 Deferred income

	2024 £	2023 £
Deferred grant income	<u>1,588,825</u>	<u>1,666,814</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds				Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£	£	£
Restricted funds	154,528	4,063,385	(3,001,176)	(723,199)	493,538	5,518,235	(3,981,757)	(1,087,922)	942,094
	<u>154,528</u>	<u>4,063,385</u>	<u>(3,001,176)</u>	<u>(723,199)</u>	<u>493,538</u>	<u>5,518,235</u>	<u>(3,981,757)</u>	<u>(1,087,922)</u>	<u>942,094</u>

All restricted funds are held for projects being undertaken to fulfil the charitable objectives of the charity as stipulated by the funders.

A detailed breakdown of the restricted funds can be found in the appendix to these accounts.

18 Unrestricted funds

	Movement in funds				Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£	£	£
Unrestricted funds	441,250	320,517	(1,189,597)	723,199	295,369	364,441	(1,339,972)	1,087,922	407,760
	<u>441,250</u>	<u>320,517</u>	<u>(1,189,597)</u>	<u>723,199</u>	<u>295,369</u>	<u>364,441</u>	<u>(1,339,972)</u>	<u>1,087,922</u>	<u>407,760</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

19 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Fund balances at 31 March are represented by:						
Intangible fixed assets	13,201	65,465	78,666	15,810	68,893	84,703
Tangible assets	45,007	180,330	225,337	59,292	32,080	91,372
Current assets/(liabilities)	349,552	696,299	1,045,851	220,267	392,565	612,832
	<u>407,760</u>	<u>942,094</u>	<u>1,349,854</u>	<u>295,369</u>	<u>493,538</u>	<u>788,907</u>

20 Operating lease commitments

Lessee

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	57,938	75,289
Between two and five years	60,000	111,833
	<u>117,938</u>	<u>187,122</u>

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024	2023
	£	£
Aggregate compensation	<u>284,296</u>	<u>262,410</u>

22 Guarantee

Herts Mind Network is a Company Limited by Guarantee.

Each director provides a guarantee limited to £10 which would be payable in the event the Company is wound up.

23 Analysis of changes in net funds

The charitable company had no material debt during the year.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2024

24	Cash generated from operations	2024 £	2023 £
	Surplus for the year	560,947	193,129
	Adjustments for:		
	Amortisation and impairment of intangible assets	40,553	12,278
	Depreciation and impairment of tangible fixed assets	42,408	20,150
	Movements in working capital:		
	Decrease/(increase) in debtors	30,513	(374,775)
	Increase in creditors	97,348	136,054
	(Decrease)/increase in deferred income	(77,989)	640,559
	Cash generated from operations	<u>693,780</u>	<u>627,395</u>

Funds Analysis for Statutory Reporting

Restricted

	Funds as of 31 Mar 23	Incoming Resources	Transfers to/from Unrestricted	Total Incoming Resources	Staff Cost	Non-Staff Cost	Total Resources Expended	Funds as of 31 Mar 24
100 – Crisis Intervention								
100-101 STP Crisis Funding	10,807	694,253	(129,834)	564,419	(486,214)	(114,884)	(601,099)	(25,872)
100-111 A&E Link Workers	25,364	71,776	(20,467)	51,309	(15,132)	(6,995)	(22,127)	54,545
100-111 HCC Nightlight	6,666	403,796	(104,009)	299,787	(238,318)	(17,206)	(255,524)	50,928
100-115 Crisis Winter Funding	19,808	314,200	(55,732)	258,468	(267,306)	(4,028)	(271,335)	6,941
Total 100 – Crisis Intervention	62,645	1,484,025	(310,042)	1,173,983	(1,006,971)	(143,114)	(1,150,085)	86,543
200 – Complex Needs								
200-102 3R CSS	20,275	70,665	(19,770)	50,895	(42,897)	(2,532)	(45,429)	25,741
200-106 Domestic Abuse Countywide	1,113	-	17,000	17,000	(17,546)	(488)	(18,033)	80
200-107 Flourish	13,861	315,625	(69,365)	246,260	(186,355)	(28,520)	(214,875)	45,246
200-108 Bounce Back Dual Diagnosis	70,336	274,030	(79,429)	194,601	(174,859)	(3,278)	(178,138)	86,799
200-110 Paradigm Housing	(2,247)	31,336	(3,964)	27,373	(26,969)	(1,407)	(28,376)	(3,250)
200-113 PCN Project	10,579	186,636	(31,834)	154,802	(143,220)	(3,963)	(147,182)	18,199
200-114 CNH	75,090	244,389	(71,693)	172,696	(172,940)	(46,237)	(219,177)	28,609
200-117 Hertsmere CSS	7,787	74,356	(13,248)	61,108	(56,752)	(2,664)	(59,415)	9,479
200-121 Watford & Three Rivers Domestic Abuse		77,996	(6,463)	71,534	(43,735)	(4,482)	(48,217)	23,316
200-122 MHLDA HCP		34,798	(5,156)	29,642	(18,713)	(1,190)	(19,904)	9,738
200-123 Hatfield/Welwyn CSS		17,299	(2,820)	14,479	(13,104)	(945)	(14,049)	430
200-209 Bounce Back Inpatient	15,079	119,328	(46,583)	72,745	(60,940)	(2,731)	(63,670)	24,154
200-213 Bounce Back Serious Violence		8,210	(1,195)	7,015	(149)	(2,299)	(2,448)	4,567
200-105 3R CSS Covid Funding	(2,733)			-			-	(2,733)
Contract Finished 3R DAC	7,096	41,219	(17,876)	23,343	(29,613)	(826)	(30,439)	-
Contract Finished Broxbourne PCN	2,273	20,799	(14,803)	5,996	(8,138)	(131)	(8,269)	-
Contract Finished Watford Healthy Hub	9,775	55,208	(15,138)	40,070	(30,304)	(493)	(30,797)	19,048
HCC Household Support Fund - Feb 24 LS		2,000	-	2,000	-	(2,000)	(2,000)	-
HCC Household Support Fund - Feb 24 OS		2,248	-	2,248	-	-	-	2,248
HCC Household Support Fund - Feb 24 RM		2,000	-	2,000	-	-	-	2,000
HCC Household Support Fund - Kate Chan		1,531	-	1,531	-	(1,480)	(1,480)	51
HCC Household Support Fund - LS		2,556	-	2,556	-	(2,556)	(2,556)	-
HCC Household Support Fund - Olivia S 06/03		159	-	159	-	-	-	159
HCC Household Support Fund - Olivia S 07/03		559	-	559	-	-	-	559
Household Support Fund - Sept 23		5,000	-	5,000	-	(4,158)	(4,158)	842
Household Support Fund 21/03/24 - Leagha		509	-	509	-	-	-	509
Household Support Fund 3RDC 100-102(December 22)	868	-	-	-	-	(848)	(848)	20
Household Support Fund March 24 - S Chapman		2,000	-	2,000	-	-	-	2,000
League of Helping Hands - 114		259	-	259	-	(259)	(259)	-
W&TR Household Support Fund Sept 23		3,645	-	3,645	-	(3,011)	(3,011)	634
Watford & 3R Household Support Fund - Feb 24		3,625	-	3,625	-	(2,000)	(2,000)	1,625
Watford & 3R HSF 200-120 - March 23	2,611	-	-	-	-	(2,000)	(2,000)	611
Three Rivers Household Support Fund 100-102 - January 2022	315	-	-	-	-	-	-	315
Total 200 – Complex Needs	232,078	1,597,986	(382,337)	1,215,649	(1,026,294)	(120,497)	(1,146,790)	300,937
300 – Peer Support								
300-206 HCC Peer Support	9,514	467,316	(121,776)	345,540	(332,480)	(14,827)	(347,308)	7,746
Total 300 – Peer Support	9,514	467,316	(121,776)	345,540	(332,480)	(14,827)	(347,308)	7,746
400 – Wellbeing and Counselling								
400-112 Hertswise	16,311	172,939	(19,300)	153,639	(142,000)	(34,680)	(176,680)	(6,730)
400-203 NHS Counselling	(7,608)	201,600	-	201,600	(180,064)	(13,414)	(193,478)	514
400-204 Physical Activity Programme	2,883	-	-	-	(526)	-	(526)	2,356
400-205 Drama Partnership	(480)	10,000	(3,305)	6,695	-	(6,215)	(6,215)	-
400-207 HCC Wellbeing	14,646	341,458	(110,350)	231,107	(223,743)	(13,524)	(237,267)	8,486
400-211 VCFSE Resources	2,876	1,314	-	1,314	(1,000)	(134)	(1,134)	3,056
400-212 Mind Business Continuation Fund		45,000	(5,000)	40,000	(117)	(19,029)	(19,146)	20,854
400-302 Spot the Signs (CYP)	25,317	61,948	(25,741)	36,207	(38,737)	(4,294)	(43,031)	18,493
400-306 IAPT Access & Engagement	10,584	68,738	(11,647)	57,091	(44,921)	(1,240)	(46,161)	21,514
400-307 Mum's Matter	(24,221)	32,512	19,667	52,179	(33,452)	(858)	(34,311)	(6,352)
400-311 Spark East Herts	546	10,749	(1,419)	9,330	(6,549)	(876)	(7,425)	2,450
400-312 With YOUth	30,090	422,000	(84,209)	337,791	(175,966)	(139,957)	(315,923)	51,957
400-314 Spark North Herts	(434)	10,536	(4,601)	5,935	(4,385)	(1,122)	(5,507)	(5)
400-315 Spark Watford	(515)	10,536	1,726	12,262	(5,687)	(1,626)	(7,313)	4,434
400-318 CYP Wellbeing Cafes		308,217	(51,541)	256,676	(60,582)	(41,933)	(102,515)	154,161
400-320 Future Youth Mentoring Service		-	35,459	35,459	(10,083)	(181)	(10,264)	25,195
Co-op Donation for Meeting Places(207)		-	-	-	-	(489)	(489)	(489)
Contract Finished BBO HYF		-	2,538	2,538	-	(2,538)	(2,538)	-
Contract Finished Waiting Time Initiative	5,312	-	(1,540)	(1,540)	(3,732)	(39)	(3,771)	-
HCC Winter Grant 23 Hertswise AMS		500	-	500	-	(499)	(499)	1
HCC Winter Grant 23 Hertswise JT		520	-	520	-	(504)	(504)	16
HCC Winter Grant 23 Hertswise MG		520	-	520	-	(337)	(337)	183
HCC Winter Grant 23 Wellbeing		200	-	200	-	(200)	(200)	-
Total 400 – Wellbeing and Counselling	75,307	1,699,287	(259,265)	1,440,022	(931,546)	(283,689)	(1,215,234)	300,095
500 - Training and Education								
500-605 Training CYP	12,033	18,181	(15,291)	2,890	(2,616)	(649)	(3,265)	11,659
A-605 BS College Prep	5,570	-	(5,570)	(5,570)	-	-	-	-
B-605 Helping Herts	13,813	22,702	(13,813)	8,889	-	-	-	22,702
C-605 Goffs Academy	820	-	(820)	-	-	-	-	-
D-605 Merchant Taylors	750	7,791	(794)	6,997	-	-	-	7,747
E-605 St Clement Danes	3,003	-	(3,003)	(3,003)	-	-	-	-
Total 500-605 Training CYP								
Contract Finished Step2Skills	(22,721)	8,338	24,789	33,127	(10,217)	(190)	(10,406)	-
Total 500 - Training and Education	13,269	63,451	(14,502)	48,949	(12,832)	(864)	(13,696)	48,522
800 - Capital Funding								
800-313 UEC Capital Funding	100,610	4,147	-	4,147	-	(38,382)	(38,382)	66,375
800-316 UEC Capital Funding Wellbeing Centre		155,263	-	155,263	-	(48,673)	(48,673)	106,590
800-317 UEC Capital Infrastructure		25,714	-	25,714	-	(16,950)	(16,950)	8,764
800-319 UEC Capital - IT / Video Equipment		13,045	-	13,045	-	(4,184)	(4,184)	8,861
800-321 UEC Capital		8,000	-	8,000	-	(452)	(452)	7,548
Total 800 - Capital Funding	100,610	206,169	-	206,169	-	(108,640)	(108,640)	198,138
700-503 Restricted Donations	117	-	-	-	-	-	-	117
Total Restricted	493,538	5,518,235	(1,087,922)	4,430,313	(3,310,123)	(671,630)	(3,981,757)	942,099
Total Unrestricted	295,369	364,441	1,087,922	1,452,363	(708,513)	(528,674)	(1,339,972)	407,760
TOTAL	788,907	5,882,676	-	5,882,676	(4,018,636)	(1,200,305)	(5,321,729)	1,349,854

	Funds C'fwd 31st March 2022 £	Incoming Resources £	Transfers (to)/from unrestricted £	Total Incoming Resources £	Staff Costs £	Non Staff Costs £	Total Resources Expended £	Funds C'fwd 31st March 2023 £
RESTRICTED FUNDS - CURRENT YEAR								
100 – Crisis Intervention								
100-101 STP Crisis Funding	(834)	570,263	(78,511)	491,752	(388,162)	(91,949)	(480,111)	10,807
100-111 A&E Link Workers	3,752	78,301	(11,412)	66,889	(44,479)	(798)	(45,277)	25,364
100-111 HCC Nightlight	3,515	384,780	(68,022)	316,758	(284,083)	(29,524)	(313,606)	6,666
100-115 Crisis Winter Funding		200,000	(42,293)	157,707	(100,449)	(37,450)	(137,899)	19,808
100-313 UEC Capital Funding		107,175	-	107,175	-	(6,565)	(6,565)	100,610
Total 100 – Crisis Intervention	6,433	1,340,519	(200,238)	1,140,281	(817,173)	(166,287)	(983,460)	163,255
200 – Complex Needs								
200-102 3R CSS	3,152	75,913	(8,240)	67,673	(46,727)	(3,822)	(50,550)	20,275
200-103 3R DAC	6,752	57,862	(13,840)	44,022	(42,205)	(1,473)	(43,678)	7,096
200-105 3R CSS Covid Funding	(329)	28,482	329	28,812	(30,958)	(258)	(31,216)	(2,733)
200-106 Domestic Abuse Countywide	-	-	12,507	12,507	(10,178)	(1,216)	(11,393)	1,113
200-107 Flourish	-	163,327	(43,726)	119,601	(93,796)	(11,944)	(105,740)	13,861
200-108 Bounce Back Dual Diagnosis	-	117,618	(16,924)	100,694	(23,440)	(6,918)	(30,358)	70,336
200-110 Paradigm Housing	(1,710)	25,368	(2,820)	22,548	(22,811)	(272)	(23,084)	(2,247)
200-113 PCN Project	12,679	177,848	(40,394)	137,454	(134,151)	(5,403)	(139,555)	10,579
200-114 CNH	9,021	285,441	(30,395)	255,046	(99,161)	(89,815)	(188,977)	75,090
200-117 Hertsmere CSS	18,608	59,917	(19,164)	40,753	(49,191)	(2,382)	(51,574)	7,787
200-119 Broxbourne PCN	-	10,399	(50)	10,349	(6,961)	(1,115)	(8,076)	2,273
200-120 Watford Healthy Hub	5,629	38,488	(8,000)	30,487	(25,505)	(836)	(26,341)	9,775
200-209 Bounce Back Inpatient	22,962	94,997	(56,404)	38,593	(42,516)	(3,960)	(46,475)	15,079
Contract Finished 3R DAP	-	-	-	-	-	-	-	-
Contract Finished 3R Healthy Hub	(3,033)	6,157	3,669	9,826	(6,670)	(122)	(6,792)	-
Contract Finished Complex Needs Service	(22)	-	22	22	-	-	-	-
Household Support Fund 100-102 - June 2022	-	6,500	-	6,500	-	(6,500)	(6,500)	0
Household Support Fund 100-120 - March 2022	-	5,000	-	5,000	-	(5,000)	(5,000)	-
Household Support Fund 3RDC 100-102(December 22)	-	5,000	-	5,000	-	(4,132)	(4,132)	868
PCN Dacorum	5,399	-	(5,399)	(5,399)	-	-	-	-
PCN Hertsmere	1,757	-	(1,757)	(1,757)	-	-	-	-
PCN Watford & 3R	342	-	(342)	(342)	-	-	-	-
 Three Rivers Household Support Fund 100-102 - January 2022	-	2,885	-	2,885	-	(2,570)	(2,570)	315
 Watford & 3R Household Support Fund 100-120 - Sept 2022	-	4,400	-	4,400	-	(4,400)	(4,400)	-
Watford & 3R HSF 200-120 - March 23	-	4,111	-	4,111	-	(1,500)	(1,500)	2,611
Total 200 – Complex Needs	81,206	1,169,712	(230,928)	938,784	(634,271)	(153,640)	(787,911)	232,078
300 – Peer Support								
300-206 HCC Peer Support	46,280	341,157	(116,524)	224,633	(250,898)	(10,500)	(261,399)	9,514
Contract Finished Dacorum Healthy Hub Peer Support	333	1,666	(1,339)	328	(653)	(8)	(661)	-
Contract Finished Lottery Funded Peer Support	(798)	-	798	798	-	-	-	-
Total 300 – Peer Support	45,815	342,823	(117,065)	225,758	(251,551)	(10,508)	(262,059)	9,514
400 – Wellbeing and Counselling								
400-112 Hertswise	32,119	156,522	(23,166)	133,356	(127,183)	(21,981)	(149,164)	16,311
400-203 IAPT Counselling	(5,227)	115,250	(11,520)	103,730	(95,587)	(10,523)	(106,110)	(7,608)
400-204 Physical Activity Programme	-	4,229	-	4,229	(546)	(800)	(1,346)	2,883
400-205 Drama Partnership	-	-	-	-	-	(480)	(480)	(480)
400-207 HCC Wellbeing	20,446	323,969	(99,500)	224,469	(219,260)	(11,010)	(230,269)	14,646
400-210 Ukraine Refugee Support	-	5,000	(417)	4,583	-	(4,583)	(4,583)	-
400-211 VCFSE Resources	-	3,907	-	3,907	-	(1,031)	(1,031)	2,876
400-301 Waiting Time Initiative	1,619	7,929	15,262	23,191	(18,827)	(672)	(19,499)	5,312
400-302 Spot the Signs (CYP)	14,242	62,051	(8,187)	53,864	(36,694)	(6,095)	(42,789)	25,317
400-304 BBO Strive	(37,259)	95,545	7,599	103,144	(61,105)	(4,780)	(65,885)	-
400-304 BBO Strive Bursaries	8,726	4,465	(7,783)	(3,318)	-	(5,408)	(5,408)	-
400-305 BBO HYF	(36,879)	29,471	54,174	83,645	(46,118)	(648)	(46,766)	-
400-305 BBO HYF Bursaries	8	483	(207)	275	-	(284)	(284)	-
400-306 IAPT Access & Engagement	8,850	64,248	(18,650)	45,598	(41,414)	(2,450)	(43,864)	10,584
400-307 Mum's Matter	(14,062)	33,702	(3,389)	30,313	(37,877)	(2,594)	(40,471)	(24,221)
400-311 Spark East Herts	-	7,024	(890)	6,134	(4,049)	(1,539)	(5,588)	546
400-312 With YOUth	-	226,152	(42,515)	183,637	(66,183)	(87,364)	(153,547)	30,090
400-314 Spark North Herts	-	-	-	-	-	(434)	(434)	(434)
400-315 Spark Watford	-	-	-	-	(61)	(454)	(515)	(515)
Contract Finished 400-308 Youth Engagement Worker	18,412	-	(18,412)	(18,412)	-	-	-	-
Contract Finished Tackling Inequalities Fund	147	-	(147)	(147)	-	-	-	-
Total 400 – Wellbeing and Counselling	11,142	1,139,947	(157,749)	982,198	(754,903)	(163,130)	(918,033)	75,307
500 – Training and Education								
500-201 Step2Skills	812	30,560	(10,171)	20,389	(41,486)	(2,436)	(43,922)	(22,721)
500-309 Mental Health Leads in Schools	2,918	-	(828)	(828)	(2,081)	(9)	(2,090)	-
500-605 Training CYP	(15)	14,907	-	14,907	(2,556)	(302)	(2,858)	12,033
A-605 BS College Prep		5,570	-	5,570	-	-	-	5,570
B-605 Helping Herts		13,813	-	13,813	-	-	-	13,813
C-605 Goffs Academy		900	-	900	-	(80)	(80)	820
D-605 Merchant Taylors		750	-	750	-	-	-	750
E-605 St Clement Danes		3,003	-	3,003	-	-	-	3,003
Total 500 – Training and Education	3,714	69,503	(10,999)	58,505	(46,122)	(2,827)	(48,950)	13,269
700-503 Restricted Donations		881	-	881	-	(764)	(764)	117
DoH - Stepping Out	4,007	-	(4,007)	(4,007)	-	-	-	-
Hertsmere Willbeing Gateway	2,279	-	(2,279)	(2,279)	-	-	-	-
100-104 3R DAP	(65)	-	65	65	-	-	-	-
Total Restricted	154,528	4,063,385	(723,199)	3,340,187	(2,504,021)	(497,156)	(3,001,176)	493,538
UNRESTRICTED FUNDS								
	441,250	320,517	723,199	1,043,716	(585,981)	(603,617)	(1,189,597)	295,369
TOTAL FUNDS	595,778	4,383,902	-	4,383,903	(3,090,002)	(1,100,773)	(4,190,773)	788,907

Accounts



Charity Registration No. 1112487

Company Registration No. 5532977 (England and Wales)

HERTS MIND NETWORK LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023



HERTS MIND NETWORK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Board Of Directors

Jess Lievesley (Chair)
Erika Linhares de Paula (Vice Chair)
Elena Lokteva (Treasurer)
Ritu Sharma (Board Secretary)
Siobhan Nundram
Helena Marks-Dwyer
Will Lewis
Mark Craigen (Resigned 16 August 2022)
Omar Daniels (Resigned 16 August 2022)
Thalia-Rose Carter (Appointed 5 October 2022)
Luke Donovan-King (Appointed 5 October 2022)
Tracey Carter (Appointed 5 October 2022)
Lauren Schogger (Associate Director) (Appointed 5 October 2022)
Bhavdeep Oberoi (Associate Director) (Appointed 5 October 2022)

Key management personnel

Joanna Marovitch - Chief Executive
Hilary Lythgoe
Carys Norman
Danielle Levy
Clare Rennett
Alex Hunter (Resigned 29 November 2022)

Charity number

1112487

Company number

5532977

Registered office

501 St Albans Road
Watford
Herts
WD24 7RZ

Auditor

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

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Solicitors

S A Law LLP
60 London Road
St Albans
Herts
AL1 1NG

HERTS MIND NETWORK LIMITED

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HERTS MIND NETWORK LIMITED

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The Board of Directors, who are also the directors of Herts Mind Network Limited for the purpose of company law, are responsible for preparing the Directors' 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 Board of Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Board of Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Board of Directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The Board of Directors present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)".

