

**COMPANY REGISTRATION NUMBER 5727839**

**HEALTH PSYCHOLOGY MANAGEMENT**  
**ORGANISATION SERVICES**

**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES' ANNUAL REPORT & FINANCIAL**  
**STATEMENTS**

**31 MARCH 2025**

**Charity Number 1116380**

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2025**

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**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT**

**YEAR ENDED 31 MARCH 2025**

The Trustees, who are also directors of the Charity for company law, are pleased to present their Trustees' Annual Report together with the unaudited financial statements of the Charity for the year ended 31 March 2025. The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Charities Act 2011 and the Statement of Recommended Practice (SORP): *Accounting and Reporting by Charities*.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered charity name:** Health Psychology Management Organisation Services

**Charity registration number** 1116380

**Company registration number** 5727839

**Principal office** Knowledge Dock Business Centre  
University of East London  
Docklands Campus  
4-6 University Way  
London  
E16 2RD

**Registered office** 7 Blacksmiths Lane  
Rainham,  
Essex  
RM13 7AD

**THE TRUSTEES**

The trustees who served the company during the period were as follows:

Edmund K. Ampadu  
Miss Princess Asare-Boafo  
Miss Ernestina Commodore

**CEO** Dr Mercy Maclean

**Bankers** Unity Trust Bank  
9 Brindley Place  
4 Oozells Square  
Birmingham, B1 2HB

# **HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**

## **COMPANY LIMITED BY GUARANTEE**

### **TRUSTEES ANNUAL REPORT (continued)**

#### **YEAR ENDED 31 MARCH 2025**

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governance**

#### **Organisational Structure**

The Organisation operates as a company limited by guarantee, governed by its Memorandum and Articles of Association dated 2nd March 2006. In the event of the company being wound up, every member (including those who ceased to be members within one year before winding up) would be required to contribute a sum not exceeding £10 to the company's assets. Governance of the Organisation is the responsibility of a Board of Trustees ("the Board"), comprising three individuals, each of whom is both a trustee and a member of the Council. The Board holds full legal responsibility for the actions and operations of the Organisation. Trustees are appointed for renewable three-year terms and act as company directors under the Companies Act 2006. The Board meets three times annually, with extraordinary general meetings convened as required.

The Chief Executive Officer (CEO) is responsible for the day-to-day management of the Organisation and attends and organises all Board meetings. The Board may appoint members and external individuals to committees and subcommittees and may delegate specific responsibilities. Sub-committees may comprise up to six members, selected for their proven expertise across a range of relevant fields. These bodies operate in an advisory capacity, supporting the Organisation to make informed, effective decisions in pursuit of its charitable objectives.

Subcommittee members receive relevant documentation on the Organisation's structure, aims, and activities and are offered comprehensive individual briefings by the CEO. Members may also contribute individually to the Organisation's activities where appropriate.

The Charity recognises the legal responsibilities placed upon charity trustees and provides a structured training programme. This includes induction training covering all relevant compliance requirements for new trustees, alongside bi-annual refresher training for existing trustees to ensure continued awareness of current legislation and best practice.

### **Staffing and Equality**

The Charity is committed to providing high-quality mental health care and behaviour change interventions within a safe and supportive environment, delivered by appropriately qualified and competent staff. We aim to ensure that all staff act reasonably, professionally, and consistently. Employees are encouraged to develop their skills, fulfil their potential, and access appropriate training, development, and progression opportunities.

Recruitment, selection, promotion, and access to training or other benefits are based solely on aptitude and ability. The Charity is committed to equality of opportunity and treats all employees and job applicants fairly. No individual will receive less favourable treatment on the grounds of race, colour, religion or belief, nationality, ethnic origin, sexual orientation, gender, age, disability, marital status, or part-time status, nor be disadvantaged by any employment conditions that cannot be objectively justified on operational grounds.

## **Environmental Responsibility**

The Charity is committed to reducing its environmental impact and operating sustainably. We will continue to strive to keep energy costs low in the buildings we rent by pursuing alternative and renewable energy sources. This includes reviewing heating systems to ensure energy efficiency, ensuring glazing meets appropriate standards, and maintaining air conditioning systems effectively. We will also review office rental options to prioritise buildings that utilise solar energy, supporting our goal of becoming a greener organisation.

## **Risk Management**

### **Internal Control and Risk Oversight**

The Trustees acknowledge their responsibility to identify, manage, and mitigate the principal risks faced by the Charity, in line with Charity Commission guidance and relevant expectations. The Trustees maintain oversight of risk management to provide reasonable assurance that the Charity's assets, service users, staff, and reputation are safeguarded and that charitable objectives are delivered safely, effectively, and sustainably.

