



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

CONTENTS

	Page
Statement of directors' responsibilities	1
Directors' report	2 - 11
Independent auditor's report	12 - 15
Statement of financial activities	16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19 - 34
Appendix	35

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.

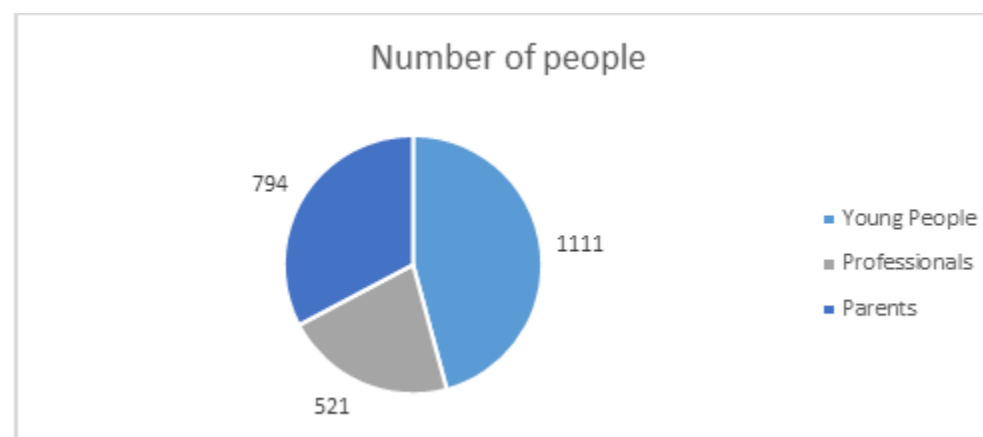
HERTS MIND NETWORK LIMITED

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)	
		<u></u>		<u></u>	
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	-
	70,790	293,958	772,891	167,804	618,228	1,923,671	893,976
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
	71,141	339,454	1,167,585	305,556	850,111	2,733,847	1,286,797
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
	71,141	339,454	1,167,585	305,556	850,111	2,733,847	1,286,797

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	<u>60,496</u>
Amortisation and impairment	
At 1 April 2020	47,566
Amortisation charged for the year	5,120
At 31 March 2021	<u>52,686</u>
Carrying amount	
At 31 March 2021	<u>7,810</u>
At 31 March 2020	<u>12,930</u>

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 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March are represented by:						
Intangible fixed assets	7,810	-	7,810	12,930	-	12,930
Tangible assets	67,042	-	67,042	29,616	-	29,616
Current assets/(liabilities)	328,941	110,217	439,158	309,307	39,568	348,875
	<u>403,793</u>	<u>110,217</u>	<u>514,010</u>	<u>351,853</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 Gatewat	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