GOVERNANCE: CONSTITUTION, STRUCTURE AND MANAGEMENT OF THE CHARITY

Herts Mind Network Ltd ("the Charity") is a company limited by guarantee having been registered in August 2005 under the name of Mind in Dacorum Ltd (name change in August 2007). As a registered charity, it is governed by its Memorandum and Articles of Association and the trust deed under which it was originally set up. The Charity began operating as a company limited by guarantee on 1 April 2006.

The Board of Directors ("the Board") comprises twelve people including a proportion of users of mental health services. Recruitment to the board takes place periodically as needed, and anyone from the community can apply for these roles. Nomination of candidates for election to the Board is open to the whole membership, and a ballot is held annually at the AGM to elect those who wish to stand for Officer posts. Members wishing to be considered for election to the Board are able to approach an Officer during the year for a discussion of the roles and responsibilities of a Director. Following this discussion, the member may be introduced to the Board and observe a number of board meetings. The member may then be co-opted onto the Board in the intervening period before the next AGM where they will be formally appointed by the membership. Job descriptions exist for each Officer position, and a full briefing is given about the roles and responsibilities when a Director is first appointed. Ongoing training is given to Directors as and when required.

The Directors are responsible for all operational decisions taken by the Charity, including allocation of resources in pursuit of its charitable objectives, although some of these decisions are devolved to the Chief Executive and the senior members of staff. A Delegation of Authority document exists in relation to those areas where decision-making has been devolved to staff, for example in relation to ordering of goods and services.

The Charity works in partnership with other organisations including Mind in Mid Herts, AGE UK and HPFT where this is the most effective way to provide services across the county. The Charity had a subsidiary company, Herts Business Mind Ltd, but this company was dissolved on 10 May 2022.

FINANCIAL MANAGEMENT AND CONTROL

During this twelve-month period (April 2022 – March 2023), the Charity has undertaken a wide range of activities in pursuit of its charitable objectives. To help manage these activities, annual budgets for the following year are prepared, presented to and agreed by the Board. To support the financial regime, clearly written policies about what activities will be funded and how, have been prepared and communicated to all involved.

The Board receives monthly management accounts reporting on the financial performance and position of the organisation. These are presented to the Board and compare updated forecasts for the expected year-end position in the light of performance in the year to date, compared to budget. The Board is presented with a narrative provided by the Treasurer and focuses on reasons for variation from budget.

GOING CONCERN

The Directors have a responsibility to make sure that the Charity continues in existence for the foreseeable future (at least 12 months from signing these accounts) and to do so they have to be sure that they always have sufficient funds not only to pay the Charity's bills as they fall due but also to fund commitments to future capital expenditure. This is known as being a "going concern"

The Charity's review of Going Concern was extensive and extended to 'stress testing' for the direct financial impact of an increased cost of living and inflation. The outcome of these reviews show that these events would be challenging for the Charity but in the Directors opinion would not compromise the Charity's ability to continue as a Going Concern.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

RISK MANAGEMENT

Attention continues to be given to the major strategic, business and operational risks which the Charity faces, and believes that maintaining adequate levels of reserves, combined with an annual review of controls over key financial systems, will provide sufficient resources in the event of adverse conditions. To attend to risk management, the Directors have prepared and regularly review an organisational risk management policy. Areas of risk have been broken down with responsibility for each section allocated to individual Directors or members of the senior management team.

Some of the key risks that the Charity has included in its policy are:

Key risks	Plans to manage the risks
Over reliance on a single funder	Increase the number of non-statutory funders
Competition for contracts and tenders	Ensure that we create service models that are effective, competitive, innovative and responsive to local need.
IT systems and cyber crime	Ensure that our IT system is robust and meets the needs of a growing organisation. Cyber security.
Relationship with funders	Maintain and develop collaborative, honest and effective commissioner relationships by delivering high quality services that meet the needs of our local communities.
Health, Safety and the Environment	Work with consultants, ensure all staff are aware of individual responsibilities and reporting, comply with legislation and regulations
Loss/ misuse personal data	Follow legal advice, implement and adhere to policies, staff training
Political	Awareness of changes in government policy
Staff recruitment	Focus on staff wellbeing. Ensure good training and development opportunities. Recruitment review in progress

CHARITIES AND PUBLIC BENEFIT

The Directors of HMN have read the guidance issued by the Charity Commission for England and Wales on 'Charities and Public Benefit'. The Directors confirm that the objects of the charity fully comply with this guidance and further information is set out below.

RESERVES POLICY

The Directors ensure that reserves are maintained at a level that enables the Charity to meet its ongoing obligations as well as managing financial risk and fluctuating income, as it seeks to maintain existing charitable activities and develop new ones. Transfers are made from restricted funds to unrestricted funds to cover the agreed contribution to their general running costs.

The Directors have determined that unrestricted reserves amounting to at least £650,000 should be maintained to enable the Charity to cover the costs of on-going obligations in the event that the Charity can no longer support its service offerings or contracted services cease. This amount is considered to address committed costs for a range of items for a period of three months. This level of reserves enables the Charity to fund working capital requirements, retain experienced staff during short term funding gaps and acquire fixed assets to be used over a number of years. This level will be reviewed annually to ensure it is still appropriate.

The Charity maintains funds in longer term investment accounts where such funds are not required for day to day activities. This provides security to the organisation and provides some additional interest return.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL POSITION

During the year ended 31st March 2023, total income was £4,389,902 (2022: £3,093,082), and total expenditure was £4,190,773 (2022: £3,011,314). The reserves of the Charity increased by £193,129.

FUNDRAISING

The majority of HMN's income is derived from contracts and grants.

The organisation also receives income from social enterprises detailed below, donations and legacies. There are static collection boxes at various locations in Hertfordshire and the ability for people to donate to and organise fundraising events in support of us via our website and through a Herts Mind Network Just Giving page.

There is no commercial fundraising activity directly to the public.

VISION, PURPOSE AND VALUES

Our vision

"Every person in Hertfordshire will feel supported with their mental health."

Our purpose

- 1. We fight for the mental health of every person in Hertfordshire.**
- 2. We provide mental health support, opportunity, advocacy and resources.**
- 3. We will elevate and promote the voice of those with lived experience of mental ill health.**

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

Our values

Hope

We believe in potential, possibility and opportunity. We embrace a culture of curiosity and sustainability. We believe in choice, freedom, change and a better future for every person experiencing mental ill health.



Courage

We are determined, bold and unstoppable. We welcome transformation and innovation, advocate for improvement and influence change in Hertfordshire's mental health system. We are resilient and speak loudly in the face of adversity and inequality, and we fight tirelessly for mental health.



Together

Coproduction is at the heart of our organisation. Together we share learning, build relationships and connect with others. We work in partnership with individuals, voluntary sector and statutory services, local organisations and companies, to generate new ideas and promote inclusion and diversity and a better understanding of mental health across our community.



Responsive

We are open and transparent. We take time to listen, to learn, to share and to act. We adjust to change, make timely decisions and are both respectful and inclusive.



HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

REPORT ON PRINCIPAL ACTIVITIES

We provide essential mental health support in Hertfordshire, providing a diverse range of services from our seven Wellbeing Centres and other venues across all ten districts of the county. Funded locally, our services are available to all residents in Hertfordshire over the age of 18 and we offer dedicated services for 5-18 year olds.

We create opportunities for individuals experiencing mental ill health to make choices, find their solutions, build resilience and manage their whole life and wellbeing. Our services are based on the principle of self-help with a strong emphasis on prevention, personal development, self-management and improving health and wellbeing.

We provide opportunities for individuals to access support to enable them to recover from or live with mental ill health.

Our services are grouped in the following areas:

1. Crisis Intervention
2. Complex Needs
3. Peer Support
4. Wellbeing and Counselling
5. Training and Education

1. Crisis Intervention

We have continued to develop the **Nightlight** countywide out of hour's mental health crisis service during this financial year. The centres provide a safe, homely and welcoming space for people who are feeling distressed and experiencing a crisis. Each centre is staffed by a team of skilled and experienced non-clinical mental health workers, many of whom have a lived experience of mental ill health.

Our **Nightlight Crisis Helpline** team is open from 7pm to 1am, every day of the year.

Our **Nightlight Crisis Cafés** are open every day from 7pm – 1am and are based in Stevenage, Watford and Ware. The Stevenage Crisis café opened during this financial year and has proved to be our busiest Café.

Our **Nightlight Crisis House** is in Hemel Hempstead and has four bed spaces that can be used if an overnight stay would help an individual to resolve their crisis. The beds are available (depending on capacity) seven days a week, 365 days a year.

These beds are available for all Hertfordshire residents. In some circumstances overnight stays may be discussed and agreed with the Crisis Resolution Home Treatment Team. All overnight stays are reviewed daily, however, in most cases we envisage individuals will stay up to 3 nights. This is assessed and agreed on an individual basis.

The **A&E Crisis Liaison Service** is delivered in partnership with Mind in Mid Herts to provide support to Lister and Watford General Hospital A&E staff to improve crisis care pathways for adults who are experiencing a mental health crisis. Our A&E Link Workers support adults to access alternative mental health crisis support, including our Nightlight Crisis Service, particularly where it will be helpful for the individual to leave the hospital setting and be welcomed into a calmer, quieter environment.

Daylight provides community outreach crisis support to individuals aged 18 or over across Hertfordshire. Through groups and one-to-one support, our Daylight workers support individuals for an average of 4-8 weeks, facilitating access to community support to help individuals manage their mental health crisis within the community. With the expansion of the Crisis House to 24/7 in 2022-23, our Daylight Workers are based here.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

2. Complex Needs

We are experienced providers of complex needs services within the county.

Our **Community Support Services** provide advice, information, onward referral and holistic support to people who are experiencing mental ill-health or need help with their mental wellbeing. These teams provide one-to-one outreach support in a variety of areas such as; emotional and practical support; housing need; benefits; access to services; signposting; help to reduce episodes of crisis and building life skills. In Three Rivers we also provide intensive support for people experiencing domestic abuse

Our Stepping Stones service was remodelled and renamed during 2022-23. The newly named **Bounce Back** service forms an integral part of Hertfordshire Mind Network's (HMN) Community Services, providing one-to-one outreach support to facilitate a smooth, timely and supportive discharge from hospital back into the community. During this financial year this service has expanded to provide support within Kingfisher Court, Albany Lodge, Lister Hospital and Watford General A&E.

Our countywide **Flourish** service is here to provide advice, information, onward referral and holistic support to refugees and asylum seekers who are experiencing challenges that are impacting their mental health. The service provides person-centred one-to-one support to help individuals settle in the UK. It is available to those aged 16 and above, offering up to ten sessions of holistic support.

The **Housing Support Service** is here to provide housing advice, information, representations, onward referral and holistic support to people who are experiencing mental ill-health or who need help with their mental wellbeing and housing issues.

Our **Complex Needs Housing Service** provides advice, information, onward referral and holistic support to people who are experiencing mental ill health or need support with their mental wellbeing. The service is for clients who are presenting to the housing teams as homeless at District and Borough councils. We work alongside the person to develop a tailored package of support that meets their needs, working with them to find the solutions that are right for them.

The **Domestic Abuse Service** is now available across the county. Our Domestic Abuse Caseworker can provide support to anyone over the age of 18 who is experiencing domestic abuse. We deliver an easy-to-access, high quality service, providing a range of support, based on the needs and wishes of the individual. We will listen without judgement and will help the person to explore their options and make their own choices, taking actions at a pace that is right for them.

We can also help individuals to access alternative accommodation, safety planning and access to health care if needed.

Our **Primary Care Network** Service is here to provide advice, information, onward referral and holistic support to individuals who are experiencing mental ill health and would like to access 6-10 sessions of tailored one-to-one support to improve their wellbeing. The team work closely with local GP practices, ensuring that individuals can access the support that is right for them.

3. Peer Support

Our countywide **Peer Support Service** offers flexible support for adults experiencing mental ill health and those that care for and support them.

The service is staffed by a team of Peer Support workers, who have a lived experience of mental ill health and will work in collaboration with clients to develop an individually-tailored package of support that meets their needs.

Through providing safe and accepting 1:1 support, Peer Support Groups and Peer Learning Courses, the service enables clients to explore their strengths and resources and find solutions.

We also provide a **Peer Mentoring Service**. This service is staffed by trained volunteers who offer up to 12 sessions of person-centred one-to-one support. Volunteers provide emotional and practical support and can do so face-to-face, by phone or on Zoom.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

4. Wellbeing and Counselling

A major part of our service provision focuses on prevention, access to early help and improving health and wellbeing both physically and emotionally.

Support for **Carers** is a key part of our prevention strategy and we offer Peer Support groups, counselling and a range of other provision such as pottery, yoga and self-supporting Art.

Our Wellbeing Centres and services are supported and enhanced by a large team of skilled and committed **volunteers**. The support of our volunteers is invaluable and we wouldn't be able to provide all of the services that we do without their help. For many volunteers their role also provides a stepping stone back to learning, training and/or employment.

We have continued to develop our groups and activities throughout this period. We now have 28 weekly groups across the county, including Meeting Places, Drama, Art, Music and LGBTQ+ groups.

We offer a wide variety of **Volunteering Opportunities** and strongly encourage our clients to engage in the training to find a placement within the organisation. Meaningful occupation is accepted as the basis of recovery and community inclusion. Clients often use the training and work experience as the first step to employment working initially a few hours a week and building confidence and skills in the process.

Our **Wellbeing Access Workers** promote our HMN services and support access to statutory services through our partnership with Hertfordshire Partnership NHS University Foundation Trust. This reduces barriers to accessing Hertfordshire Mind Network and Wellbeing Service services/ promoting awareness of mental health and support services available to residents of Hertfordshire.

Our respected **Counselling Service** is available at all our Wellbeing Centres. Our counselling team consists of experienced and placement counsellors who use a client-centred approach. We provide a supportive and confidential service and offer up to 10 counselling sessions. Anyone can make a referral to this service and we are able to offer reduced fees to clients and operate a sliding scale from £40-£10.

Our **IAPT Counselling Service** has a team of experienced IAOT counsellors who can provide eight free sessions of one-to-one counselling, giving individuals a weekly space to reflect on their experiences in a safe and confidential environment. Referrals can be made by GP's for Hertfordshire residents who are 16 and above.

Our open access **With Youth** service provides online support to children and young people experiencing mental ill health and/or emotional distress. This is a countywide service available for any Hertfordshire resident aged 5-18, as well as parents, carers, and professionals.

The service helps children and young people to build resilience by working with them to problem solve and develop coping strategies, coming up with solutions that will enable them to improve their own health and wellbeing. We will also provide advice and guidance to parents/families/carers and professionals to ensure a holistic response to supporting the individual and creating a network around them to empower and enable positive change.

As part of this service, we have partnered with BFB Labs to offer Young People across Hertfordshire free, instant access to Lumi Nova: Tales of Courage, a digital therapy delivered through a fun and engaging mobile game to help 7-12 years olds learn how to manage and reduce symptoms of anxiety.

Spot the Signs & Emotional Wellbeing Campaign is a fully-funded programme offering training and workshops to children and young people (CYP), CYP's parents/carers and professionals working with CYP.

The programme provides psychoeducation, emotional resilience and signposting support to empower young people and the adults around them to feel confident enough to manage their mental and emotional health. This work is an integral offer within Hertfordshire's Suicide Prevention Strategy.

Our new creative wellbeing space, **SPARK**, launched, supporting 11-18 year olds to use creative strategies to support and manage their mental health and emotional wellbeing.

Jack* has Autism and struggles to talk to new people, make friends and communicate with their parents around their gender.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

4. Wellbeing and Counselling (continued)

"Since coming to the group, I feel more confident making friends, and feel more hopeful for the future; I won't always be alone, and it is important to be myself, and find like-minded people that will be there for me, rather than masking my identity. I feel less lonely... I have made friends from the LGBTQIA+ community and I have been seen, understood, I feel more confident now, and even talked to my parents about my identity".

**Jack is an alias, anonymising this young person.*

Our Children & Young People team and our Wellbeing Access Workers help to address the needs of young people and a range of other diverse groups including LGBTQ and ethnic minorities. We work with a number of schools and voluntary organisations in Hertfordshire and offer a range of activities from assemblies to mental health workshops, staff training and fundraising events.

5. Training and Education

Our **Step2Skills** courses offer a range of wellbeing focused self-development courses for people aged 19+ designed to improve wellbeing, build confidence and gain new skills.

Topics include overcoming anxiety and fear; understanding anger and other emotions, mental health and work, daring to dream, overcoming social anxiety, one mind one body, understanding low mood and depression, and understanding self-compassion.

Alongside this we deliver Mental Health Training and provide an extensive range of training to voluntary, statutory and private sector organisations locally (and nationally) with a focus on mental health and wellbeing.

Training is varied from working with GP's to be more aware of the signs of suicide to staff in private industry managing stress more effectively.

ACHIEVEMENTS AND PERFORMANCE

During this twelve-month period, **11,533 people** have accessed our services.

We have seen a huge increase in referrals to our services during the year and have been able to respond to this increased level of need by opening new services, creating new pathways in to our services and working closely and creatively with our community partners.

Adult provision

HMN supported **4,872 adults** during this twelve-month period providing:

- **1,349** Peer Mentoring sessions provided.
- **2,505** Peer Support sessions provided.
- **1,062** Counselling sessions.
- **2,270** IAPT Counselling sessions
- **2,650** individuals supported in crisis through HMN Crisis services.
- **9,318** referrals into Crisis Support, inclusive of 6,557 Nightlight Crisis Helpline calls
- **1,876** community support sessions.
- **354** support sessions were provided by the Three Rivers Domestic Abuse Service.
- **5,581 attendances** at Meeting Places.
- **205** new Mums provided with perinatal support.

In addition to the above service activity, we are also part of the countywide **Hertswise** service. This is a service for people living with dementia (with or without a diagnosis), low-level memory loss or mild cognitive impairment and their family, friends and carers.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

This partnership has supported:

- **2,860** people
- There have been **7889** group attendances at **1,202** groups and **654** home visits.
- **250 carers** have been supported through the Hertswise partnership.

Children & Young People provision

HMN supported **6,661** CYP during this twelve-month period providing, broke down as follows:

- **4,691** young people attended psychoeducational emotional wellbeing workshops held in schools and local community groups.
- **36 young people** accessed **348 one-to-one support sessions** provided by Herts Youth Futures between April 2022 and September 2022.
- **247** young people accessed withYOUth instant access support, and/or 1:1 sessions.
- **293** 7–12-year-olds have used Lumi Nova: Tales of Courage to overcome their fears and worries.
- **Nine** 11–17-year-olds attended SPARK to use creativity to improve their emotional wellbeing
- Provided training to **1,253 professionals** who work with children and young people.
- **141 parents** attended Children & Young People workshops.

Through its work HMN has had a major impact on many individuals' lives and as a result has had many public benefits, including:

- reduction in suicides within the county.
- reduction in isolation and loneliness for at risk client groups.
- improved health and wellbeing of Hertfordshire residents.
- reduction in hospital admissions by supporting clients in crisis.
- increase in employment through social enterprise programmes.
- prevention of long term mental health conditions.
- increase in awareness of mental health and mental ill-health.

HMN's clients have provided some fantastic feedback:

With Youth

"Thank you so much for the app you have created for young people, I have two children in the age bracket for this app and both struggle at times as young carers for their Dad who has PTSD from his time in the military. They have both really enjoyed the app and used it to work through specific anxieties they have. There's so little for children and this gives a fun and interactive way to process emotions, thanks so much for your help with my children" Parent of a child using Lumi Nova, through With Youth.

Mums Matter

"I can't stress how important it was for me to have access to this group. I think it is such a vital resource for mums who struggle with their mental health. I have taken so much from it, and I know all the many things I learnt (and was reminded of) will help me and my family move forward in the coming years."

Nightlight

"All the staff here are very helpful and caring. I had no one to talk to for years of pain hiding away. Most helpful and I want to say a very big thank to all the staff".

"Nightlight has been a god send. A positive experience that was very much needed in my time of crisis. This is by far the BEST place to be for people in crisis, and that I have not had in over 20 years. This is an amazing service and wonderful people work here. I could write so much more; it is amazing. Please keep this funded. We are treated with respect and like a human being should be. Thank you"

"I can't believe a facility like this exists. The staff were all amazing, especially staying up all night. This place saved me. Thank you for the space."

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

PLANS FOR FUTURE PERIODS

The Board are fully aware of the risk of further potential cuts in statutory funding, and the implications of such cuts are discussed by the Board. The Board continues to develop plans to ensure that HMN can still deliver high quality services should further cuts in statutory funding arise. The Charity will continue to seek funding to support its work in a variety of ways, including partnership working, direct grant application and developing other income streams. The key areas of attention are detailed below:

SERVICE PROVISION

- To seek new funding opportunities to enhance and develop the current provision in line with unmet needs.
- To work with clients, commissioners and non-statutory providers to assess changes in national policy and local trends to drive and develop responsive innovative services to meet future challenges.
- To attract new, non-statutory funding into the organisation, in order to protect our independence and allow more innovation and creativity within our provision. To develop new partnerships to promote innovative ways of working.
- To continuously strive to deliver services of high quality, which are safe and offer best value.
- To support staff and their welfare and sustain a well-trained supported workforce able to deliver high quality services.
- To develop HMN counselling services across the Network and beyond to meet current demand.
- To improve our marketing, PR and Communications across the county to ensure that our communities know who we are, what we do and how to access us.
- To develop services to promote physical and emotional well-being, encourage progression and self-management.