The Trustees regularly review the Charity's principal risks and are satisfied that the systems and controls in place are proportionate to the organisation's size, complexity, and risk profile. The Trustees believe that maintaining reserves of less than twelve months, together with robust financial controls, regular financial reporting, and active cash-flow monitoring, provides sufficient resilience to manage financial uncertainty and unforeseen events.

In accordance with the Statement of Recommended Practice (SORP), the Trustees have assessed operational, financial, environmental, and reputational risks. Identified risks are recorded within a risk register, which includes an assessment of likelihood and impact, mitigating controls, and assigned responsibility. The risk register is reviewed by senior management and formally reviewed by the Trustees at least annually, or more frequently where circumstances require.

### **Principal Risk Categories**

#### **Business and Operational Risk**

Operational risks arise from the delivery of the Charity's services and internal operations, including governance arrangements, workforce capacity and competence, safeguarding, health and safety, information governance, business continuity, and IT systems. These risks are managed through clear policies and procedures, staff training and supervision, safeguarding arrangements, incident reporting, internal controls, and appropriate insurance cover. The Charity maintains business continuity arrangements to support the safe delivery of services.

#### **Financial Risk**

Financial risks include funding uncertainty, cash flow management, fraud, misuse of financial instruments, and budgetary pressures. These risks are mitigated through regular financial monitoring, segregation of duties, budgeting and forecasting, credit control procedures, and Trustee oversight. The Trustees receive regular financial reports and are satisfied that financial controls support the Charity's ongoing financial viability.

#### **Environmental and External Risk**

Environmental risks arise from factors outside the Charity's direct control, including legislative or regulatory changes, economic conditions, commissioning arrangements, and broader social or political factors that affect demand for services. The Charity mitigates these risks through horizon scanning, compliance monitoring, strategic planning, and engagement with relevant stakeholders and regulators.

## **Reputational Risk**

Reputational risk relates to the potential impact on public trust and confidence arising from failures in governance, service delivery, safeguarding, or regulatory compliance. The Trustees recognise that maintaining the Charity's reputation is critical to its sustainability and ability to deliver high-quality care. Reputational risk is considered across all risk categories and is managed through robust governance, transparent reporting, compliance with regulatory standards, and a culture of openness and accountability.

## **Continuous Review and Assurance**

Following each risk review, the Trustees confirm the principal risks to which the Charity is exposed, assess the potential impact should those risks materialise, and agree on mitigating actions to reduce risk to an acceptable level. This approach supports continuous improvement, regulatory compliance, and the delivery of safe, effective, and person-centred services in line with the Charity Commission's standards.

### **HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES** **COMPANY LIMITED BY GUARANTEE**

### **TRUSTEES ANNUAL REPORT (*continued*)**

### **YEAR ENDED 31 MARCH 2025**

## **Key Performance Indicators**

On behalf of the Board of Trustees, the Organisation's senior management monitors a range of Key Performance Indicators (KPIs) to assess progress against strategic objectives and to support effective operational oversight. KPI performance is reported to the Trustees on a monthly, quarterly, or annual basis, as appropriate, enabling informed decision-making and accountability.

The KPI framework was recently reviewed and updated to ensure it remains relevant, measurable, and aligned with the Organisation's charitable aims. KPIs include, but are not limited to, measures relating to funding applications and awards, public engagement and awareness of the Organisation's services, the effectiveness and reach of programmes delivered, progress towards work placement and volunteering targets, workforce-related indicators, and financial performance, including fundraising outcomes and net income generated for charitable activities.

Trustees use KPI data to identify trends, manage risk, inform strategic planning, and support continuous improvement in service delivery, in line with Charity Commission guidance for governance and quality assurance.

## **Employees, Contractors and Volunteers**

The Organisation recognises that its employees, professional contractors, and volunteers are central to delivering safe, effective, and person-centred services. The Charity is committed to maintaining high standards in employment and engagement practices, ensuring the fair, transparent, and efficient use of its workforce.

All employees, contractors, volunteers, and applicants are treated fairly and with dignity and respect, regardless of gender, sexual orientation, race, ethnic origin, disability, religious belief, or age. Recruitment, selection, contracting, and volunteering decisions are based solely on an individual's suitability, skills, and competence for the role.

The Organisation provides access to appropriate training, supervision, and development opportunities to support competence, professional growth, and wellbeing. Both permanent and temporary staff are kept informed through regular meetings, team briefings, and individual

communication. In line with employment law and best practice, staff are consulted on organisational developments and proposed changes that may affect their roles, working conditions, or benefits.

These arrangements support compliance with the Charity Commission's expectations relating to workforce capability, leadership, and organisational culture.

### **Clients, Community and the Environment**

The Trustees are committed to ensuring that the Charity's services are responsive to the needs of its clients and communities. Considerable time, effort, and resources are invested in understanding clients' needs, experiences, and outcomes, which inform service design, delivery, and improvement.

