

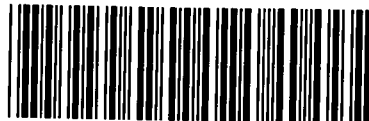


Charity Registration No. 1112487

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

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
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>

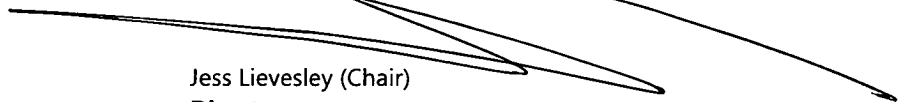
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

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
At 31 March 2022	<u>74,383</u>
Amortisation and impairment	
At 1 April 2021	52,686
Amortisation charged for the year	8,206
At 31 March 2022	<u>60,892</u>
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	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	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