CAMPAIGNING

To continue to seek funding to enable us to lead the way in raising awareness on mental health issues and continue to challenge the stigma and prejudice surrounding mental ill health.

To continue to work alongside county organisations, both statutory and voluntary, to ensure that mental health remains a high priority on the NHS health agenda.

AUDITORS

Myers Clark offer themselves for reappointment at the AGM.

This report is prepared in accordance with the small companies regime (Section 419) (2) of the Companies act 2006).

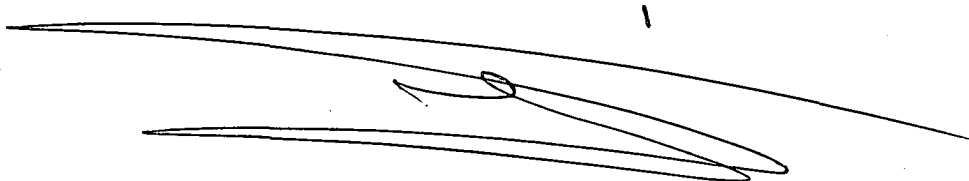
Approved by the Board of Directors and signed on behalf of the Board.



Elena Lokteva (Treasurer)

Director

Dated: 18 July 2023



Jess Lievesley (Chair)

Director

Dated: 18 July 2023

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Opinion

We have audited the financial statements of Herts Mind Network Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 Board of Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

Responsibilities of Board of Directors

As explained more fully in the statement of directors' responsibilities, the Board of Directors, who are also the directors of the charitable company for the purpose 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 Board of Directors 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 Board of Directors 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 Board of Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following;

- The nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for trustee remuneration, bonus levels and performance targets;
- results of our enquiries of Management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and review the charitable company's documentation of their policies and procedures relating to;
- identifying, evaluating and complying with laws and regulation 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.

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation 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.

We also obtained an understanding of the legal and regulatory frameworks that the charitable 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. The key laws and regulations we considered in this context included the UK Companies Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. These included Employment law.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Paul Windmill (Senior Statutory Auditor)
for and on behalf of Myers Clark

Chartered Accountants
Statutory Auditor

21 July 2023

Egale 1
80 St Albans Road
Watford
Hertfordshire
WD17 1DL

HERTS MIND NETWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income and endowments from:							
Donations and legacies	3	27,975	-	27,975	62,187	3,140	65,327
Charitable activities	4	190,644	4,063,385	4,254,029	258,139	2,751,457	3,009,596
Other trading activities	5	47,100	-	47,100	13,527	4,632	18,159
Other income	6	54,798	-	54,798	-	-	-
Total income		320,517	4,063,385	4,383,902	333,853	2,759,229	3,093,082
Expenditure on:							
Charitable activities	7	1,189,597	3,001,176	4,190,773	981,281	2,030,033	3,011,314
Net (outgoing)/incoming resources before transfers		(869,080)	1,062,209	193,129	(647,428)	729,196	81,768
Gross transfers between funds		723,199	(723,199)	-	684,885	(684,885)	-
Net (expenditure)/income for the year/							
Net movement in funds		(145,881)	339,010	193,129	37,457	44,311	81,768
Fund balances at 1 April 2022		441,250	154,528	595,778	403,793	110,217	514,010
Fund balances at 31 March 2023		295,369	493,538	788,907	441,250	154,528	595,778

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERTS MIND NETWORK LIMITED

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Intangible assets	12		84,703		13,491
Tangible assets	13		91,372		70,845
			<u>176,075</u>		<u>84,336</u>
Current assets					
Debtors	14	1,175,746		800,971	
Cash at bank and in hand		1,355,021		851,793	
		<u>2,530,767</u>		<u>1,652,764</u>	
Creditors: amounts falling due within one year	15	(1,917,935)		(1,141,322)	
Net current assets			<u>612,832</u>		<u>511,442</u>
Total assets less current liabilities			<u>788,907</u>		<u>595,778</u>
Income funds					
Restricted funds	17	493,538		154,528	
Unrestricted funds	18	295,369		441,250	
			<u>788,907</u>		<u>595,778</u>

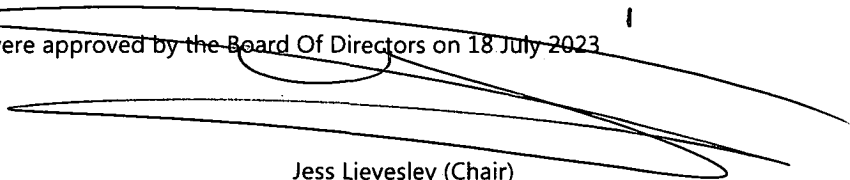
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Board Of Directors on 18 July 2023


Elena Lokteva (Treasurer)
Director


Jess Lievesley (Chair)
Director

Company Registration No. 5532977

HERTS MIND NETWORK LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	24		627,395		138,770
Investing activities					
Purchase of intangible assets		(83,490)		(13,887)	
Purchase of tangible fixed assets		(40,677)		(25,036)	
Net cash used in investing activities			(124,167)		(38,923)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			503,228		99,847
Cash and cash equivalents at beginning of year			851,793		751,946
Cash and cash equivalents at end of year			1,355,021		851,793

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Herts Mind Network Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 501 St Albans Road, Watford, Herts, WD24 7RZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Board of Directors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Board of Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Board of Directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on the accruals basis.

Where costs cannot be directly attributed to an activity including support and office costs they have been allocated to activity cost categories on a basis consistent with the use of the resource i.e. estimated time spent or resource used.

1.6 Intangible fixed assets other than goodwill

Intangible assets over £1,000 acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

The primary intangible asset is the charity database which is central to the organisation. None of this expenditure is regarded as research and development cost, but as live improvement to reflect service requirements.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Charity database	33% p.a. straight line
UEC Capital Funding Assets	33% p.a. straight line

1.7 Tangible fixed assets

Tangible fixed assets over £1,000 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings (conservatory)	10% p.a. straight line (33% p.a. straight line on the boiler housed in a leased building)
Fixtures and fittings	10% or 20% or 33% p.a. straight line
Office equipment	33% p.a. straight line
Motor vehicles	25% or 33% straight line
UEC Capital Funding Assets	33% p.a. straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.10 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.11 Taxation

Herts Mind Network Ltd is a registered charity, and is exempt from corporation tax on its income and gains to the extent that they are applied to the charitable objectives. No tax charge has arisen in the year.

1.12 Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Herts Mind Network Ltd offers a contributory pension scheme to its employees via The Pensions Trust (www.thepensiontrust.org.uk). Employees are auto-enrolled after three months' service, unless they choose to opt out. Pension contributions payable under a defined contribution scheme are charged to the Statement of Financial Activities in the period to which they relate. There are no debt or deficit implications attached to historical participation in the scheme requiring disclosure in the accounts.

1.13 Irrecoverable VAT

Irrecoverable VAT is allocated to the cost associated with the invoice on which VAT is charged.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2023**

1 Accounting policies

(Continued)

1.14 Gifts and Donation In Kind

Where goods or services are provided to the charitable company as a donation that would normally be purchased from suppliers, the contribution is included as an estimate based on commercial values.

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Board of Directors 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 period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023 £	2023 £	2023 £	2022 £	2022 £	2022 £
Donations and gifts	27,975	-	27,975	52,187	3,140	55,327
Legacies receivable	-	-	-	10,000	-	10,000
	<u>27,975</u>	<u>-</u>	<u>27,975</u>	<u>62,187</u>	<u>3,140</u>	<u>65,327</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

4 Charitable activities

For the year ended 31 March 2023

	Crisis Intervention £	Complex Needs £	Peer Support £	Wellbeing and Counselling £	Training and Education £	Total 2023 £	Total 2022 £
Income from charitable activities	1,340,519	1,169,712	342,823	1,273,567	127,408	4,254,029	3,009,596
Analysis by fund							
Unrestricted funds	93,468	-	-	39,271	57,905	190,644	258,139
Restricted funds	1,247,051	1,169,712	342,823	1,234,296	69,503	4,063,385	2,751,457
	1,340,519	1,169,712	342,823	1,273,567	127,408	4,254,029	3,009,596

Included within Health and Wellbeing is a Grant in Kind for rent of £93,468 for the year ended 31 March 2023 (£81,168 for the year ended 31 March 2022).

The total income received from government grants was £3,998,888 for the year ended 31 March 2023 (£2,812,086 for the year ended 31 March 2022).

For the year ended 31 March 2022

	Social Enterprise £	Vocational Advice and Employment £	Health and Wellbeing £	Peer Support £	Complex Needs and Crisis Intervention £	Total 2022 £
Income from charitable activities	122,964	310,422	1,164,768	399,701	1,011,741	3,009,596
Analysis by fund						
Unrestricted funds	122,964	-	135,175	-	-	258,139
Restricted funds	-	310,422	1,029,593	399,701	1,011,741	2,751,457
	122,964	310,422	1,164,768	399,701	1,011,741	3,009,596

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Other trading activities

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023 £	2023 £	2023 £	2022 £	2022 £	2022 £
Fundraising events	47,100	-	47,100	13,527	4,632	18,159
	<u>47,100</u>	<u>-</u>	<u>47,100</u>	<u>13,527</u>	<u>4,632</u>	<u>18,159</u>

6 Other income

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Other income	15,721	-
Rental income and Room Hire	39,077	-
	<u>54,798</u>	<u>-</u>

Other income for the year ended 31 March 2022 was included within Charitable activities.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

7 Charitable activities

For the year ended 31 March 2023

	Crisis Intervention	Complex Needs	Peer Support	Wellbeing and Counselling	Training and Education	Total 2023	Total 2022
	£	£	£	£	£	£	£
Staff costs	485,490	524,499	215,868	1,043,617	99,533	2,369,007	1,863,502
Other Staff costs	265,451	88,191	423	80,551	13,895	448,511	120,247
External Facilitators	-	1,541	270	8,501	-	10,312	16,515
Training	625	1,261	178	903	353	3,320	9,213
Recruitment	231	24,154	-	6,690	21	31,096	30,509
Travel	49,369	47,983	11,906	33,091	2,345	144,694	102,042
	<u>801,166</u>	<u>687,629</u>	<u>228,645</u>	<u>1,173,353</u>	<u>116,147</u>	<u>3,006,940</u>	<u>2,142,028</u>
Share of support costs (see note 8)	140,514	73,895	23,315	715,484	12,310	965,518	716,096
Share of governance costs (see note 8)	41,778	26,387	10,099	136,011	4,040	218,315	153,190
	<u>983,458</u>	<u>787,911</u>	<u>262,059</u>	<u>2,024,848</u>	<u>132,497</u>	<u>4,190,773</u>	<u>3,011,314</u>
Analysis by fund							
Unrestricted funds	-	-	-	1,106,050	83,547	1,189,597	981,281
Restricted funds	<u>983,458</u>	<u>787,911</u>	<u>262,059</u>	<u>918,798</u>	<u>48,950</u>	<u>3,001,176</u>	<u>2,030,033</u>
	<u>983,458</u>	<u>787,911</u>	<u>262,059</u>	<u>2,024,848</u>	<u>132,497</u>	<u>4,190,773</u>	<u>3,011,314</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

7 Charitable activities

(Continued)

For the year ended 31 March 2022

	Social Enterprise £	Vocational Advice Training and Employment £	Health and Wellbeing £	Peer Support £	Complex Needs and Crisis Intervention £	Total 2022 £
Staff costs	73,173	237,816	870,188	189,340	492,985	1,863,502
Other Staff costs	-	440	24,084	502	95,221	120,247
External Facilitators	2,655	9,008	4,514	-	338	16,515
Training	(19,412)	46	6,779	9,775	12,025	9,213
Recruitment	299	-	16,586	3,446	10,178	30,509
Travel	1,907	19,633	30,534	2,655	47,313	102,042
	<u>58,622</u>	<u>266,943</u>	<u>952,685</u>	<u>205,718</u>	<u>658,060</u>	<u>2,142,028</u>
Share of support costs (see note 8)	(4,724)	5,031	549,529	30,403	135,857	716,096
Share of governance costs (see note 8)	6,668	(939)	170,830	(31,324)	7,955	153,190
	<u>60,566</u>	<u>271,035</u>	<u>1,673,044</u>	<u>204,797</u>	<u>801,872</u>	<u>3,011,314</u>
Analysis by fund						
Unrestricted funds	60,566	-	920,715	-	-	981,281
Restricted funds	-	271,035	752,329	204,797	801,872	2,030,033
	<u>60,566</u>	<u>271,035</u>	<u>1,673,044</u>	<u>204,797</u>	<u>801,872</u>	<u>3,011,314</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

8 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Staff costs	184,256	78,967	263,223	144,939	62,117	207,056
Depreciation	30,806	1,621	32,427	27,967	1,472	29,439
Premises	319,071	16,793	335,864	274,960	14,471	289,431
IT Costs	244,076	12,846	256,922	140,012	7,369	147,381
Training	3,152	-	3,152	8,755	-	8,755
Office Running Costs	21,436	1,128	22,564	25,136	1,323	26,459
Other	162,721	95,566	258,287	94,327	55,398	149,725
Audit fees	-	11,394	11,394	-	11,040	11,040
	<u>965,518</u>	<u>218,315</u>	<u>1,183,833</u>	<u>716,096</u>	<u>153,190</u>	<u>869,286</u>
Analysed between						
Charitable activities	<u>965,518</u>	<u>218,315</u>	<u>1,183,833</u>	<u>716,096</u>	<u>153,190</u>	<u>869,286</u>

Support costs are apportioned based on estimated time spent on each activity.

9 Board Of Directors

None of the Board of Directors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year. Trustee expenses of £171 were incurred for the year ended 31 March 2023 (£nil for the period ended 31 March 2022).

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Charitable Activities	100	86
Governance	3	3
	<u>103</u>	<u>89</u>

Employment costs

	Year ended 31 March 2023 £	Period ended 31 March 2022 £
Wages and salaries	2,380,445	1,877,119
Social security costs	196,600	145,440
Employer pension costs	55,185	47,999
	<u>2,632,230</u>	<u>2,070,558</u>

There was one employee whose annual remuneration was £60,000 or more when pro rated for the year ended 31 March 2023 (no employees for the year ended 31 March 2022).

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

12 Intangible fixed assets

	Charity database £	UEC Capital Funding Assets £	Total £
Cost			
At 1 April 2022	74,383	-	74,383
Additions	10,458	73,032	83,490
Disposals	(44,980)	-	(44,980)
At 31 March 2023	39,861	73,032	112,893
Amortisation and impairment			
At 1 April 2022	60,892	-	60,892
Amortisation charged for the year	8,139	4,139	12,278
Disposals	(44,980)	-	(44,980)
At 31 March 2023	24,051	4,139	28,190
Carrying amount			
At 31 March 2023	15,810	68,893	84,703
At 31 March 2022	13,491	-	13,491

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

13 Tangible fixed assets

	Leasehold land and buildings (conservatory)	Fixtures and fittings	Office equipment	Motor vehicles	UEC Capital Funding Assets	Total
	£	£	£	£	£	£
Cost						
At 1 April 2022	124,655	73,676	115,123	53,853	-	367,307
Additions	6,534	-	-	-	34,143	40,677
Disposals	(68,645)	(7,090)	(102,709)	(53,853)	-	(232,297)
At 31 March 2023	62,544	66,586	12,414	-	34,143	175,687
Depreciation and impairment						
At 1 April 2022	75,786	54,709	112,114	53,853	-	296,462
Depreciation charged in the year	8,018	7,567	2,502	-	2,063	20,150
Eliminated in respect of disposals	(68,645)	(7,090)	(102,709)	(53,853)	-	(232,297)
At 31 March 2023	15,159	55,186	11,907	-	2,063	84,315
Carrying amount						
At 31 March 2023	47,385	11,400	507	-	32,080	91,372
At 31 March 2022	48,869	18,967	3,009	-	-	70,845

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

14 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	1,060,261	702,926
Other debtors	5,863	10,419
Prepayments and accrued income	109,622	87,626
	<u>1,175,746</u>	<u>800,971</u>

15 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Other taxation and social security		64,489	44,715
Deferred income	16	1,666,814	1,026,255
Trade creditors		152,304	48,176
Other creditors		15,176	22,176
Accruals and deferred income		19,152	-
		<u>1,917,935</u>	<u>1,141,322</u>

16 Deferred income

	2023	2022
	£	£
Deferred grant income	<u>1,666,814</u>	<u>1,026,255</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

17 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2021	Movement in funds			Balance at 1 April 2022	Movement in funds			Balance at 31 March 2023
	£	Incoming resources £	Resources expended £	Transfers £	£	Incoming resources £	Resources expended £	Transfers £	£
Restricted funds	110,217	2,759,229	(2,030,033)	(684,885)	154,528	4,063,385	(3,001,176)	(723,199)	493,538
	110,217	2,759,229	(2,030,033)	(684,885)	154,528	4,063,385	(3,001,176)	(723,199)	493,538

All restricted funds are held for projects being undertaken to fulfil the charitable objectives of the charity as stipulated by the funders.

A detailed breakdown of the restricted funds can be found in the appendix to these accounts.

18 Unrestricted funds

	Balance at 1 April 2021	Movement in funds			Balance at 1 April 2022	Movement in funds			Balance at 31 March 2023
	£	Incoming resources £	Resources expended £	Transfers £	£	Incoming resources £	Resources expended £	Transfers £	£
Unrestricted funds	403,793	333,853	(981,281)	684,885	441,250	320,517	(1,189,597)	723,199	295,369
	403,793	333,853	(981,281)	684,885	441,250	320,517	(1,189,597)	723,199	295,369

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March are represented by:						
Intangible fixed assets	15,810	68,893	84,703	13,491	-	13,491
Tangible assets	59,292	32,080	91,372	70,845	-	70,845
Current assets/(liabilities)	220,267	392,565	612,832	356,914	154,528	511,442
	<u>295,369</u>	<u>493,538</u>	<u>788,907</u>	<u>441,250</u>	<u>154,528</u>	<u>595,778</u>

20 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	75,289	83,646
Between two and five years	111,833	69,012
	<u>187,122</u>	<u>152,658</u>

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	<u>262,410</u>	<u>205,583</u>

22 Guarantee

Herts Mind Network is a Company Limited by Guarantee.

Each director provides a guarantee limited to £10 which would be payable in the event the Company is wound up.

23 Analysis of changes in net funds

The charitable company had no debt during the year.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

24	Cash generated from operations	2023	2022
		£	£
	Surplus for the year	193,129	81,768
	Adjustments for:		
	Amortisation and impairment of intangible assets	12,278	8,206
	Depreciation and impairment of tangible fixed assets	20,150	21,233
	Movements in working capital:		
	(Increase) in debtors	(374,775)	(623,143)
	Increase/(decrease) in creditors	136,054	(19,592)
	Increase in deferred income	640,559	670,298
	Cash generated from operations	<u>627,395</u>	<u>138,770</u>

	Funds C'fwd 31st March 2022 £	Incoming Resources £	Transfers (to)/from unrestricted £	Total Incoming Resources £	Staff Costs £	Non Staff Costs £	Total Resources Expended £	Funds C'fwd 31st March 2023 £
RESTRICTED FUNDS - CURRENT YEAR								
100 – Crisis Intervention								
100-101 STP Crisis Funding	(834)	570,263	(78,511)	491,752	(388,162)	(91,949)	(488,111)	10,807
100-111 A&E Link Workers	3,752	78,301	(11,412)	66,889	(44,479)	(798)	(45,277)	25,364
100-111 HCC Nightlight	3,515	384,780	(68,022)	316,758	(284,083)	(29,524)	(313,606)	6,666
100-115 Crisis Winter Funding		200,000	(42,293)	157,707	(100,449)	(37,450)	(137,899)	19,808
100-313 UEC Capital Funding		107,175	-	107,175	-	(6,565)	(6,565)	100,610
Total 100 – Crisis Intervention	6,433	1,340,519	(200,238)	1,140,281	(817,173)	(166,287)	(983,460)	163,255
200 – Complex Needs								
200-102 3R CSS	3,152	75,913	(8,240)	67,673	(46,727)	(3,822)	(50,550)	20,275
200-103 3R DAC	6,752	57,862	(13,840)	44,022	(42,205)	(1,473)	(43,678)	7,096
200-105 3R CSS Covid Funding	(329)	28,482	329	28,812	(30,958)	(258)	(31,216)	(2,733)
200-106 Domestic Abuse Countywide	-	-	12,507	12,507	(10,178)	(1,216)	(11,393)	1,113
200-107 Flourish	-	163,327	(43,726)	119,601	(93,796)	(11,944)	(105,740)	13,861
200-108 Bounce Back Dual Diagnosis	-	117,618	(16,924)	100,694	(23,440)	(6,918)	(30,358)	70,336
200-110 Paradigm Housing	(1,710)	25,368	(2,820)	22,548	(22,811)	(272)	(23,084)	(2,247)
200-113 PCN Project	12,679	177,848	(40,394)	137,454	(134,151)	(5,403)	(139,555)	10,579
200-114 CNH	9,021	285,441	(30,395)	255,046	(99,161)	(89,815)	(188,977)	75,090
200-117 Hertsmere CSS	18,608	59,917	(19,164)	40,753	(49,191)	(2,382)	(51,574)	7,787
200-119 Broxbourne PCN	-	10,399	(50)	10,349	(6,961)	(1,115)	(8,076)	2,273
200-120 Watford Healthy Hub	5,629	38,488	(8,000)	30,487	(25,505)	(836)	(26,341)	9,775
200-209 Bounce Back Inpatient	22,952	94,997	(56,404)	38,593	(42,516)	(3,960)	(46,475)	15,079
Contract Finished 3R DAP	-	-	-	-	-	-	-	-
Contract Finished 3R Healthy Hub	(3,033)	6,157	3,669	9,826	(6,670)	(122)	(6,792)	-
Contract Finished Complex Needs Service	(22)	-	22	22	-	-	-	-
Household Support Fund 100-102 - June 2022	-	6,500	-	6,500	-	(6,500)	(6,500)	0
Household Support Fund 100-102 - March 2022	-	5,000	-	5,000	-	(5,000)	(5,000)	-
Household Support Fund 3RDC 100-102(December 22)	-	5,000	-	5,000	-	(4,132)	(4,132)	868
PCN Dacorum	5,399	-	(5,399)	(5,399)	-	-	-	-
PCN Hertsmere	1,757	-	(1,757)	(1,757)	-	-	-	-
PCN Watford & 3R	342	-	(342)	(342)	-	-	-	-
Three Rivers Household Support Fund 100-102 - January 2022	-	2,885	-	2,885	-	(2,570)	(2,570)	315
Watford & 3R Household Support Fund 100-120 - Sept 2022	-	4,400	-	4,400	-	(4,400)	(4,400)	-
Watford & 3R HSF 200-120 - March 23	-	4,111	-	4,111	-	(1,500)	(1,500)	2,611
Total 200 – Complex Needs	81,206	1,169,712	(230,928)	938,784	(634,271)	(153,640)	(787,911)	232,078
300 – Peer Support								
300-206 HCC Peer Support	46,280	341,157	(116,524)	224,633	(250,898)	(10,500)	(261,399)	9,514
Contract Finished Dacorum Healthy Hub Peer Support	333	1,666	(1,339)	328	(653)	(8)	(661)	-
Contract Finished Lottery Funded Peer Support	(798)	-	798	798	-	-	-	-
Total 300 – Peer Support	45,815	342,823	(117,065)	225,758	(251,551)	(10,508)	(262,059)	9,514
400 – Wellbeing and Counselling								
400-112 Hertswise	32,119	156,522	(23,166)	133,356	(127,183)	(21,981)	(149,164)	16,311
400-203 IAPT Counselling	(5,227)	115,250	(11,520)	103,730	(95,587)	(10,523)	(106,110)	(7,608)
400-204 Physical Activity Programme	-	4,229	-	4,229	(546)	(800)	(1,346)	2,883
400-205 Drama Partnership	-	-	-	-	-	(480)	(480)	(480)
400-207 HCC Wellbeing	20,446	323,969	(99,500)	224,469	(219,260)	(11,010)	(230,269)	14,646
400-210 Ukraine Refugee Support	-	5,000	(417)	4,583	-	(4,583)	(4,583)	-
400-211 VCFSE Resources	-	3,907	-	3,907	-	(1,031)	(1,031)	2,876
400-301 Waiting Time Initiative	1,619	7,929	15,262	23,191	(18,827)	(672)	(19,499)	5,312
400-302 Spot the Signs (CYP)	14,242	62,051	(8,187)	53,864	(36,694)	(6,095)	(42,789)	25,317
400-304 BBO Strive	(37,259)	95,545	7,599	103,144	(61,105)	(4,780)	(65,885)	-
400-304 BBO Strive Bursaries	8,726	4,465	(7,783)	(3,318)	-	(5,408)	(5,408)	-
400-305 BBO HYF	(36,879)	29,471	54,174	83,645	(46,118)	(648)	(46,766)	-
400-305 BBO HYF Bursaries	8	483	(207)	275	-	(284)	(284)	-
400-306 IAPT Access & Engagement	8,850	64,248	(18,650)	45,598	(41,414)	(2,450)	(43,864)	10,584
400-307 Mum's Matter	(14,062)	33,702	(3,389)	30,313	(37,877)	(2,594)	(40,471)	(24,221)
400-311 Spark East Herts	-	7,024	(890)	6,134	(4,049)	(1,539)	(5,588)	546
400-312 With YOUth	-	226,152	(42,515)	183,637	(66,183)	(87,364)	(153,547)	30,090
400-314 Spark North Herts	-	-	-	-	-	(434)	(434)	(434)
400-315 Spark Watford	-	-	-	-	(61)	(454)	(515)	(515)
Contract Finished 400-308 Youth Engagement Worker	18,412	-	(18,412)	(18,412)	-	-	-	-
Contract Finished Tackling Inequalities Fund	147	-	(147)	(147)	-	-	-	-
Total 400 – Wellbeing and Counselling	11,142	1,139,947	(157,749)	982,198	(754,903)	(163,130)	(918,033)	75,307
500 - Training and Education								
500-201 Step2Skills	812	30,560	(10,171)	20,389	(41,486)	(2,436)	(43,922)	(22,721)
500-309 Mental Health Leads in Schools	2,918	-	(828)	(828)	(2,081)	(9)	(2,090)	-
500-605 Training CYP	(15)	14,907	-	14,907	(2,556)	(302)	(2,858)	12,033
A-605 BS College Prep	-	5,570	-	5,570	-	-	-	5,570
B-605 Helping Herts	-	13,813	-	13,813	-	-	-	13,813
C-605 Goffs Academy	-	900	-	900	-	(80)	(80)	820
D-605 Merchant Taylors	-	750	-	750	-	-	-	750
E-605 St Clement Danes	-	3,003	-	3,003	-	-	-	3,003
Total 500 - Training and Education	3,714	69,503	(10,999)	58,505	(46,122)	(2,827)	(48,950)	13,269
700-503 Restricted Donations	-	881	-	881	-	(764)	(764)	117
DoH - Stepping Out	4,007	-	(4,007)	(4,007)	-	-	-	-
Hertsmere Wellbeing Gateway	2,279	-	(2,279)	(2,279)	-	-	-	-
100-104 3R DAP	(65)	-	65	65	-	-	-	-
Total Restricted	154,528	4,063,385	(723,199)	3,340,187	(2,504,021)	(497,156)	(3,001,176)	493,538
UNRESTRICTED FUNDS								
	441,250	320,517	723,199	1,043,716	(585,981)	(603,617)	(1,189,597)	295,369
TOTAL FUNDS								
	595,778	4,383,902	-	4,383,903	(3,090,002)	(1,100,773)	(4,190,773)	788,907

RESTRICTED FUNDS - PRIOR YEAR

Fund	Funds C'fwd 31st March 2021 £	Incoming Resources £	Transfers (to)/from unrestricted £	Total Incoming Resources £	Staff Costs £	Non Staff Costs £	Total Resources Expended £	Funds C'fwd 31st March 2022 £
Any Qualified Practitioner	6,472		(6,472)	(6,472)			-	-
DoH - Stepping Out	4,007			-			-	4,007
Hertsmere Wellbeing Gateway	2,279			-			-	2,279
LGBTQ Peer Support Group	2,107		(2,107)	(2,107)			-	-
LMA Care Leavers	1,405		(1,405)	(1,405)			-	-
New Leaf	2,660		(2,660)	(2,660)			-	-
Reaching Communities	3,074		(3,074)	(3,074)			-	-
RITE Consortium	1,861		(1,861)	(1,861)			-	-
Speakeasy	6,164		(6,164)	(6,164)			-	-
Young People	9,538		(9,538)	(9,538)			-	-
Winter Monies	0			-			-	0
100-101 STP Crisis Funding	(0)	325,777	(58,280)	267,497	(232,527)	(35,804)	(268,331)	(834)
100-102 3R CSS	-	70,252	(8,700)	61,552	(55,736)	(2,664)	(58,400)	3,152
100-103 3R DAC	-	57,862	(7,961)	49,901	(39,846)	(3,303)	(43,149)	6,752
100-104 3R DAP	-	6,488	(548)	5,940	(5,940)	(64)	(6,005)	(65)
100-105 3R CSS Covid Funding	-	34,529	(3,616)	30,913	(30,770)	(473)	(31,243)	(329)
100-110 Paradigm Housing		20,891	(2,356)	18,535	(18,980)	(1,265)	(20,245)	(1,710)
100-111 A&E Link Workers		6,525	-	6,525	(2,752)	(21)	(2,773)	3,752
100-111 HCC Nightlight	39,352	377,434	(151,840)	225,594	(230,466)	(30,965)	(261,431)	3,515
100-112 Hertswise	2,827	226,117	(63,452)	162,665	(113,501)	(19,872)	(133,373)	32,119
100-113 PCN Project		128,258	(15,115)	113,142	(97,823)	(2,640)	(100,463)	12,679
100-114 CNH		23,787	(4,037)	19,750	(6,121)	(4,608)	(10,729)	9,021
100-117 Hertsmere CSS	0	82,042	(12,990)	69,052	(48,787)	(1,658)	(50,444)	18,608
100-118 Broxbourne CSS	-	24,600	(3,552)	21,048	(20,937)	(111)	(21,048)	-
100-120 Watford Healthy Hub	0	52,982	(4,275)	48,707	(40,560)	(2,518)	(43,078)	5,629
200-201 HAFLS	4,242	53,058	(8,118)	44,940	(47,130)	(1,240)	(48,370)	812
200-202 Dacorum Healthy Hub Peer Support	340	9,164	(3,320)	5,844	(5,786)	(65)	(5,851)	333
200-203 IAPT Counselling		1,525	-	1,525	(5,326)	(1,427)	(6,752)	(5,227)
200-206 HCC Peer Support	15,777	390,538	(138,749)	251,788	(208,800)	(12,486)	(221,285)	46,280
200-207 HCC Wellbeing	(4,089)	311,761	(79,500)	232,261	(194,946)	(12,779)	(207,725)	20,446
200-209 HCC Stepping Stones	11,417	39,517	(9,995)	29,521	(15,371)	(2,605)	(17,976)	22,962
300-301 Waiting Time Initiative	(4,170)	34,800	(12,000)	22,800	(16,572)	(440)	(17,011)	1,619
300-302 Spot the Signs (CYP)	9,733	62,120	(8,075)	54,045	(47,552)	(1,984)	(49,536)	14,242
300-303 3R Healthy Hub	735	17,031	(3,505)	13,526	(16,830)	(464)	(17,294)	(3,033)
300-304 BBO Strive	(22,613)	137,657	(17,364)	120,293	(123,054)	(11,886)	(134,939)	(37,259)
300-304 BBO Strive Bursaries	4,408	14,950	-	14,950	-	(10,633)	(10,633)	8,726
300-305 BBO HYF	(6,759)	102,113	(17,421)	84,692	(112,428)	(2,384)	(114,812)	(36,879)
300-305 BBO HYF Bursaries	150	2,643	-	2,643	-	(2,785)	(2,785)	8
300-306 IAPT	4,169	58,031	(11,810)	46,221	(37,927)	(3,612)	(41,540)	8,850
300-307 Mum's Matter	(94)	25,924	(7,423)	18,501	(31,189)	(1,280)	(32,469)	(14,062)
300-308 Youth Engagement Worker		4,132	24,702	28,834	(10,060)	(362)	(10,422)	18,412
300-309 Mental Health Leads in Schools		4,646	-	4,646	(1,728)	-	(1,728)	2,918
300-310 Student Social Worker CYP		1,400	(1,281)	119	(71)	(48)	(119)	-
500-503 Restricted Donations		2,250	-	2,250	-	(2,250)	(2,250)	-
600-605 SE CYP		-	-	-	-	(15)	(15)	(15)
Contract Finished Tackling Inequalities Fund	147	603	(82)	521	(521)	0	(521)	147
PCN Dacorum	0	21,494	(1,539)	19,955	(13,860)	(696)	(14,556)	5,399
PCN Hertsmere	(0)	10,747	(1,020)	9,727	(7,831)	(140)	(7,970)	1,757
PCN Watford & 3R	(0)	15,582	(2,480)	13,102	(12,573)	(187)	(12,760)	342
Contract Finished Complex Needs Service	(22)			-			-	(22)
Contract Finished HCC Carers	6,849		(6,849)	(6,849)			-	-
Contract Finished HCC Older People	9,053		(9,053)	(9,053)			-	-
Contract Finished Lottery Funded Peer Support	(798)			-			-	(798)
	110,217	2,759,229	(684,885)	2,074,344	(1,854,300)	(175,733)	(2,030,033)	154,528
UNRESTRICTED FUNDS	403,793	333,853	684,885	1,018,738	(424,268)	(557,013)	(981,281)	441,250
TOTAL FUNDS	514,010	3,093,082	0	3,093,082	(2,278,568)	(732,746)	(3,011,314)	595,778

Accounts

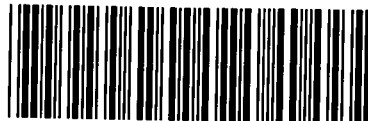


Charity Registration No. 1112487

Company Registration No. 5532977 (England and Wales)

HERTS MIND NETWORK LIMITED
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

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HERTS MIND NETWORK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Board Of Directors

Jess Lievesley (Chair from 1 October (Appointed 11 September 2021)
2021)
Frances Deschampsneufs (Chair to (Resigned 30 September 2021)
30 September 2021)
Erika Linhares de Paula (Vice Chair)
Elena Lokteva (Treasurer)
Ritu Sharma (Board Secretary) (Appointed 8 December 2021)
Mark Craigen (Resigned 16 August 2022)
Omar Daniels (Resigned 16 August 2022)
Siobhan Nundram
Helena Marks-Dwyer (Appointed 8 December 2021)
Will Lewis (Appointed 8 December 2021)
Ritu Sharma (Appointed 8 December 2021)
Thalia-Rose Carter (Co Opted)

Key management personnel

Julie Nicholson MBE - Chief Executive (Resigned 22 October 2021)
Joanna Marovitch - Chief Executive (Appointed 1 November 2021)
Alex Hunter
Clare Rennett
Jamie Stone (Appointed 19 May 2021 & resigned
31 January 2022)
Danielle Levy (Appointed 1 January 2022 -
promotion)
Carys Norman (Appointed 1 January 2022 -
promotion)
Hilary Lythgoe (Appointed 8 February 2022)

Charity number

1112487

Company number

5532977

Registered office

139 Leighton Buzzard Road
Hemel Hempstead
Herts
HP1 1HN

Auditor

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

Bankers

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

Solicitors

S A Law LLP
60 London Road
St Albans
Herts
AL1 1NG

HERTS MIND NETWORK LIMITED

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HERTS MIND NETWORK LIMITED

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The Board of Directors, who are also the directors of Herts Mind Network Limited for the purpose of company law, are responsible for preparing the Directors' 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 Board of Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Board of Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Board of Directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The Board of Directors present their annual report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's [governing document], the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)".

GOVERNANCE: CONSTITUTION, STRUCTURE AND MANAGEMENT OF THE CHARITY

Herts Mind Network Ltd ("the Charity" and/or "HMN") is a company limited by guarantee having been registered in August 2005 under the name of Mind in Dacorum Ltd (name change in August 2007). As a registered charity, it is governed by its Memorandum and Articles of Association and the trust deed under which it was originally set up. The Charity began operating as a company limited by guarantee on 1 April 2006.

The Board of Directors ("the Board") comprises nine people including users of mental health services and their care givers. Recruitment to the board takes place periodically as needed, and anyone from the community can apply for these roles. Nomination of candidates for election to the Board is open to the whole membership, and a ballot is held annually at the AGM to elect those who wish to stand for Officer posts. Members wishing to be considered for election to the Board are able to approach an Officer during the year for a discussion of the roles and responsibilities of a Director. Following this discussion, the member may be introduced to the Board and observe a number of board meetings. The member may then be co-opted onto the Board in the intervening period before the next AGM where they will be formally appointed by the membership. Job descriptions exist for each Officer position, and a full briefing is given about the roles and responsibilities when a Director is first appointed. Ongoing training is given to Directors as and when required.

The Directors are responsible for all operational decisions taken by the Charity, including allocation of resources in pursuit of its charitable objectives, although some of these decisions are devolved to the Chief Executive and the senior members of staff. A Delegation of Authority document exists in relation to those areas where decision-making has been devolved to staff, for example in relation to ordering of goods and services.

The Charity works in partnership with other organisations including Mind in Mid Herts, AGE UK, HPFT and GP's, where this is the most effective way to provide services across the county. The Charity had a subsidiary company, Herts Business Mind Ltd, but this company was dissolved on 10 May 2022.

FINANCIAL MANAGEMENT AND CONTROL

During this twelve-month period (April 2021 – March 2022), the Charity has undertaken a wide range of activities in pursuit of its charitable objectives. To help manage these activities, annual budgets for the following year are prepared, presented to and agreed by the Board. To support the financial regime, clearly written policies about what activities will be funded and how, have been prepared and communicated to all involved.

At every Board meeting, the Board receives monthly management accounts reporting on the financial performance and position of the organisation. These are presented to the Board and compare updated forecasts for the expected year-end position in the light of performance in the year to date, compared to budget. The Board is presented with a narrative provided by the Treasurer and focuses on reasons for variation from budget.

GOING CONCERN

The Directors have a responsibility to make sure that the Charity continues in existence for the foreseeable future (at least 12 months from signing these accounts) and to do so they have to be sure that they always have sufficient funds not only to pay the Charity's bills as they fall due but also to fund commitments to future capital expenditure. This is known as being a "going concern"

The Charity's review of Going Concern was extensive and extended to 'stress testing' for the direct financial impact of an increased cost of living and inflation. The outcome of these reviews show that these events would be challenging for the Charity but in the Directors opinion would not compromise the Charity's ability to continue as a Going Concern.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

RISK MANAGEMENT

Attention continues to be given to the major strategic, business and operational risks which the Charity faces, and believes that maintaining adequate levels of reserves, combined with an annual review of controls over key financial systems, will provide sufficient resources in the event of adverse conditions. To attend to risk management, the Directors have prepared and regularly review an organisational risk management policy. Areas of risk have been broken down with responsibility for each section allocated to individual Directors or members of the senior management team.

Some of the key risks that the Charity has included in its policy are:

Key risks	Plans to manage the risks
Over reliance on a single funder	Increase the number of non-statutory funders
Competition for contracts and tenders	Ensure that we create service models that are effective, competitive, innovative and responsive to local need.
IT systems and cyber crime	Ensure that our IT system is robust and meets the needs of a growing organisation. Cyber security.
Relationship with funders	Maintain and develop collaborative, honest and effective commissioner relationships by delivering high quality services that meet the needs of our local communities.
Health, Safety and the Environment	Work with consultants, ensure all staff are aware of individual responsibilities and reporting, comply with legislation and regulations
Loss/ misuse personal data	Follow legal advice, implement and adhere to policies, staff training
Political	Awareness of changes in government policy
Staff recruitment	Focus on staff wellbeing. Ensure good training and development opportunities. Recruitment review in progress

CHARITIES AND PUBLIC BENEFIT

The Directors of HMN have read the guidance issued by the Charity Commission for England and Wales on 'Charities and Public Benefit'. The Directors confirm that the objects of the charity fully comply with this guidance and further information is set out below.

RESERVES POLICY

The Directors ensure that reserves are maintained at a level that enables the Charity to meet its ongoing obligations as well as managing financial risk and fluctuating income, as it seeks to maintain existing charitable activities and develop new ones. Transfers are made from restricted funds to unrestricted funds to cover the agreed contribution to their general running costs.

The Directors have determined that unrestricted reserves amounting to at least £650,000 should be maintained to enable the Charity to cover the costs of on-going obligations in the event that the Charity can no longer support its service offerings or contracted services cease. This amount is considered to address committed costs for a range of items for a period of three months. This level of reserves enables the Charity to fund working capital requirements, retain experienced staff during short term funding gaps and acquire fixed assets to be used over a number of years. This level will be reviewed annually to ensure it is still appropriate.

The Charity maintains funds in longer term investment accounts where such funds are not required for day to day activities. This provides security to the organisation and provides some additional interest return.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL POSITION

During the year ended 31st March 2022, total income was £3,093,082 (2021: £2,856,436), and total expenditure was £3,011,314 (2021: £2,733,847). The reserves of the Charity increased by £81,768.

FUNDRAISING

The majority of HMN's income is derived from contracts and grants. The organisation also receives income from social enterprises detailed below, donations and legacies. There are static collection boxes at various locations in Hertfordshire and the ability for people to donate to us via our website and through a Herts Mind Network Just Giving page.

There is no commercial fundraising activity directly to the public.

MISSION AND VALUES

Our mission

To create opportunities for individuals to make choices, find their own solutions, build resilience and manage their whole life and wellbeing.

Our values

✓ Hope ✓ Empathy ✓ Respect ✓ Integrity ✓ Excellence

"We won't give up until everyone experiencing a mental health problem gets both support and respect"

REPORT ON PRINCIPAL ACTIVITIES

We provide essential mental health support in Hertfordshire, providing a diverse range of services from our seven Wellbeing Centres and other venues across all ten districts of the county. Funded locally, our services are available to all residents in Hertfordshire over the age of 18 and we offer dedicated services for 10-18 year olds.

We create opportunities for individuals experiencing mental ill health to make choices, find their solutions, build resilience and manage their whole life and wellbeing. Our services are based on the principle of self-help with a strong emphasis on prevention, personal development, self-management and improving health and wellbeing.

We provide opportunities for individuals to access support to enable them to recover from or live with mental ill health.

Our services are grouped in the following areas:

1. Crisis services
2. Complex needs and community support
3. Volunteering opportunities, employment support and training
4. Social enterprise
5. Health and wellbeing
6. Peer support

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

1. Complex Needs and Crisis Intervention

We have continued to develop the **NightLight** countywide out of hour's mental health crisis service during this financial year.

Our **NightLight Crisis Helpline** team is open from 7pm to 1am, every day of the year.

We are providing the **Nightlight Crisis Cafés** from our Watford and Ware Wellbeing Centres on an appointment only basis. They are open each day, as follows:

- 6pm -1am every evening

Our **NightLight weekend Crisis Centre (crisis beds)*** is in Hemel Hempstead and has four bed spaces that can be used if an overnight or weekend stay would help an individual to resolve their crisis. The beds are available (depending on capacity) on Friday through to Tuesday mornings.

The centres provide a safe, homely and welcoming space for people who are feeling distressed and experiencing a crisis.

Each centre is staffed by a team of skilled and experienced non-clinical mental health workers, many of whom have a lived experience of mental ill health.

We will be opening a Crisis Café in Stevenage during the next financial year (opened in July 2022).

2. Complex Needs and community support

We are experienced providers of complex needs and crisis services within the county. We offer people in any form of crisis, health or social, access to the right support for them to prevent further deterioration, self-harm or suicide.

Our **Community Support Services** provide advice, information, onward referral and holistic support to people who are experiencing mental ill-health or need help with their mental wellbeing. These teams provide one-to-one outreach support in a variety of areas such as; emotional and practical support; housing need; benefits; access to services; signposting; help to reduce episodes of crisis and building life skills. In Three Rivers we also provide intensive support for people experiencing domestic abuse

The **Stepping Stones** service forms an integral part of Hertfordshire Mind Network's (HMN) Community Services, providing one-to-one outreach support to facilitate a smooth, timely and supportive discharge from hospital back into the community.

The project is here to provide advice, information and holistic outreach support to people who are experiencing mental ill health or need help with their mental wellbeing.

We work alongside each person to develop an individually tailored package of support that meets their needs, working with them for up to 8 weeks to find the solutions that are right for them. Stepping Stones also support referrals on to other services both internally and externally should longer-term support be required.

Early in the next financial year, we will be opening an exciting new project called **Flourish – Mental Health for Refugees** in Hertfordshire. This is a highly flexible and responsive outreach service developed to meet the needs of refugees fleeing the war in Ukraine & other refugees in Hertfordshire. The aim of the service will be to support refugees in the community with multiple needs who have mental health support as a primary need. The countywide holistic service also provides emotional wellbeing and practical support for families who are hosting refugees.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

3. Volunteering

Our Wellbeing Centres and services are supported and enhanced by a large team of skilled and committed volunteers. The support of our volunteers is invaluable and we wouldn't be able to provide all of the services that we do without their help. For many volunteers their role also provides a stepping stone back to learning, training and/ or employment.

We offer a wide variety of Volunteering Opportunities and strongly encourage our clients to engage in the training to find a placement within the organisation. Meaningful occupation is accepted as the basis of recovery and community inclusion. Clients often use the training and work experience as the first step to employment working initially a few hours a week and building confidence and skills in the process.

Our employment support has demonstrated outstanding outcomes in supporting people into paid employment and in job retention for those already in work and experiencing mental ill health.

We offer a range of self-development courses for people aged 19+ designed to improve wellbeing, build confidence and gain new skills. We offer a variety of courses, such as Building Resilience, Building Self-esteem, Introduction to Wellbeing, Learning to Accept Change & Uncertainty, Mental Health and Work, Mindfulness & Relaxation, Overcoming Fear & Anxiety and Understanding Self-Compassion.

4. Social Enterprise

Counselling and Training

Our countywide **Counselling Service** is run as a Social Enterprise with volunteers in the final year of training together with a team of qualified counsellors offering their time in return for paid supervision and the opportunity to work in a thriving mental health charity. We offer a sliding scale in terms of payment so that the service is affordable for most people who may otherwise be denied counselling provision.

Mental Health Training is another fast growing source of income generation being delivered in both the private and public sector. Training is varied from working with GP's to be more aware of the signs of suicide to staff in private industry managing stress more effectively. A key part of these services in terms of health promotion is to raise the profile of mental ill health while supporting the organisation to be more profitable.

5. Health & Wellbeing

A major part of our service provision focuses on prevention, access to early help and improving health and wellbeing both physically and emotionally. We work with older people to offer support with memory loss and to engage socially with walking and memory sustaining activities.

The Children & Young People team and our Wellbeing Access Workers help to address the needs of young people and a range of other diverse groups including LGBTQ and ethnic minorities. We work with a number of schools and voluntary organisations in Hertfordshire and offer a range of activities from assemblies, to mental health workshops, staff training and fundraising events.

We also have our **Spot the Signs Young People's campaign**, which aims to remove the stigma of talking openly about suicide among young people and those who support them. Our engagement work also includes support access to statutory services through our **Wellbeing Access** partnership with Hertfordshire Partnership NHS University Foundation Trust that aims to reduce barriers to accessing Hertfordshire Mind Network and Wellbeing Service services/promoting awareness of mental health and support services available to residents of Hertfordshire.

Support for carers is a key part of our prevention strategy and we offer Peer Support groups, counselling and a range of other provision such as pottery, yoga and self-supporting Art.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

Our **Step2Skills** courses offer a range of wellbeing focused self-development courses for people aged 19+ designed to improve wellbeing, build confidence and gain new skills. Topics include; building resilience; building self-esteem; introduction to wellbeing; learning to accept change and uncertainty; mindfulness and relaxation; understanding anger and other emotions and overcoming anxiety and fear. Alongside this we provide training under our training social enterprise through which we provide an extensive range of training to voluntary, statutory and private sector organisations locally (and nationally) with a focus on mental health and wellbeing.

6. Peer Support

Our countywide **Peer Support Service** offers flexible support for adults experiencing mental ill health and those that care for and support them.

The service is staffed by a team of Peer Support workers, who have a lived experience of mental ill health and will work in collaboration with clients to develop an individually-tailored package of support that meets their needs.

Through providing safe and accepting 1:1 support, Peer Support Groups and Peer Learning Courses, the service enables clients to explore their strengths and resources and find solutions.

We also provide a **Peer Mentoring Service**. This service is staffed by trained volunteers who offer up to 12 sessions of person centred one-to-one support. Volunteers provide emotional and practical support and can do so face-to-face, by phone or on Zoom.

ACHIEVEMENTS AND PERFORMANCE

During this twelve-month period, **9,365 people** (5,383 in 2020/21) have accessed our services. We have seen a huge increase in referrals to our services during the year and have been able to respond to this increased level of need by opening new services, creating new pathways in to our services and working closely and creatively with our community partners.

Adult provision

HMN supported **3,640** during this twelve-month period providing:

- **4,580** Referrals
- **904** Peer Mentoring sessions provided
- **3,209** Peer Support sessions provided to **536 clients**
- **1,951** Counselling sessions.
- **5,572** NightLight Crisis Helpline calls.
- **1,356** community support sessions.
- **622** support sessions were provided by the Three Rivers Domestic Abuse Service.
- **3,770 attendances** at Meeting Places.

In addition to the above service activity, we are also part of the countywide **Hertswise** service. This is a service for people living with dementia (with or without a diagnosis), low-level memory loss or mild cognitive impairment and their family, friends and carers.

This partnership has supported:

- **3,564** people
- There have been **8,955** group attendances at **1,294** groups and **916** home visits.
- **615 carers** have been supported through the Hertswise partnership.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Children & Young People provision

HMN supported **5,725** people during this twelve-month period providing, broke down as follows:

- **4,042** young people were supported through workshops.
- **136 young people** accessed **727 one-to-one support sessions** provided by Herts Youth Futures.
- **53** young people accessed the CYP Helpline.
- Provided training to **1,268 professionals** who work with children and young people.
- **226 parents** attended Children & Young People workshops.
- **5,536** Spot the Signs attendees
- **319** Spot the Signs sessions were provided

Through its work HMN has had a major impact on many individuals' lives and as a result has had many public benefits, including:

- reduction in suicides within the county.
- reduction in isolation and loneliness for at risk client groups.
- improved health and wellbeing of Hertfordshire residents.
- reduction in hospital admissions by supporting clients in crisis.
- increase in employment through social enterprise programmes.
- prevention of long term mental health conditions.
- increase in awareness of mental health and mental ill-health.

HMN's clients have provided some fantastic feedback:

"Thank you for all your support, you've been amazing. You made me feel at ease and find ways to help myself, in ways I never thought I could"

"You have just massively helped. I am really happy with the service, thank you so much!"

"It was useful and while accessing the service, I felt a lot safer and had great support going out. I had support with practical things which in turn supported my mental health"

"I feel ready to face this coming year – the support from my worker has been a big part of that. Thank you!"

*"Before working with my Youth Mentor I didn't think I would be able to do anything, now I have a job and I am leaving the house daily" **Young person***

*"I like talking to my Youth Mentor honestly about my problems. She gave me more ideas of what's out there for me and different opportunities" **Young person***

*"In the short amount of time we've been working together, my Youth Mentor has helped me more than anyone ever has. I have not been this happy in ages, I finally feel like I'm getting somewhere" **Young person***

*"Thank you so much, there is always someone willing to listen at Nightlight." **Nightlight client***

*"It helps knowing you are at the other end of the phone" **Nightlight client***

*"Thank you for talking to me tonight, I don't know what I would have done if you weren't here" **Nightlight client***

Attendees at our Spot the Signs and Emotional Wellbeing courses have provided the following feedback:

"I just wanted to thank you very much for the excellent presentation you delivered last week. The content was so appropriate and helpful for GPs and your presentation style reflected a real interest and enthusiasm."

"Thanks very much for all your hard work. I met your colleague and she was so good with the children. We are aware of the other workshops you do for the older children and parents and may be in touch later in the year about them."

"The sessions have been so invaluable for our Year 6 children and have equipped them with some tools ahead of their transition to secondary school. Thank you for the resources, which I shall pass on. We hope that you can come back to Boxmoor and work with another group of children next year."

"Thank you so much for your email and taking the time to join us on our amazing 'Feeling Good Week'. We really enjoyed your workshops and had super feedback from lots of the classes. Yes, I will promote your website and can't wait to work with you again"

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

POST BALANCE SHEET EVENTS: RESPONSE TO THE PANDEMIC

We continued to adapt to the impact of the pandemic, ensuring that our clients and carers were able to access the support that they needed during the most challenging of times. We remained open and responsive to local need in a planned way and limited financial risks in relation to our funded services.

Alongside our face-to-face service provision, we also repurposed existing funds to maintain some of the online activities that we created during the first period of lockdown. This ensured that we had a range of responsive service provision and were able to adapt quickly to further periods of imposed restrictions during this financial year.

We adapted our provision so that we could provide a hybrid model of services, including face-to-face support and one-to-one and group support provided remotely through phone, Skype, Zoom and Demio. This enabled clients to feel connected to each other and to us through subsequent periods of further restrictions.

We believe that these new ways of working, bring significant benefits for the people who use our services and so we have embedded a sustainable hybrid model of support across our provision.

PLANS FOR FUTURE PERIODS

The Board are fully aware of the risk of further potential cuts in statutory funding, and the implications of such cuts are discussed by the Board. The Board continues to develop plans to ensure that HMN can still deliver high quality services should further cuts in statutory funding arise. The Charity will continue to seek funding to support its work in a variety of ways, including partnership working, direct grant application and developing other income streams. The key areas of attention are detailed below:

SERVICE PROVISION

- To seek new funding opportunities to enhance and develop the current provision in line with unmet needs.
- To work with clients, commissioners and non-statutory providers to assess changes in national policy and local trends to drive and develop responsive innovative services to meet future challenges.
- To attract new, non-statutory funding into the organisation, in order to protect our independence and allow more innovation and creativity within our provision. To develop new partnerships to promote innovative ways of working.
- To continuously strive to deliver services of high quality, which are safe and offer best value.
- To support staff and their welfare and sustain a well-trained supported workforce able to deliver high quality services.
- To develop HMN counselling services across the Network and beyond to meet current demand.
- To improve our marketing, PR and Communications across the county to ensure that our communities know who we are, what we do and how to access us.
- To build on our Training and Social Enterprise opportunities by developing a robust training programme to attract new funding in the delivery of mental health support to business and public sector bodies as well as the general public.
- To broaden the range of services we currently provide to attract new people who are in receipt of a personal budget or direct payment.
- To develop services to promote physical and emotional well-being, encourage progression and self-management.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

CAMPAIGNING

To continue to seek funding to enable us to lead the way in raising awareness on mental health issues and continue to challenge the stigma and prejudice surrounding mental ill health.

To continue to work alongside county organisations, both statutory and voluntary, to ensure that mental health remains a high priority on the NHS health agenda.

AUDITORS

Myers Clark offer themselves for reappointment at the AGM.

This report is prepared in accordance with the small companies regime (Section 419) (2) of the Companies act 2006).

Approved by the Board of Directors and signed on behalf of the Board.



Elena Lokteva (Treasurer)

Director

Dated: 5 October 2022



Jess Lievesley (Chair)

Director

Dated: 5 October 2022

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Opinion

We have audited the financial statements of Herts Mind Network Limited (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 Board of Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

Opinions on other matters prescribed by the Companies Act 2006

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

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

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

Responsibilities of Board of Directors

As explained more fully in the statement of directors' responsibilities, the Board of Directors, who are also the directors of the charitable company for the purpose 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 Board of Directors 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 Board of Directors 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 Board of Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following;

- The nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for trustee remuneration, bonus levels and performance targets;
- results of our enquiries of Management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and review the charitable company's documentation of their policies and procedures relating to;
- identifying, evaluating and complying with laws and regulation 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.

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation 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.

We also obtained an understanding of the legal and regulatory frameworks that the charitable 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. The key laws and regulations we considered in this context included the UK Companies Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. These included Employment law.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Paul Windmill (Senior Statutory Auditor)
for and on behalf of Myers Clark

7 October 2022

Chartered Accountants
Statutory Auditor

Egale 1
80 St Albans Road
Watford
Hertfordshire
WD17 1DL

HERTS MIND NETWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
	Notes						
Income from:							
Donations and legacies	3	62,187	3,140	65,327	78,158	19	78,177
Charitable activities	4	258,139	2,751,457	3,009,596	254,129	2,521,402	2,775,531
Other trading activities	5	13,527	4,632	18,159	2,728	-	2,728
Total income		333,853	2,759,229	3,093,082	335,015	2,521,421	2,856,436
Expenditure on:							
Charitable activities	6	981,281	2,030,033	3,011,314	597,331	2,136,516	2,733,847
Net (outgoing)/incoming resources before transfers		(647,428)	729,196	81,768	(262,316)	384,905	122,589
Gross transfers between funds		684,885	(684,885)	-	314,256	(314,256)	-
Net income for the year/ Net movement in funds		37,457	44,311	81,768	51,940	70,649	122,589
Fund balances at 1 April 2021		403,793	110,217	514,010	351,853	39,568	391,421
Fund balances at 31 March 2022		441,250	154,528	595,778	403,793	110,217	514,010

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERTS MIND NETWORK LIMITED

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Intangible assets	10		13,491		7,810
Tangible assets	11		70,845		67,042
			<u>84,336</u>		<u>74,852</u>
Current assets					
Debtors	12	800,971		177,828	
Cash at bank and in hand		851,793		751,946	
		<u>1,652,764</u>		<u>929,774</u>	
Creditors: amounts falling due within one year	13	(1,141,322)		(490,616)	
Net current assets			<u>511,442</u>		<u>439,158</u>
Total assets less current liabilities			<u>595,778</u>		<u>514,010</u>
Income funds					
Restricted funds	15		154,528		110,217
Unrestricted funds	16		441,250		403,793
			<u>595,778</u>		<u>514,010</u>

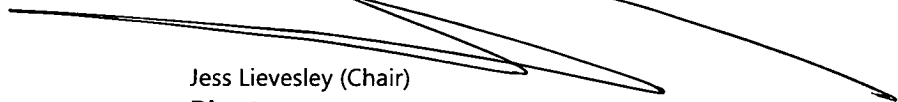
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Board Of Directors on 5 October 2022


Elena Lokteva (Treasurer)
Director


Jess Lievesley (Chair)
Director

Company Registration No. 5532977

HERTS MIND NETWORK LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash generated from operations	22		138,770		488,552
Investing activities					
Purchase of intangible assets		(13,887)		-	
Purchase of tangible fixed assets		(25,036)		(56,010)	
Net cash used in investing activities			(38,923)		(56,010)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			99,847		432,542
Cash and cash equivalents at beginning of year			751,946		319,404
Cash and cash equivalents at end of year			851,793		751,946

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Herts Mind Network Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 139 Leighton Buzzard Road, Hemel Hempstead, Herts, HP1 1HN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Board of Directors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Board of Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Board of Directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on the accruals basis.

Where costs cannot be directly attributed to an activity including support and office costs they have been allocated to activity cost categories on a basis consistent with the use of the resource i.e. estimated time spent or resource used.

1.6 Intangible fixed assets other than goodwill

Intangible assets over £1,000 acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

The primary intangible asset is the charity database which is central to the organisation. None of this expenditure is regarded as research and development cost, but as live improvement to reflect service requirements.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Charity database	33% p.a. straight line
------------------	------------------------

1.7 Tangible fixed assets

Tangible fixed assets over £1,000 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings (conservatory)	10% p.a. straight line (33% p.a. straight line on the boiler housed in a leased building)
Fixtures and fittings	10% or 20% or 33% p.a. straight line
Office equipment	33% p.a. straight line
Motor vehicles	25% or 33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.10 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.11 Taxation

Herts Mind Network Ltd is a registered charity, and is exempt from corporation tax on its income and gains to the extent that they are applied to the charitable objectives. No tax charge has arisen in the year.

1.12 Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Herts Mind Network Ltd offers a contributory pension scheme to its employees via The Pensions Trust (www.thepensiontrust.org.uk). Employees are auto-enrolled after three months' service, unless they choose to opt out. Pension contributions payable under a defined contribution scheme are charged to the Statement of Financial Activities in the period to which they relate. There are no debt or deficit implications attached to historical participation in the scheme requiring disclosure in the accounts.

1.13 Irrecoverable VAT

Irrecoverable VAT is allocated to the cost associated with the invoice on which VAT is charged.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.14 Gifts and Donation In Kind

Where goods or services are provided to the charitable company as a donation that would normally be purchased from suppliers, the contribution is included as an estimate based on commercial values.

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Board of Directors 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 period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022 £	2022 £	2022 £	2021 £	2021 £	2021 £
Donations and gifts	52,187	3,140	55,327	58,915	19	58,934
Legacies receivable	10,000	-	10,000	4,021	-	4,021
Government grant income	-	-	-	15,222	-	15,222
	<u>62,187</u>	<u>3,140</u>	<u>65,327</u>	<u>78,158</u>	<u>19</u>	<u>78,177</u>

Included within total disclosed under government grants is amounts received in relation to the UK government's Coronavirus Job Retention Scheme (CJRS).

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

4 Charitable activities

	Social Enterprise	Vocational Advice Training and Employment	Health and Wellbeing	Peer Support	Complex Needs and Crisis Intervention	Total 2022	Total 2021
	2022	2022	2022	2022	2022		
	£	£	£	£	£	£	£
Income from charitable activities	122,964	310,422	1,164,768	399,701	1,011,741	3,009,596	2,775,531
Analysis by fund							
Unrestricted funds	122,964	-	135,175	-	-	258,139	254,129
Restricted funds	-	310,422	1,029,593	399,701	1,011,741	2,751,457	2,521,402
	122,964	310,422	1,164,768	399,701	1,011,741	3,009,596	2,775,531

Included within Health and Wellbeing is a Grant in Kind for rent of £81,168 for the year ended 31 March 2022 (£77,757 for the year ended 31 March 2021).

The total income received from government grants was £2,812,086 for the year ended 31 March 2022 (£2,600,348 for the year ended 31 March 2021).

For the year ended 31 March 2021

	Social Enterprise	Vocational Advice Training and Employment	Health and Wellbeing	Peer Support	Complex Needs and Crisis Intervention	Total 2021
	£	£	£	£	£	£
Income from charitable activities	92,597	357,423	926,630	361,995	1,036,886	2,775,531
Analysis by fund						
Unrestricted funds	91,797	-	162,332	-	-	254,129
Restricted funds	800	357,423	764,298	361,995	1,036,886	2,521,402
	92,597	357,423	926,630	361,995	1,036,886	2,775,531

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

5 Other trading activities

	Unrestricted funds	Restricted funds	Total Unrestricted funds	
	2022 £	2022 £	2022 £	2021 £
Fundraising events	13,527	4,632	18,159	2,728

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

6 Charitable activities

	Social Enterprise	Vocational Advice Training and Employment	Health and Wellbeing	Peer Support	Complex Needs and Crisis Intervention	Total 2022	Total 2021
	2022 £	2022 £	2022 £	2022 £	2022 £	£	£
Staff costs	73,173	237,816	870,188	189,340	492,985	1,863,502	1,828,193
Other Staff costs	-	440	24,084	502	95,221	120,247	24,963
External Facilitators	2,655	9,008	4,514	-	338	16,515	28,029
Training	(19,412)	46	6,779	9,775	12,025	9,213	3,028
Recruitment	299	-	16,586	3,446	10,178	30,509	9,030
Travel	1,907	19,633	30,534	2,655	47,313	102,042	26,919
Redundancy	-	-	-	-	-	-	3,509
	<u>58,622</u>	<u>266,943</u>	<u>952,685</u>	<u>205,718</u>	<u>658,060</u>	<u>2,142,028</u>	<u>1,923,671</u>
Share of support costs (see note 7)	(4,724)	5,031	549,529	30,403	135,857	716,096	634,114
Share of governance costs (see note 7)	6,668	(939)	170,830	(31,324)	7,955	153,190	176,062
	<u>60,566</u>	<u>271,035</u>	<u>1,673,044</u>	<u>204,797</u>	<u>801,872</u>	<u>3,011,314</u>	<u>2,733,847</u>
Analysis by fund							
Unrestricted funds	60,566	-	920,715	-	-	981,281	597,331
Restricted funds	-	271,035	752,329	204,797	801,872	2,030,033	2,136,516
	<u>60,566</u>	<u>271,035</u>	<u>1,673,044</u>	<u>204,797</u>	<u>801,872</u>	<u>3,011,314</u>	<u>2,733,847</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

6 Charitable activities

(Continued)

For the period ended 31 March 2021

	Social Enterprise £	Vocational Advice Training and Employment £	Health and Wellbeing £	Peer Support £	Complex Needs and Crisis Intervention £	Total 2021 £
Staff costs	90,368	260,820	723,835	166,483	586,687	1,828,193
Other Staff costs	-	67	24,096	-	800	24,963
External Facilitators	772	26,073	1,085	99	-	28,029
Training	(21,572)	121	4,228	-	20,251	3,028
Recruitment	-	-	2,768	474	5,788	9,030
Travel	1,222	6,877	13,370	748	4,702	26,919
Redundancy	-	-	3,509	-	-	3,509
	<u>70,790</u>	<u>293,958</u>	<u>772,891</u>	<u>167,804</u>	<u>618,228</u>	<u>1,923,671</u>
Share of support costs (see note 7)	(6,748)	31,484	307,352	106,221	195,805	634,114
Share of governance costs (see note 7)	7,099	14,012	87,342	31,531	36,078	176,062
	<u>71,141</u>	<u>339,454</u>	<u>1,167,585</u>	<u>305,556</u>	<u>850,111</u>	<u>2,733,847</u>
Analysis by fund						
Unrestricted funds	70,341	-	526,990	-	-	597,331
Restricted funds	800	339,454	640,595	305,556	850,111	2,136,516
	<u>71,141</u>	<u>339,454</u>	<u>1,167,585</u>	<u>305,556</u>	<u>850,111</u>	<u>2,733,847</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

7 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	144,939	62,117	207,056	142,193	60,940	203,133
Depreciation	27,967	1,472	29,439	22,519	1,185	23,704
Premises	274,960	14,471	289,431	219,848	11,571	231,419
IT Costs	140,012	7,369	147,381	100,799	5,305	106,104
Training	8,755	-	8,755	2,874	-	2,874
Office Running Costs	25,136	1,323	26,459	11,615	611	12,226
Other	94,327	55,398	149,725	134,266	78,856	213,122
Audit fees	-	11,040	11,040	-	17,594	17,594
	<u>716,096</u>	<u>153,190</u>	<u>869,286</u>	<u>634,114</u>	<u>176,062</u>	<u>810,176</u>
Analysed between						
Charitable activities	<u>716,096</u>	<u>153,190</u>	<u>869,286</u>	<u>634,114</u>	<u>176,062</u>	<u>810,176</u>

Support costs are apportioned based on estimated time spent on each activity.

8 Board Of Directors

None of the Board of Directors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year. Trustee expenses of £nil were incurred for the year ended 31 March 2022 (£nil for the period ended 31 March 2021).

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Charitable Activities	86	98
Governance	3	3
	<u>89</u>	<u>101</u>

Employment costs

	Year ended 31 March 2022 £	Period ended 31 March 2021 £
Wages and salaries	1,877,119	1,841,830
Social security costs	145,440	138,446
Employer pension costs	47,999	51,050
	<u>2,070,558</u>	<u>2,031,326</u>

There was one employee whose annual remuneration was £60,000 or more when pro rated for the year ended 31 March 2022 (no employees for the year ended 31 March 2021).

10 Intangible fixed assets

	Charity database £
Cost	
At 1 April 2021	60,496
Additions	13,887
	<u>74,383</u>
At 31 March 2022	
Amortisation and impairment	
At 1 April 2021	52,686
Amortisation charged for the year	8,206
	<u>60,892</u>
At 31 March 2022	
Carrying amount	
At 31 March 2022	<u>13,491</u>
At 31 March 2021	<u>7,810</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

11 Tangible fixed assets

	Leasehold land and buildings (conservatory)	Fixtures and fittings	Office equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2021	124,655	50,020	113,743	102,417	390,835
Additions	-	23,656	1,380	-	25,036
Disposals	-	-	-	(48,564)	(48,564)
At 31 March 2022	124,655	73,676	115,123	53,853	367,307
Depreciation and impairment					
At 1 April 2021	65,799	50,020	105,557	102,417	323,793
Depreciation charged in the year	9,987	4,689	6,557	-	21,233
Eliminated in respect of disposals	-	-	-	(48,564)	(48,564)
At 31 March 2022	75,786	54,709	112,114	53,853	296,462
Carrying amount					
At 31 March 2022	48,869	18,967	3,009	-	70,845
At 31 March 2021	58,856	-	8,186	-	67,042

12 Debtors

	2022	2021
	£	£
Amounts falling due within one year:		
Trade debtors	702,926	138,100
Other debtors	10,419	10,335
Prepayments and accrued income	87,626	29,393
	800,971	177,828

13 Creditors: amounts falling due within one year

	Notes	2022	2021
		£	£
Other taxation and social security		44,715	46,945
Deferred income	14	1,026,255	355,957
Trade creditors		48,176	43,277
Other creditors		22,176	44,437
		1,141,322	490,616

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

14 Deferred income

	2022 £	2021 £
Deferred grant income	<u>1,026,255</u>	<u>355,957</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 October 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
Restricted funds	39,568	2,521,421	(2,136,516)	(314,256)	110,217	2,759,229	(2,030,033)	(684,885)	154,528
	<u>39,568</u>	<u>2,521,421</u>	<u>(2,136,516)</u>	<u>(314,256)</u>	<u>110,217</u>	<u>2,759,229</u>	<u>(2,030,033)</u>	<u>(684,885)</u>	<u>154,528</u>

All restricted funds are held for projects being undertaken to fulfil the charitable objectives of the charity as stipulated by the funders.

A detailed breakdown of the restricted funds can be found in the appendix to these accounts.

16 Unrestricted funds

	Movement in funds				Movement in funds				
	Balance at 1 October 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
Unrestricted funds	351,853	335,015	(597,331)	314,256	403,793	333,853	(981,281)	684,885	441,250
	<u>351,853</u>	<u>335,015</u>	<u>(597,331)</u>	<u>314,256</u>	<u>403,793</u>	<u>333,853</u>	<u>(981,281)</u>	<u>684,885</u>	<u>441,250</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

17 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March are represented by:						
Intangible fixed assets	13,491	-	13,491	7,810	-	7,810
Tangible assets	70,845	-	70,845	67,042	-	67,042
Current assets/(liabilities)	356,914	154,528	511,442	328,941	110,217	439,158
	<u>441,250</u>	<u>154,528</u>	<u>595,778</u>	<u>403,793</u>	<u>110,217</u>	<u>514,010</u>

18 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	83,646	5,544
Between two and five years	69,012	6,930
	<u>152,658</u>	<u>12,474</u>

19 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	<u>205,583</u>	<u>233,086</u>

20 Guarantee

Herts Mind Network is a Company Limited by Guarantee.

Each director provides a guarantee limited to £10 which would be payable in the event the Company is wound up.

21 Analysis of changes in net funds

The charitable company had no debt during the year.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

22	Cash generated from operations	2022 £	2021 £
	Surplus for the year	81,768	122,589
	Adjustments for:		
	Amortisation and impairment of intangible assets	8,206	5,120
	Depreciation and impairment of tangible fixed assets	21,233	18,584
	Movements in working capital:		
	(Increase)/decrease in debtors	(623,143)	524,300
	(Decrease)/increase in creditors	(19,592)	6,424
	Increase/(decrease) in deferred income	670,298	(188,465)
	Cash generated from operations	<u>138,770</u>	<u>488,552</u>

RESTRICTED FUNDS - CURRENT YEAR

Fund	Funds C'fwd 31st March 2021 £	Incoming Resources £	Transfers (to)/from unrestricted £	Total Incoming Resources £	Staff Costs £	Non Staff Costs £	Total Resources Expended £	Funds C'fwd 31st March 2022 £
Any Qualified Practitioner	6,472		(6,472)	(6,472)			-	-
DoH - Stepping Out	4,007			-			-	4,007
Hertsmere Wellbeing Gateway	2,279			-			-	2,279
LGBTQ Peer Support Group	2,107		(2,107)	(2,107)			-	-
LMA Care Leavers	1,405		(1,405)	(1,405)			-	-
New Leaf	2,660		(2,660)	(2,660)			-	-
Reaching Communities	3,074		(3,074)	(3,074)			-	-
RITE Consortium	1,861		(1,861)	(1,861)			-	-
Speakeasy	6,164		(6,164)	(6,164)			-	-
Young People	9,538		(9,538)	(9,538)			-	-
Winter Monies	0			-			-	0
100-101 STP Crisis Funding	(0)	325,777	(58,280)	267,497	(232,527)	(35,804)	(268,331)	(834)
100-102 3R CSS	-	70,252	(8,700)	61,552	(55,736)	(2,664)	(58,400)	3,152
100-103 3R DAC	-	57,862	(7,961)	49,901	(39,846)	(3,303)	(43,149)	6,752
100-104 3R DAP	-	6,488	(548)	5,940	(5,940)	(64)	(6,005)	(65)
100-105 3R CSS Covid Funding	-	34,529	(3,616)	30,913	(30,770)	(473)	(31,243)	(329)
100-110 Paradigm Housing		20,891	(2,356)	18,535	(18,980)	(1,265)	(20,245)	(1,710)
100-111 A&E Link Workers		6,525	-	6,525	(2,752)	(21)	(2,773)	3,752
100-111 HCC Nightlight	39,352	377,434	(151,840)	225,594	(230,466)	(30,965)	(261,431)	3,515
100-112 Hertswise	2,827	226,117	(63,452)	162,665	(113,501)	(19,872)	(133,373)	32,119
100-113 PCN Project		128,258	(15,115)	113,142	(97,823)	(2,640)	(100,463)	12,679
100-114 CNH		23,787	(4,037)	19,750	(6,121)	(4,608)	(10,729)	9,021
100-117 Hertsmere CSS	0	82,042	(12,990)	69,052	(48,787)	(1,658)	(50,444)	18,608
100-118 Broxbourne CSS	-	24,600	(3,552)	21,048	(20,937)	(111)	(21,048)	-
100-120 Watford Healthy Hub	0	52,982	(4,275)	48,707	(40,560)	(2,518)	(43,078)	5,629
200-201 HAFLS	4,242	53,058	(8,118)	44,940	(47,130)	(1,240)	(48,370)	812
200-202 Dacorum Healthy Hub Peer Support	340	9,164	(3,320)	5,844	(5,786)	(65)	(5,851)	333
200-203 IAPT Counselling		1,525	-	1,525	(5,326)	(1,427)	(6,752)	(5,227)
200-206 HCC Peer Support	15,777	390,538	(138,749)	251,788	(208,800)	(12,486)	(221,285)	46,280
200-207 HCC Wellbeing	(4,089)	311,761	(79,500)	232,261	(194,946)	(12,779)	(207,725)	20,446
200-209 HCC Stepping Stones	11,417	39,517	(9,995)	29,521	(15,371)	(2,605)	(17,976)	22,962
300-301 Waiting Time Initiative	(4,170)	34,800	(12,000)	22,800	(16,572)	(440)	(17,011)	1,619
300-302 Spot the Signs (CYP)	9,733	62,120	(8,075)	54,045	(47,552)	(1,984)	(49,536)	14,242
300-303 3R Healthy Hub	735	17,031	(3,505)	13,526	(16,830)	(464)	(17,294)	(3,033)
300-304 BBO Strive	(22,613)	137,657	(17,364)	120,293	(123,054)	(11,886)	(134,939)	(37,259)
300-304 BBO Strive Bursaries	4,408	14,950	-	14,950	-	(10,633)	(10,633)	8,726
300-305 BBO HYF	(6,759)	102,113	(17,421)	84,692	(112,428)	(2,384)	(114,812)	(36,879)
300-305 BBO HYF Bursaries	150	2,643	-	2,643	-	(2,785)	(2,785)	8
300-306 IAPT	4,169	58,031	(11,810)	46,221	(37,927)	(3,612)	(41,540)	8,850
300-307 Mum's Matter	(94)	25,924	(7,423)	18,501	(31,189)	(1,280)	(32,469)	(14,062)
300-308 Youth Engagement Worker		4,132	24,702	28,834	(10,060)	(362)	(10,422)	18,412
300-309 Mental Health Leads in Schools		4,646	-	4,646	(1,728)	-	(1,728)	2,918
300-310 Student Social Worker CYP		1,400	(1,281)	119	(71)	(48)	(119)	-
500-503 Restricted Donations		2,250	-	2,250	-	(2,250)	(2,250)	-
600-605 SE CYP		-	-	-	-	(15)	(15)	(15)
Contract Finished Tackling Inequalities Fund	147	603	(82)	521	(521)	0	(521)	147
PCN Dacorum	0	21,494	(1,539)	19,955	(13,860)	(696)	(14,556)	5,399
PCN Hertsmere	(0)	10,747	(1,020)	9,727	(7,831)	(140)	(7,970)	1,757
PCN Watford & 3R	(0)	15,582	(2,480)	13,102	(12,573)	(187)	(12,760)	342
Contract Finished Complex Needs Service	(22)			-			-	(22)
Contract Finished HCC Carers	6,849		(6,849)	(6,849)			-	-
Contract Finished HCC Older People	9,053		(9,053)	(9,053)			-	-
Contract Finished Lottery Funded Peer Support	(798)			-			-	(798)
	110,217	2,759,229	(684,885)	2,074,344	(1,854,300)	(175,733)	(2,030,033)	154,528
UNRESTRICTED FUNDS	403,793	333,853	684,885	1,018,738	(424,268)	(557,013)	(981,281)	441,250
TOTAL FUNDS	514,010	3,093,082	0	3,093,082	(2,278,568)	(732,746)	(3,011,314)	595,778

RESTRICTED FUNDS - PRIOR YEAR

Fund	Funds C'fwd 31st March 2020 £	Incoming Resources £	Transfers (to)/from unrestricted £	Total Incoming Resources £	Staff Costs £	Non Staff Costs £	Total Resources Expended £	Funds C'fwd 31st March 2021 £
Any Qualified Practitioner	6,472			-			-	6,472
DoH - Stepping Out	4,007			-			-	4,007
Hertsmere Wellbeing Gateway	2,279			-			-	2,279
LGBTQ Peer Support Group	2,107			-			-	2,107
LMA Care Leavers	1,405			-			-	1,405
New Leaf	2,660			-			-	2,660
Reaching Communities	3,074			-			-	3,074
RITE Consortium	1,861			-			-	1,861
Speakeasy	6,164			-			-	6,164
ST Memorial Fund	-			-			-	-
Young People	9,538			-			-	9,538
Winter Monies	0			-			-	0
100-101 STP Crisis Funding	-	311,527	(31,121)	280,406	(245,384)	(35,022)	(280,406)	(0)
100-102 3R CSS	-	52,125	(7,494)	44,631	(41,261)	(3,370)	(44,631)	-
100-103 3R DAC	-	45,927	(4,054)	41,873	(39,363)	(2,510)	(41,873)	-
100-104 3R DAP	-	19,597	(5,201)	14,397	(13,479)	(918)	(14,397)	-
100-105 3R CSS Covid Funding	-	16,299	(1,701)	14,598	(13,877)	(721)	(14,598)	-
100-111 HCC Nightlight	-	369,981	(55,800)	314,181	(165,283)	(109,547)	(274,829)	39,352
100-112 Hertswise	-	112,003	(18,625)	93,378	(89,658)	(893)	(90,551)	2,827
100-117 Hertsmere CSS	-	59,306	(11,383)	47,923	(38,375)	(9,548)	(47,923)	0
100-118 Broxbourne CSS	-	17,879	(4,059)	13,820	(12,415)	(1,405)	(13,820)	-
100-120 Watford Healthy Hub	-	24,948	(4,275)	20,673	(13,895)	(6,779)	(20,673)	0
200-201 HAFLS	-	48,130	(3,776)	44,355	(39,149)	(964)	(40,113)	4,242
200-202 Dacorum Healthy Hub Peer Support	-	4,164	(446)	3,718	(3,162)	(217)	(3,378)	340
200-205 Lottery Funded Peer Support	-	17,688	(2,080)	15,608	(15,798)	(607)	(16,406)	(798)
200-206 HCC Peer Support	-	340,143	(38,592)	301,551	(225,284)	(60,489)	(285,773)	15,777
200-207 HCC Wellbeing	-	267,170	(33,168)	234,002	(230,254)	(7,838)	(238,092)	(4,089)
200-208 Tackling Inequalities Fund	-	603	-	603	(455)	-	(455)	147
200-209 HCC Stepping Stones	-	23,268	(4,824)	18,444	(6,783)	(244)	(7,027)	11,417
300-301 Waiting Time Initiative	-	37,271	(8,048)	29,223	(29,001)	(4,391)	(33,392)	(4,170)
300-302 Spot the Signs (CYP)	-	44,903	(6,131)	38,772	(27,291)	(1,749)	(29,040)	9,733
300-303 3R Healthy Hub	-	12,520	(1,407)	11,113	(8,897)	(1,481)	(10,378)	735
300-304 BBO Strive	-	170,094	(17,364)	152,729	(168,625)	(6,718)	(175,342)	(22,613)
300-304 BBO Strive Bursaries	-	7,567	-	7,567	(3,054)	(105)	(3,159)	4,408
300-305 BBO HYF	-	131,433	(17,421)	114,011	(118,940)	(1,831)	(120,771)	(6,759)
300-305 BBO HYF Bursaries	-	219	-	219	(69)	-	(69)	150
300-306 IAPT	-	47,555	(5,922)	41,633	(35,161)	(2,303)	(37,464)	4,169
300-307 Mum's Matter	-	547	(386)	161	-	(255)	(255)	(94)
Contract Finished Complex Needs Service	-	129,763	(12,976)	116,787	(101,441)	(15,367)	(116,808)	(22)
Contract Finished HCC Carers	-	25,551	(2,552)	22,999	(15,476)	(674)	(16,150)	6,849
Contract Finished HCC Older People	-	12,924	-	12,924	(3,778)	(93)	(3,871)	9,053
PCN Dacorum	-	64,482	(7,902)	56,580	(40,980)	(15,600)	(56,580)	0
PCN Hertsmere	-	29,554	(4,078)	25,476	(20,584)	(4,893)	(25,477)	(0)
PCN Watford & 3R	-	63,407	(3,471)	59,936	(53,670)	(6,266)	(59,936)	(0)
000-000 Core ICF2 HCC	-	3,472		3,472		(3,472)	(3,472)	-
000-000 Core ICF2 National Mind	-	5,000		5,000		(5,000)	(5,000)	-
000-000 Core ICF2 Three Rivers District Council	-	1,600		1,600		(1,600)	(1,600)	-
000-003 Borehamwood HCC	-	2,000		2,000		(2,000)	(2,000)	-
600-601 SE Training MIND (NAMH)	-	500		500		(500)	(500)	-
600-602 SE Counselling East herts district council	-	300		300		(300)	(300)	-
	39,568	2,521,421	(314,256)	2,207,165	(1,820,840)	(315,676)	(2,136,516)	110,217
Unrestricted Funds	351,853	335,015	314,256	649,271	(387,804)	(209,533)	(597,331)	403,793
Total Funds	391,421	2,856,436	0	2,856,436	(2,208,644)	(525,209)	(2,733,848)	514,010

Accounts



Charity Registration No. 1112487

Company Registration No. 5532977 (England and Wales)

HERTS MIND NETWORK LIMITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

HERTS MIND NETWORK LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Board Of Directors	Jess Lievesley (Chair from 1 October 2021)	(Appointed 11 September 2021)
	Frances Deschampsneufs (Chair to 30 September 2021)	(Resigned 30 September 2021)
	Elena Lokteva (Treasurer)	
	Erika Linhares de Paula	
	Mark Craigen	
	Omar Daniels	
	Siobhan Nundram	
	Peter Goodman	(Resigned 9 June 2020)
	Helen Marks-Dwyer (Co Opted)	
	Will Lewis (Co Opted)	
	Thalia-Rose Carter (Co Opted)	
Key management personnel	Julie Nicholson MBE - Chief Executive	(Resigned 22 October 2021)
	Joanna Marovitch - Chief Executive	(Appointed 1 November 2021)
	Alex Hunter	
	Lisa Nicholson	(Resigned 18 February 2021)
	Clare Rennett	
	Jamie Stone	(Appointed 19 May 2021)
Charity number	1112487	
Company number	5532977	
Registered office	139 Leighton Buzzard Road Hemel Hempstead Herts HP1 1HN	
Auditor	Myers Clark Chartered Accountants Egale 1 80 St Albans Road Watford WD17 1DL	
Bankers	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ	
Solicitors	S A Law LLP 60 London Road St Albans Herts AL1 1NG	

HERTS MIND NETWORK LIMITED

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HERTS MIND NETWORK LIMITED

STATEMENT OF DIRECTORS' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The Board of Directors, who are also the directors of Herts Mind Network Limited for the purpose of company law, are responsible for preparing the Directors' 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 Board of Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Board of Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Board of Directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

The Board of Directors present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's [governing document], the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)".

GOVERNANCE: CONSTITUTION, STRUCTURE AND MANAGEMENT OF THE CHARITY

Herts Mind Network Ltd ("the Charity") is a company limited by guarantee having been registered in August 2005 under the name of Mind in Dacorum Ltd (name change in August 2007). As a registered charity, it is governed by its Memorandum and Articles of Association and the trust deed under which it was originally set up. The Charity began operating as a company limited by guarantee on 1 April 2006.

The Board of Directors ("the Board") comprises eight people including a proportion of users of mental health services. Recruitment to the board takes place periodically as needed, and anyone from the community can apply for these roles. Nomination of candidates for election to the Board is open to the whole membership, and a ballot is held annually at the AGM to elect those who wish to stand for Officer posts. Members wishing to be considered for election to the Board are able to approach an Officer during the year for a discussion of the roles and responsibilities of a Director. Following this discussion, the member may be introduced to the Board and observe a number of board meetings. The member may then be co-opted onto the Board in the intervening period before the next AGM where they will be formally appointed by the membership. Job descriptions exist for each Officer position, and a full briefing is given about the roles and responsibilities when a Director is first appointed. Ongoing training is given to Directors as and when required.

The Directors are responsible for all operational decisions taken by the Charity, including allocation of resources in pursuit of its charitable objectives, although some of these decisions are devolved to the Chief Executive and the senior members of staff. A Delegation of Authority document exists in relation to those areas where decision-making has been devolved to staff, for example in relation to ordering of goods and services.

The Charity works in partnership with other organisations including Mind in Mid Herts, AGE UK, HPFT, GP's and Turning Point, where this is the most effective way to provide services across the county. The Charity has a subsidiary company, Herts Business Mind Ltd, but this company is dormant.

FINANCIAL MANAGEMENT AND CONTROL

The Charity has changed its financial year to April - March to align it with our commissioners' financial year.

During this twelve-month period (April 2020 – March 2021), the Charity has undertaken a wide range of activities in pursuit of its charitable objectives. To help manage these activities, annual budgets for the following year are prepared, presented to and agreed by the Board. To support the financial regime, clearly written policies about what activities will be funded and how, have been prepared and communicated to all involved.

The Board receives monthly management accounts reporting on the financial performance and position of the organisation. These are presented to the Board and compare updated forecasts for the expected year-end position in the light of performance in the year to date, compared to budget. The Board is presented with a narrative provided by the Treasurer and focuses on reasons for variation from budget.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

GOING CONCERN

The Directors have a responsibility to make sure that the Charity continues in existence for the foreseeable future (at least 12 months from signing these accounts) and to do so they have to be sure that they always have sufficient funds not only to pay the Charity's bills as they fall due but also to fund commitments to future capital expenditure. This is known as being a "going concern"

The Charity's review of Going Concern was extensive and extended to 'stress testing' for the direct financial impact of a continuing Covid-19 pandemic. The outcome of these reviews show that these events would be challenging for the Charity but in the Directors opinion would not compromise the Charity's ability to continue as a Going Concern.

RISK MANAGEMENT

Attention continues to be given to the major strategic, business and operational risks which the Charity faces, and believes that maintaining adequate levels of reserves, combined with an annual review of controls over key financial systems, will provide sufficient resources in the event of adverse conditions. To attend to risk management, the Directors have prepared and regularly review an organisational risk management policy. Areas of risk have been broken down with responsibility for each section allocated to individual Directors or members of the senior management team.

Some of the key risks that the Charity has included in its policy are:

Key risks	Plans to manage the risks
Over reliance on a single funder	Increase the number of non-statutory funders
Competition for contracts and tenders	Ensure that we create service models that are effective, competitive, innovative and responsive to local need.
IT systems and cyber crime	Ensure that our IT system is robust and meets the needs of a growing organisation. Cyber security.
Relationship with funders	Maintain and develop collaborative, honest and effective commissioner relationships by delivering high quality services that meet the needs of our local communities.
Health, Safety and the Environment	Work with consultants, ensure all staff are aware of individual responsibilities and reporting, comply with legislation and regulations
Loss/ misuse personal data	Follow legal advice, implement and adhere to policies, staff training
Political	Awareness of changes in government policy

CHARITIES AND PUBLIC BENEFIT

The Directors of HMN have read the guidance issued by the Charity Commission for England and Wales on 'Charities and Public Benefit'. The Directors confirm that the objects of the charity fully comply with this guidance and further information is set out below.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

RESERVES POLICY

The Directors ensure that reserves are maintained at a level that enables the Charity to meet its ongoing obligations as well as managing financial risk and fluctuating income, as it seeks to maintain existing charitable activities and develop new ones. Transfers are made from restricted funds to unrestricted funds to cover the agreed contribution to their general running costs.

The Directors have determined that unrestricted reserves amounting to at least £225,000 should be maintained to enable the Charity to cover the costs of on-going obligations in the event that the Charity can no longer support its service offerings or contracted services cease. This amount is considered to address committed costs for a range of items for a period of between one and three months. This level of reserves enables the Charity to fund working capital requirements, retain experienced staff during short term funding gaps and acquire fixed assets to be used over a number of years. This level will be reviewed annually to ensure it is still appropriate.

The Charity maintains funds in longer term investment accounts where such funds are not required for day to day activities. This provides security to the organisation and provides some additional interest return.

FINANCIAL POSITION

During the year ended 31st March 2021, total income was £2,856,436 (for the six-month period ended 31st March 2020: £1,304,910), and total expenditure was £2,733,847 (for the period ended 31st March 2020: £1,286,797). The reserves of the Charity increased by £122,589.

FUNDRAISING

The majority of HMN's income is derived from grants. There is also income from social enterprises detailed below, donations and legacies. There are static collection boxes at various locations in Hertfordshire and the ability for people to donate online to us on our website. There is no commercial fundraising activity directly to the public.

MISSION AND VALUES

Our mission

To create opportunities for individuals to make choices, find their own solutions, build resilience and manage their whole life and wellbeing.

Our values

✓ Hope ✓ Empathy ✓ Respect ✓ Integrity ✓ Excellence

"We won't give up until everyone experiencing a mental health problem gets both support and respect"

REPORT ON PRINCIPAL ACTIVITIES

We deliver essential mental health support in Hertfordshire, providing a diverse range of services from our seven Wellbeing Centres and other venues across all ten districts of the county. Funded locally, our services are available to all residents in Hertfordshire over the age of 18 and we offer dedicated services for 15-18 year olds.

We create opportunities for individuals experiencing mental ill health to make choices, find their solutions, build resilience and manage their whole life and wellbeing. Our services are based on the principle of self-help with a strong emphasis on prevention, personal development, self-management and improving health and wellbeing.

We provide opportunities for individuals to access support to enable them to recover from or live with mental ill health.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

Our services are grouped in the following areas:

1. Complex needs and crisis intervention
2. Volunteering opportunities, employment support and training
3. Social enterprise
4. Health and wellbeing
5. Peer support

1. Complex Needs and Crisis Intervention

We are experienced providers of complex needs and crisis services within the county. We aim to offer people in any form of crisis, health or social, access to the right support for them to prevent further deterioration, self-harm or suicide.

NightLight is our countywide out of hour's mental health crisis service. The service is provided from three Crisis Centres around the county and is open on **Friday, Saturday, Sunday and Monday nights from 7pm-2am**, every week of the year including bank holidays. The centres provide a safe, homely and welcoming space for people who are feeling distressed and experiencing a crisis.

Our Hemel Hempstead centre has **four bed spaces**, which can be used by any Hertfordshire residents if an overnight stay would help to resolve the crisis.

For those who prefer not to come into the centres, but would like someone to talk to, a **telephone helpline** service is available **Friday to Monday, between 7pm and 1am** to offer people sensitive and non-judgmental support.

Each centre is staffed by a team of skilled and experienced non-clinical mental health workers, many of whom have a lived experience of mental ill health.

The service is an integral part of the wider Hertfordshire crisis pathway and thanks to a successful bid from the Hertfordshire and West Essex Sustainability and Transformation Partnership (STP), we have developed the provision during 2020 to include new Crisis Cafés in the county.

We are providing the **Crisis Cafés** from our Watford and Ware Wellbeing Centres on an appointment only basis. They are open each day, as follows:

- 6-11pm Mon- Fri
- 3 -11pm on weekends

We work in partnership with Turning Point and Herts Young Homeless to provide the countywide **Complex Needs Service**. The service provides 1:1 community support to people recovering from mental health issues and additional complex needs, including drug and alcohol misuse and learning disabilities.

Working across Hertfordshire, we can support individuals in their own home or within their local community. We work together with clients to design personalised support packages that reflect their individual needs, offering high quality support to help improve their quality of life enabling them to face the future with confidence.

Our **Community Support Services**, provide advice, information, onward referral and holistic support to people who are experiencing mental ill-health or need help with their mental wellbeing. These teams provide one-to-one outreach support in a variety of areas such as; emotional and practical support; housing need; benefits; access to services; signposting; help to reduce episodes of crisis and building life skills. In Three Rivers we also provide intensive support for people experiencing domestic abuse

Working on the wards of acute in-patient units, the **Stepping Stones** service works alongside patients who may need some short term respite off the ward or someone to befriend them whilst under section. During the past year we have piloted a suicide prevention service for men called Speakeasy with success leading to a countywide development over the coming year.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

HMN recognises the need to work with young people to **Spot the Signs** of self-harm and suicide both in themselves and others. This award winning project has now funded us to employ a worker to engage with school children in order to establish stronger links and raise greater awareness with people aged 11- 18 years.

2. Volunteering, Employment and Training

We offer a wide variety of Volunteering Opportunities and strongly encourage our clients to engage in the training to find a placement within the organisation. Meaningful occupation is well accepted as the basis of recovery and community inclusion. Clients often use the training and work experience as the first step to employment working initially a few hours a week and building confidence and skills in the process. Our Employment Support has demonstrated outstanding outcomes in supporting people into paid employment and in job retention for those already in work and experiencing mental ill health. Our Personal Development training programme works alongside client support to offer a range of courses around Anxiety Management, Confidence Building, Mindfulness and Employability.

3. Social Enterprise

Counselling and Training

Our countywide **Counselling Service** is run as a Social Enterprise with volunteers in the final year of training together with a team of qualified counsellors offering their time in return for paid supervision and the opportunity to work in a thriving mental health charity. We offer a sliding scale in terms of payment so that the service is affordable for most people who may otherwise be denied counselling provision.

Mental Health Training is another fast growing source of income generation being delivered in both the private and public sector. Training is varied from working with GP's to be more aware of the signs of suicide to staff in private industry managing stress more effectively. A key part of these services in terms of health promotion is to raise the profile of mental ill health while supporting the organisation to be more profitable.

4. Health & Wellbeing

A major part of our service provision focuses on prevention, access to early help and improving health and wellbeing both physically and emotionally. We work with older people to offer support with memory loss and to engage socially with walking and memory sustaining activities.

The Young People and Engagement staff work to address the needs of young people and a range of other diverse groups including LGBTQ and ethnic minorities. We work with a number of schools and voluntary organisations in Hertfordshire and offer a range of activities from assemblies, to mental health workshops, staff training and fundraising events.

We also have our **Spot the Signs Young People's campaign** which aims to remove the stigma of talking openly about suicide among young people and those who support them. Our engagement work also includes support access to statutory services through our **Wellbeing Access** partnership with Hertfordshire Partnership NHS University Foundation Trust which aims to reduce barriers to accessing Hertfordshire Mind Network and Wellbeing Service services/promoting awareness of mental health and support services available to residents of Hertfordshire.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

REPORT ON PRINCIPAL ACTIVITIES (CONTINUED)

Support for carers is a key part of our prevention strategy and we offer Peer Support groups, counselling and a range of other provision such as pottery, yoga and self-supporting Art.

Our **HAFLS Wellbeing through Learning** courses offer a range of wellbeing focused self-development courses for people aged 19+ designed to improve wellbeing, build confidence and gain new skills. Topics include; building resilience; building self-esteem; introduction to wellbeing; learning to accept change and uncertainty; mindfulness and relaxation; understanding anger and other emotions and overcoming anxiety and fear. Alongside this we provide training under our training social enterprise through which we provide an extensive range of training to voluntary, statutory and private sector organisations locally (and nationally) with a focus on mental health and wellbeing.

Our Wellbeing Centres and services are supported and enhanced by a large team of skilled and committed volunteers. The support of our volunteers is invaluable and we wouldn't be able to provide all of the services that we do without their help. For many volunteers their role also provides a stepping stone back to learning, training and/ or employment.

5. Peer Support

Herts Mind Network (HMN) is a specialist provider of Peer Support (PS) and has led the development of this service Countywide. Working co-productively with people to achieve their goals and resolve some of their entrenched worries which have led to an emotional breakdown.

The ethos of PS is to offer intense 1-1 support for a designated period of time from a member of staff or volunteer who has a lived experience of mental ill health and so understands the challenges. The relationship is more equal and focuses on the practical concerns of the client i.e. debt, housing, relationship breakdown while not losing a sense of where that person is aiming to be long term.

This high quality service is flexible and helps clients to resolve real-life difficulties and to improve their independence, quality of life and wellbeing. The service offers clients support and guidance to create new beginnings and achieve goals.

ACHIEVEMENTS AND PERFORMANCE

During this twelve-month period, we have provided support to **5,383 people** (excludes the Hertswise partnership figures).

Adult provision

HMN supported **2,957 adults** during this twelve-month period providing:

- **1,367** Initial Assessments.
- **1,286** Peer Mentoring sessions provided to **107 clients**.
- **3,942** Peer Support sessions provided to **548 clients**.
- **1,888** Counselling sessions.
- **4,640** NightLight Crisis Helpline calls.
- **962** community support sessions.
- **604** support sessions were provided by the Three Rivers Domestic Abuse Service.
- **2,383 attendances** at Meeting Places.
- **2,578** people have been supported through the Hertswise service. We are a partner in this countrywide service. There have been **4,711** group attendances at **517** groups and **1,458** home visits.
- **784 carers** have been supported through the Hertswise partnership.

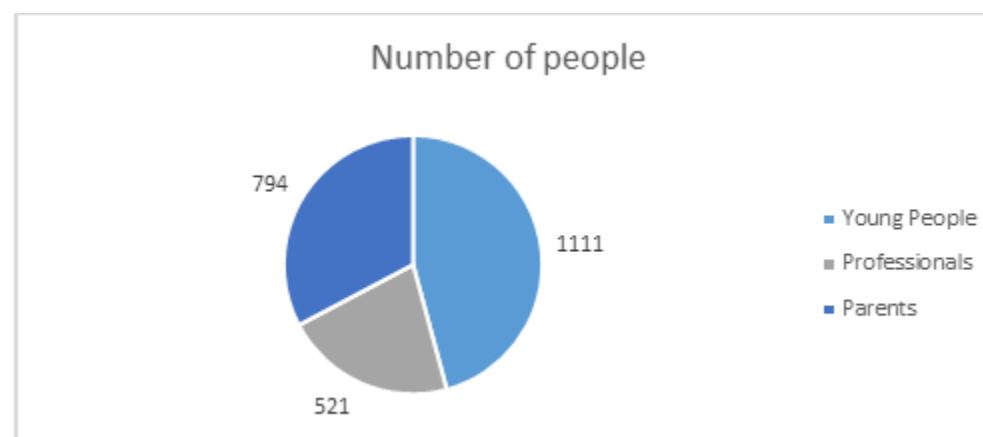
HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Children & Young People provision

HMN supported **2,426** people during this six-month period, broken down as follows:



- **1,040** young people were supported through workshops.
- **71 young people** accessed **856 one-to-one support sessions** provided by Herts Youth Futures.
- Provided training to **521 professionals** who work with children and young people.
- **794 parents** attended Children & Young People workshops.

Through its work HMN has had a major impact on many individuals' lives and as a result has had many public benefits, including:

- reduction in suicides within the county.
- reduction in isolation and loneliness for at risk client groups.
- improved health and wellbeing of Hertfordshire residents.
- reduction in hospital admissions by supporting clients in crisis.
- increase in employment through social enterprise programmes.
- prevention of long term mental health conditions.
- increase in awareness of mental health and mental ill-health.

HMN's clients have provided some fantastic feedback:

"I have really enjoyed getting support from you. You have been really lovely and I am so grateful that you came at the right time, because I may no longer of been here if you hadn't, you have been better and less judgemental than any other person that I have worked with" (Client, Community Support Service).

"After we speak I feel energised to improve things in my life" (Client, Peer Support Service).

"X said that he doesn't know what he would do if i couldn't get the food parcels for him, he said he is very grateful that I am around to help" (Client, Community Support Service).

"Accessing the BBO project has quite simply changed my life; changed the way I live my life. Both personally and professionally, I have become much more aware of myself and how I can manage, even transcend negative thinking, anxiety, depression and the effects of difficult situations" (Client, Building Better Opportunities).

"I am so happy with what Katie has done for me and I couldn't be more grateful, I don't know what I would have done or where I would be if it wasn't for her helping me and believing in me" (Client, Community Support Service).

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Children & Young People provision (continued)

Professionals who have attended our training sessions have also provided very positive feedback:

"I found the training very informative, engaging and relevant, and now feel more confident in working with young people experiencing suicidal thoughts as well as intentions to end their life" (CYP Spot the Signs delegate).

"The trainer was enthusiastic and engaged the children. Activities and questioning kept them engaged throughout e.g. videos, getting up and active" (5 Ways to Wellbeing delegate, teacher).

POST BALANCE SHEET EVENTS: RESPONSE TO THE PANDEMIC

We were able to adapt quickly and effectively to the national lockdown imposed in March 2020, ensuring that our clients and carers continued to receive support during the most challenging of times.

We held proactive, constructive conversations with funders and commissioners to ensure we adapted our service provision effectively and safely to the unprecedented challenges that the Covid-19 pandemic presented. This ensured that we remained open and responsive to local need in a planned way, and limited financial risks in relation to our funded services. We repurposed existing funds to scale up our online activities with agreement from funders, ensuring that clients had access support when they need it.

Our staff teams worked remotely from home, providing 1:1 and group support through phone, Skype, Zoom and Demio to help service users feel connected to us and each other. We set up:

- An extended Crisis Helpline, to be there for Hertfordshire residents 24 hours a day, every day of the week.
- A new Young People's Helpline to ensure that we provide tailored interventions to support their mental wellbeing.
- Online Meeting Places.
- Online Yoga Groups and Music Groups.
- Children & Young People's (CYP) Online Hangout.
- CYP Care Leavers Meeting Place.
- Online Carers Group.
- Young People's Learning Through Wellbeing courses (webinars).
- Adult Learning Through Wellbeing Courses (webinars).
- Counselling (using Skype, Zoom or phone).
- Local support for people who are self-isolating.

One example of innovative service delivery during this period is the **Herts Peer Support Network (HPSN)**. This was created in response to the COVID19 pandemic, offering residents of Hertfordshire flexible, early intervention mental health and wellbeing support.

The HPSN included Peer learning courses, Peer Support Groups and short term 1:1 peer support. Through a simple enrolment process people were able to access one, two or all three parts of the service. Over the 6 months that the HPSN ran 111 unique people were supported to improve their wellbeing; feel confident about making their own life choices; build new skills and implement healthy routines and have an increased awareness of local community resources, support and activities.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

POST BALANCE SHEET EVENTS: RESPONSE TO THE PANDEMIC (CONTINUED)

The Peer learning courses ran online weekly and included areas such as Building Resilience, Overcoming Anxiety and Fear; Learning to Accept Change and Uncertainty and Mindfulness Relaxation. Where additional needs were identified- such as Sleeping Well, new courses were written. Over the 6 months **26 learning courses were delivered with 52 unique people attending.**

Three weekly online peer support groups were set up with topics based on the requirements of the people that attended. **Over the 6 months 66 peer support groups were run and attended by 59 unique people.**

The 1:1 peer support was offered to people on a flexible basis with people choosing to access it before attending any of the group activities; alongside attendance in groups or as an exclusive support. By focusing on individual strengths and resources the 1:1 element of this Network **supported 73 unique people across 155 sessions.**

We believe that these innovations and new ways of working, bring significant benefits and so as we opened up our face to face provision in 2021, we have also embedded some of the above offers in an expanded programme of service provision.

PLANS FOR FUTURE PERIODS

The Board are fully aware of the risk of further potential cuts in statutory funding, and the implications of such cuts are discussed by the Board. The Board continues to develop plans to ensure that HMN can still deliver high quality services should further cuts in statutory funding arise. The Charity will continue to seek funding to support its work in a variety of ways, including partnership working, direct grant application and developing other income streams. The key areas of attention are detailed below:

SERVICE PROVISION

- To seek new funding opportunities to enhance and develop the current provision in line with unmet needs.
- To work with service users, commissioners and non-statutory providers to assess changes in National policy and local trends to drive and develop responsive innovative services to meet future challenges.
- To attract new, non-statutory funding into the organisation, in order to protect our independence and allow more innovation and creativity within our provision. To develop new partnerships to promote innovative ways of working.
- To continuously strive to deliver services of high quality which are safe and offer best value.
- To support staff and their welfare and sustain a well-trained supported workforce able to deliver high quality services.
- To develop HMN counselling services across the Network and beyond to meet current demand.
- To improve our marketing, PR and Communications across the county and beyond to promote our success in new areas and attract new opportunities into the organisation.
- To invest in social enterprise to create opportunities for service users to learn new skills and become more economically active and at the same time, create income earning opportunities for HMN to reinvest in further service development.

HERTS MIND NETWORK LIMITED

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

SERVICE PROVISION (CONTINUED)

- To build on our Training and Social Enterprise opportunities by developing a more robust training programme to attract new funding in the delivery of Mental Health support to business and public sector bodies as well as the general public.
- To broaden the range of services we currently provide to attract new people who are in receipt of a personal budget or direct payment.
- To develop services to promote physical and emotional well-being, encourage progression and self-management.

CAMPAIGNING

To continue to seek funding to enable Mind to continue to lead the way in raising awareness on mental health issues and continue to challenge the stigma and prejudice surrounding mental ill health.

To continue to work alongside County organisations, both statutory and voluntary, to ensure that mental health remains a high priority on the NHS health agenda.

AUDITORS

Myers Clark offer themselves for reappointment at the AGM.

This report is prepared in accordance with the small companies regime (Section 419) (2) of the Companies Act 2006).

Approved by the Board of Directors and signed on behalf of the Board

Elena Lokteva (Treasurer)

Director

Dated: 16 November 2021

Jess Lievesley (Chair)

Director

Dated:16 November 2021

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Opinion

We have audited the financial statements of Herts Mind Network Limited (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' 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 Board of Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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.

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

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

Responsibilities of Board of Directors

As explained more fully in the statement of directors' responsibilities, the Board of Directors, who are also the directors of the charitable company for the purpose 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 Board of Directors 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 Board of Directors 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 Board of Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

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.

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

The extent to which the audit was considered capable of detecting irregularities including fraud

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following;

- The nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for trustee remuneration, bonus levels and performance targets;
- results of our enquiries of Management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and review the charitable company's documentation of their policies and procedures relating to;
- identifying, evaluating and complying with laws and regulation 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. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory frameworks that the charitable 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. The key laws and regulations we considered in this context included the UK Companies Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. These included Employment law.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

HERTS MIND NETWORK LIMITED

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE BOARD OF DIRECTORS OF HERTS MIND NETWORK LIMITED

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://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 charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Windmill (Senior Statutory Auditor)
for and on behalf of Myers Clark

.....

Chartered Accountants
Statutory Auditor

Egale 1
80 St Albans Road
Watford
Hertfordshire
WD17 1DL

HERTS MIND NETWORK LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2021

		YEAR ENDED 31 MARCH 2021			PERIOD ENDED 31 MARCH 2020		
		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Notes							
Income from:							
Donations and legacies	3	78,158	19	78,177	37,327	181	37,508
Charitable activities	4	254,129	2,521,402	2,775,531	159,494	1,107,908	1,267,402
Other trading activities	5	2,728	-	2,728	-	-	-
Total income		335,015	2,521,421	2,856,436	196,821	1,108,089	1,304,910
Expenditure on:							
Charitable activities	6	597,331	2,136,516	2,733,847	497,284	789,513	1,286,797
Net (outgoing)/ incoming resources before transfers		(262,316)	384,905	122,589	(300,463)	318,576	18,113
Gross transfers between funds		314,256	(314,256)	-	352,433	(352,433)	-
Net income for the year/ Net movement in funds		51,940	70,649	122,589	51,970	(33,857)	18,113
Fund balances at 1 April 2020		351,853	39,568	391,421	299,883	73,425	373,308
Fund balances at 31 March 2021		403,793	110,217	514,010	351,853	39,568	391,421

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

HERTS MIND NETWORK LIMITED

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Intangible assets	10		7,810		12,930
Tangible assets	11		67,042		29,616
			<u>74,852</u>		<u>42,546</u>
Current assets					
Debtors	12	177,828		702,128	
Cash at bank and in hand		751,946		319,404	
		<u>929,774</u>		<u>1,021,532</u>	
Creditors: amounts falling due within one year	13	(490,616)		(672,657)	
Net current assets			439,158		348,875
Total assets less current liabilities			<u>514,010</u>		<u>391,421</u>
Income funds					
Restricted funds	15		110,217		39,568
Unrestricted funds	16		403,793		351,853
			<u>514,010</u>		<u>391,421</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021, although an audit has been carried out under section 144 of the Charities Act 2011.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Board Of Directors on 16 November 2021

Elena Lokteva (Treasurer)
Director

Jess Lievesley (Chair)
Director

Company Registration No. 5532977

HERTS MIND NETWORK LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	21		488,552		(298,560)
Investing activities					
Purchase of intangible assets		-		(15,517)	
Purchase of tangible fixed assets		(56,010)		(8,645)	
Proceeds on disposal of tangible fixed assets		-		1,406	
Net cash used in investing activities			(56,010)		(22,756)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			432,542		(321,316)
Cash and cash equivalents at beginning of year			319,404		640,720
Cash and cash equivalents at end of year			751,946		319,404

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

Herts Mind Network Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 139 Leighton Buzzard Road, Hemel Hempstead, Herts, HP1 1HN.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 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 (SORP FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

Reporting period

To align with commissioners' financial year the directors have changed the company's financial year end from 30 September to 31 March in the prior period. The financial statements for the prior period therefore report for a 6 month period.

The comparative amounts presented in the financial statements (including the related notes) are not entirely comparable.

1.2 Going concern

At the time of approving the financial statements, the Board of Directors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Board of Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Board of Directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on the accruals basis.

Where costs cannot be directly attributed to an activity including support and office costs they have been allocated to activity cost categories on a basis consistent with the use of the resource i.e. estimated time spent or resource used.

1.6 Intangible fixed assets other than goodwill

Intangible assets over £1,000 acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

The primary intangible asset is the charity database which is central to the organisation. None of this expenditure is regarded as research and development cost, but as live improvement to reflect service requirements.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Charity database	33% p.a. straight line
------------------	------------------------

1.7 Tangible fixed assets

Tangible fixed assets over £1,000 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings (conservatory)	10% p.a. straight line (33% p.a. straight line on the boiler housed in a leased building)
Fixtures and fittings	10% p.a. straight line
Office equipment	33% p.a. straight line
Motor vehicles	25% or 33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.10 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.11 Taxation

Herts Mind Network Ltd is a registered charity, and is exempt from corporation tax on its income and gains to the extent that they are applied to the charitable objectives. No tax charge has arisen in the year.

1.12 Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Herts Mind Network Ltd offers a contributory pension scheme to its employees via The Pensions Trust (www.thepensiontrust.org.uk). Employees are auto-enrolled after three months' service, unless they choose to opt out. Pension contributions payable under a defined contribution scheme are charged to the Statement of Financial Activities in the period to which they relate. There are no debt or deficit implications attached to historical participation in the scheme requiring disclosure in the accounts.

1.13 Irrecoverable VAT

Irrecoverable VAT is allocated to the cost associated with the invoice on which VAT is charged.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.14 Gifts and Donation In Kind

Where goods or services are provided to the charitable company as a donation that would normally be purchased from suppliers, the contribution is included as an estimate based on commercial values.

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Board of Directors 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 period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

3 Donations and legacies

	Year ended 31 March 2021			Period ended 31 March 2020		
	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021 £	2021 £	2021 £	2020 £	2020 £	2020 £
Donations and gifts	58,915	19	58,934	37,327	181	37,508
Legacies receivable	4,021	-	4,021	-	-	-
Government grant income	15,222	-	15,222	-	-	-
	<u>78,158</u>	<u>19</u>	<u>78,177</u>	<u>37,327</u>	<u>181</u>	<u>37,508</u>

Included within total disclosed under government grants is amounts received in relation to the UK government's Coronavirus Job Retention Scheme (CJRS).

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

4 Charitable activities

For the year ended 31 March 2021

	Social Enterprise	Vocational Advice Training and Employment	Health and Wellbeing	Peer Support	Complex Needs and Crisis Intervention	Total 2021	Total 2020
	2021	2021	2021	2021	2021		
	£	£	£	£	£	£	£
Income from charitable activities	92,597	357,423	926,630	361,995	1,036,886	2,775,531	1,267,402
Analysis by fund							
Unrestricted funds	91,797	-	162,332	-	-	254,129	159,494
Restricted funds	800	357,423	764,298	361,995	1,036,886	2,521,402	1,107,908
	92,597	357,423	926,630	361,995	1,036,886	2,775,531	1,267,402

Included within Health and Wellbeing is a Grant in Kind for rent of £77,757 for the year ended 31 March 2021 (£38,878 for the period ended 31 March 2020).

The total income received from government grants was £2,600,348 for the year ended 31 March 2021 (£1,142,254 for the period ended 31 March 2020).

For the year ended 31 March 2020

	Social Enterprise	Vocational Advice Training and Employment	Health and Wellbeing	Peer Support	Complex Needs and Crisis Intervention	Total 2020
	£	£	£	£	£	£
Income from charitable activities	114,223	176,184	430,022	160,800	386,173	1,267,402
Analysis by fund						
Unrestricted funds	84,738	-	74,756	-	-	159,494
Restricted funds	29,485	176,184	355,266	160,800	386,173	1,107,908
	114,223	176,184	430,022	160,800	386,173	1,267,402

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Fundraising events	2,728	-
	<u> </u>	<u> </u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

6 Charitable activities

For the year ended 31 March 2021

	Social Enterprise	Vocational Advice Training and Employment	Health and Wellbeing	Peer Support	Complex Needs and Crisis Intervention	Total 2021	Total 2020
	2021 £	2021 £	2021 £	2021 £	2021 £	£	£
Staff costs	90,368	260,820	723,835	166,483	586,687	1,828,193	804,730
Other Staff costs	-	67	24,096	-	800	24,963	4,987
External Facilitators	772	26,073	1,085	99	-	28,029	12,779
Training	(21,572)	121	4,228	-	20,251	3,028	1,797
Recruitment	-	-	2,768	474	5,788	9,030	22,994
Travel	1,222	6,877	13,370	748	4,702	26,919	46,689
Redundancy	-	-	3,509	-	-	3,509	-
	<u>70,790</u>	<u>293,958</u>	<u>772,891</u>	<u>167,804</u>	<u>618,228</u>	<u>1,923,671</u>	<u>893,976</u>
Share of support costs (see note 7)	(6,748)	31,484	307,352	106,221	195,805	634,114	312,549
Share of governance costs (see note 7)	7,099	14,012	87,342	31,531	36,078	176,062	80,272
	<u>71,141</u>	<u>339,454</u>	<u>1,167,585</u>	<u>305,556</u>	<u>850,111</u>	<u>2,733,847</u>	<u>1,286,797</u>
Analysis by fund							
Unrestricted funds	70,341	-	526,990	-	-	597,331	497,284
Restricted funds	800	339,454	640,595	305,556	850,111	2,136,516	789,513
	<u>71,141</u>	<u>339,454</u>	<u>1,167,585</u>	<u>305,556</u>	<u>850,111</u>	<u>2,733,847</u>	<u>1,286,797</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

6 Charitable activities

(Continued)

For the period ended 31 March 2020

	Social Enterprise	Vocational Advice Training and Employment	Health and Wellbeing	Peer Support	Complex Needs and Crisis Intervention	Total 2020
	£	£	£	£	£	£
Staff costs	74,688	114,815	366,291	46,549	202,387	804,730
Other Staff costs	-	-	4,488	-	499	4,987
External Facilitators	728	7,791	3,386	605	269	12,779
Training	319	(120)	1,501	71	26	1,797
Recruitment	-	2,664	10,164	897	9,269	22,994
Travel	4,641	11,075	8,303	2,616	20,054	46,689
	<u>80,376</u>	<u>136,225</u>	<u>394,133</u>	<u>50,738</u>	<u>232,504</u>	<u>893,976</u>
Share of support costs (see note 7)	10,879	15,805	252,693	13,916	19,256	312,549
Share of governance costs (see note 7)	5,208	7,843	49,506	8,979	8,736	80,272
	<u>96,463</u>	<u>159,873</u>	<u>696,332</u>	<u>73,633</u>	<u>260,496</u>	<u>1,286,797</u>
Analysis by fund						
Unrestricted funds	72,346	-	424,938	-	-	497,284
Restricted funds	24,117	159,873	271,394	73,633	260,496	789,513
	<u>96,463</u>	<u>159,873</u>	<u>696,332</u>	<u>73,633</u>	<u>260,496</u>	<u>1,286,797</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

7 Support costs

	Year ended 31 March 2021			Period ended 31 March 2020		
	Support costs	Governance costs	2021	Support costs	Governance costs	2020
	£	£	£	£	£	£
Staff costs	142,193	60,940	203,133	62,590	26,824	89,414
Depreciation	22,519	1,185	23,704	2,220	117	2,337
Premises	219,848	11,571	231,419	139,084	7,320	146,404
IT Costs	100,799	5,305	106,104	37,752	1,987	39,739
Training	2,874	-	2,874	1,705	-	1,705
Office Running Costs	11,615	611	12,226	10,280	541	10,821
Other	134,266	78,856	213,122	58,918	34,603	93,521
Audit fees	-	17,594	17,594	-	8,880	8,880
	<u>634,114</u>	<u>176,062</u>	<u>810,176</u>	<u>312,549</u>	<u>80,272</u>	<u>392,821</u>
Analysed between Charitable activities	<u>634,114</u>	<u>176,062</u>	<u>810,176</u>	<u>312,549</u>	<u>80,272</u>	<u>392,821</u>

Support costs are apportioned based on estimated time spent on each activity.

8 Board Of Directors

None of the Board of Directors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year. Trustee expenses of £nil were incurred for the year ended 31 March 2021 (£nil for the period ended 31 March 2020).

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

9 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Charitable Activities	98	114
Governance	3	3
	<u>101</u>	<u>117</u>

Employment costs

	Year ended 31 March 2021 £	Period ended 31 March 2020 £
Wages and salaries	1,947,713	723,131
Social security costs	60,186	114,360
Employer pension costs	23,427	56,653
	<u>2,031,326</u>	<u>894,144</u>

There were no employees whose annual remuneration was £60,000 or more when pro rated for the year ended 31 March 2021 (no employees when pro rated for the period ended 31 March 2020).

10 Intangible fixed assets

	Charity database £
Cost	
At 1 April 2020 and 31 March 2021	60,496
Amortisation and impairment	
At 1 April 2020	47,566
Amortisation charged for the year	5,120
At 31 March 2021	52,686
Carrying amount	
At 31 March 2021	7,810
At 31 March 2020	12,930

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

11 Tangible fixed assets

	Leasehold land and buildings (conservatory)	Fixtures and fittings	Office equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2020	68,645	50,020	113,743	114,746	347,154
Additions	56,010	-	-	-	56,010
Disposals	-	-	-	(12,329)	(12,329)
At 31 March 2021	124,655	50,020	113,743	102,417	390,835
Depreciation and impairment					
At 1 April 2020	57,678	50,020	95,094	114,746	317,538
Depreciation charged in the year	8,121	-	10,463	-	18,584
Eliminated in respect of disposals	-	-	-	(12,329)	(12,329)
At 31 March 2021	65,799	50,020	105,557	102,417	323,793
Carrying amount					
At 31 March 2021	58,856	-	8,186	-	67,042
At 31 March 2020	10,967	-	18,649	-	29,616

12 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	138,100	626,003
Other debtors	10,335	10,335
Prepayments and accrued income	29,393	65,790
	177,828	702,128

13 Creditors: amounts falling due within one year

	Notes	2021 £	2020 £
Other taxation and social security		46,945	46,354
Deferred income	14	355,957	544,422
Trade creditors		43,277	37,417
Other creditors		44,437	44,464
		490,616	672,657

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

14 Deferred income

	2021 £	2020 £
Deferred grant income	355,957	544,422

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				Balance at 31 March 2021
	Balance at 1 October 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£	£	£	£	£
Restricted funds	73,425	1,108,089	(789,513)	(352,433)	39,568	2,521,421	(2,136,516)	(314,256)	110,217
	<u>73,425</u>	<u>1,108,089</u>	<u>(789,513)</u>	<u>(352,433)</u>	<u>39,568</u>	<u>2,521,421</u>	<u>(2,136,516)</u>	<u>(314,256)</u>	<u>110,217</u>

All restricted funds are held for projects being undertaken to fulfil the charitable objectives of the charity as stipulated by the funders.

A detailed breakdown of the restricted funds can be found in the appendix to these accounts.

16 Unrestricted funds

	Movement in funds				Movement in funds				Balance at 31 March 2021
	Balance at 1 October 2019	Incoming resources	Resources expended	Transfers	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£	£	£	£	£
Unrestricted funds	299,883	196,821	(497,284)	352,433	351,853	335,015	(597,331)	314,256	403,793
	<u>299,883</u>	<u>196,821</u>	<u>(497,284)</u>	<u>352,433</u>	<u>351,853</u>	<u>335,015</u>	<u>(597,331)</u>	<u>314,256</u>	<u>403,793</u>

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

17 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total Unrestricted funds 2021 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March are represented by:					
Intangible fixed assets	7,810	-	7,810	-	12,930
Tangible assets	67,042	-	67,042	-	29,616
Current assets/(liabilities)	328,941	110,217	439,158	39,568	348,875
	<u>403,793</u>	<u>110,217</u>	<u>514,010</u>	<u>39,568</u>	<u>391,421</u>

18 Operating lease commitments

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	5,544	-
Between two and five years	6,930	-
	<u>12,474</u>	<u>-</u>

19 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021 £	2020 £
Aggregate compensation	<u>233,086</u>	<u>122,307</u>

20 Guarantee

Herts Mind Network is a Company Limited by Guarantee.

Each director provides a guarantee limited to £10 which would be payable in the event the Company is wound up.

HERTS MIND NETWORK LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

21	Cash generated from operations	2021 £	2020 £
	Surplus for the year	122,589	18,113
	Adjustments for:		
	Amortisation and impairment of intangible assets	5,120	4,070
	Depreciation and impairment of tangible fixed assets	18,584	8,233
	Movements in working capital:		
	Decrease/(increase) in debtors	524,300	(363,347)
	Increase/(decrease) in creditors	6,424	(71,614)
	(Decrease)/increase in deferred income	(188,465)	105,985
	Cash generated from/(absorbed by) operations	<u>488,552</u>	<u>(298,560)</u>
22	Analysis of changes in net funds		
	The charitable company had no debt during the year.		

RESTRICTED FUNDS

Fund	Funds C'fwd 31st March 2020 £	Incoming Resources £	Transfers (to)/from unrestricted £	Total Incoming Resources £	Staff Costs £	Non Staff Costs £	Total Resources Expended £	Funds C'fwd 31st March 2021 £
Any Qualified Practitioner	6,472			-			-	6,472
DoH - Stepping Out	4,007			-			-	4,007
Hertsmere Wellbeing Gateway	2,279			-			-	2,279
LGBTQ Peer Support Group	2,107			-			-	2,107
LMA Care Leavers	1,405			-			-	1,405
New Leaf	2,660			-			-	2,660
Reaching Communities	3,074			-			-	3,074
RITE Consortium	1,861			-			-	1,861
Speakeasy	6,164			-			-	6,164
ST Memorial Fund	-			-			-	-
Young People	9,538			-			-	9,538
Winter Monies	0			-			-	0
100-101 STP Crisis Funding	-	311,527	(31,121)	280,406	(245,384)	(35,022)	(280,406)	(0)
100-102 3R CSS	-	52,125	(7,494)	44,631	(41,261)	(3,370)	(44,631)	-
100-103 3R DAC	-	45,927	(4,054)	41,873	(39,363)	(2,510)	(41,873)	-
100-104 3R DAP	-	19,597	(5,201)	14,397	(13,479)	(918)	(14,397)	-
100-105 3R CSS Covid Funding	-	16,299	(1,701)	14,598	(13,877)	(721)	(14,598)	-
100-111 HCC Nightlight	-	369,981	(55,800)	314,181	(165,283)	(109,547)	(274,829)	39,352
100-112 Hertswise	-	112,003	(18,625)	93,378	(89,658)	(893)	(90,551)	2,827
100-117 Hertsmere CSS	-	59,306	(11,383)	47,923	(38,375)	(9,548)	(47,923)	0
100-118 Broxbourne CSS	-	17,879	(4,059)	13,820	(12,415)	(1,405)	(13,820)	-
100-120 Watford Healthy Hub	-	24,948	(4,275)	20,673	(13,895)	(6,779)	(20,673)	0
200-201 HAFLS	-	48,130	(3,776)	44,355	(39,149)	(964)	(40,113)	4,242
200-202 Dacorum Healthy Hub Peer Support	-	4,164	(446)	3,718	(3,162)	(217)	(3,378)	340
200-205 Lottery Funded Peer Support	-	17,688	(2,080)	15,608	(15,798)	(607)	(16,406)	(798)
200-206 HCC Peer Support	-	340,143	(38,592)	301,551	(225,284)	(60,489)	(285,773)	15,777
200-207 HCC Wellbeing	-	267,170	(33,168)	234,002	(230,254)	(7,838)	(238,092)	(4,089)
200-208 Tackling Inequalities Fund	-	603	-	603	(455)	-	(455)	147
200-209 HCC Stepping Stones	-	23,268	(4,824)	18,444	(6,783)	(244)	(7,027)	11,417
300-301 Waiting Time Initiative	-	37,271	(8,048)	29,223	(29,001)	(4,391)	(33,392)	(4,170)
300-302 Spot the Signs (CYP)	-	44,903	(6,131)	38,772	(27,291)	(1,749)	(29,040)	9,733
300-303 3R Healthy Hub	-	12,520	(1,407)	11,113	(8,897)	(1,481)	(10,378)	735
300-304 BBO Strive	-	170,094	(17,364)	152,729	(168,625)	(6,718)	(175,342)	(22,613)
300-304 BBO Strive Bursaries	-	7,567	-	7,567	(3,054)	(105)	(3,159)	4,408
300-305 BBO HYF	-	131,433	(17,421)	114,011	(118,940)	(1,831)	(120,771)	(6,759)
300-305 BBO HYF Bursaries	-	219	-	219	(69)	-	(69)	150
300-306 IAPT	-	47,555	(5,922)	41,633	(35,161)	(2,303)	(37,464)	4,169
300-307 Mum's Matter	-	547	(386)	161	-	(255)	(255)	(94)
Contract Finished Complex Needs Service	-	129,763	(12,976)	116,787	(101,441)	(15,367)	(116,808)	(22)
Contract Finished HCC Carers	-	25,551	(2,552)	22,999	(15,476)	(674)	(16,150)	6,849
Contract Finished HCC Older People	-	12,924	-	12,924	(3,778)	(93)	(3,871)	9,053
PCN Dacorum	-	64,482	(7,902)	56,580	(40,980)	(15,600)	(56,580)	0
PCN Hertsmere	-	29,554	(4,078)	25,476	(20,584)	(4,893)	(25,477)	(0)
PCN Watford & 3R	-	63,407	(3,471)	59,936	(53,670)	(6,266)	(59,936)	(0)
000-000 Core ICF2 HCC	-	3,472		3,472		(3,472)	(3,472)	-
000-000 Core ICF2 National Mind	-	5,000		5,000		(5,000)	(5,000)	-
000-000 Core ICF2 Three Rivers District Council	-	1,600		1,600		(1,600)	(1,600)	-
000-003 Borehamwood HCC	-	2,000		2,000		(2,000)	(2,000)	-
600-601 SE Training MIND (NAMH)	-	500		500		(500)	(500)	-
600-602 SE Counselling East herts district council	-	300		300		(300)	(300)	-
	39,568	2,521,421	(314,256)	2,207,165	(1,820,840)	(315,676)	(2,136,516)	110,217
Unrestricted Funds	351,853	335,015	314,256	649,271	(387,804)	(209,533)	(597,331)	403,793
Total Funds	391,421	2,856,436	0	2,856,436	(2,208,644)	(525,209)	(2,733,848)	514,010