The Charity also recognises its responsibilities to the broader community and the environment. Measures are in place to monitor and manage the Organisation's environmental impact and to ensure compliance with relevant environmental legislation and standards. Where possible, the Charity seeks to implement policies and practices that reduce the environmental impact of its activities and promote sustainability.

This integrated approach supports the Charity's commitment to social responsibility, regulatory compliance, and the delivery of high-quality, sustainable services.

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**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT (continued)**

**YEAR ENDED 31 MARCH 2025**

**OBJECTIVES AND ACTIVITIES**

**Mission Statement**

Our mission is to efficiently and effectively facilitate the development of sustainable, community-based self-management care pathways for adults, children, and young people living with long-term mental and physical health conditions. Through partnership working in education, service delivery, and professional infrastructure support, we aim to improve the quality of life and outcomes for individuals and communities, now and for future generations.

**Charitable Objects**

**The objects of the Charity are:**

To relieve poverty and sickness among individuals from all racial and ethnic backgrounds living with long-term health conditions within the community.

To support the treatment, care, and wellbeing of people affected by mental and physical health conditions.

To facilitate the provision of psychologically structured support to promote recovery, resilience, and self-management.

**Who We Are and What We Do**

Health Psychology Management Organisation Services (HP-MOS) is a not-for-profit organisation that has been operating since 2006. The Organisation is a registered charity and a company limited by guarantee in the United Kingdom. HP-MOS operates as both a first-tier and second-tier organisation, enabling it to deliver direct services while also strengthening the wider health and social care system through workforce and infrastructure development.

As a first-tier organisation, HP-MOS delivers a range of direct services to improve mental health, physical health, and social wellbeing. These include psychological and wellbeing training programmes, mental and physical health education, and the provision of one-to-one and group counselling using a variety of evidence-informed therapeutic approaches. The Organisation also provides informal adult learning and professional psychological training to support continuous learning, social change, and continuing professional development (CPD). Target groups are identified through partnerships with public, private, statutory, and community-based organisations, with a focus on improving quality of life and health outcomes.

As a second-tier organisation, HP-MOS focuses on workforce, professional, and organisational infrastructure development to enhance health, wellbeing, and performance outcomes. Services include organisational training strategies, business and psychological support, and human resource infrastructure support for entrepreneurs and organisations. Clients are drawn from the voluntary, community, public, private, and statutory sectors.

The Organisation's infrastructure support services focus on strengthening people, culture, systems, and processes to enrich experience, deepen knowledge, expand professional networks, and reduce workplace stress and anxiety. HP-MOS also undertakes empirical research projects using robust quantitative and qualitative methodologies to inform policy development and best practices. In addition, the Organisation would like to engage in projects within developing countries, supporting improvements in mental, physical, social, educational,



environmental, and economic wellbeing.

Through these activities, HP-MOS delivers clear public benefit by supporting individuals with long-term conditions, strengthening community capacity, and improving the quality and sustainability of health and wellbeing services.

## **How We Work**

The Charity works in partnership through contractual and grant-funded agreements with local and national charitable trusts, corporate funders, and local authorities. We also collaborate closely with community organisations, voluntary groups, and beneficiaries, who are recognised as key stakeholders in the design, delivery, and evaluation of our services. This partnership-based approach ensures services remain responsive, accessible, and aligned with local and national priorities.

## **Our Services**

During the year, the Charity delivered the following services:

- Mental and physical health self-management strategies
- Psychological and behaviour change strategies for families, children, and young people
- Workforce and professional development programmes addressing health, work, and wellbeing
- Work placement and volunteering opportunities for psychology and social care graduates and undergraduates
- Psychology, health, and social care research using qualitative and quantitative methods methodologies

## **Public Benefit**

The Trustees confirm that they have had due regard to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives, planning activities, and setting policies and priorities.

The Charity's charitable purposes include advancing education, protecting and preserving health, and relieving poverty, sickness, and distress. Public benefit is delivered primarily by providing accessible, therapeutic, and psychologically informed support for individuals and families experiencing mental and physical health challenges, as well as through workforce development and systems-level support that improve practice and outcomes across the health and social care sector.

In all aspects of its work, the Charity is committed to promoting equality, diversity, and inclusion, preventing discrimination, and ensuring fair and equitable access to services. The Charity also seeks to influence wider change by contributing to improved policies, practices, and understanding that positively affect the lives of individuals and communities.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT (continued)**

**YEAR ENDED 31 MARCH 2025**

**Operating Areas**

**The Charity currently delivers services across the following London boroughs:**

- Barking and Dagenham
- Newham
- Redbridge
- Havering
- London-wide

**Benefits of Our Services**

**The Charity provides public benefit by delivering services that:**

- Facilitate effective and sustainable community-based self-management care pathways
- Improve quality of life and relieve suffering, hardship, and deprivation.
- Promote volunteering and sustainable employment opportunities for marginalised and disadvantaged groups.
- Provide advanced psychology, health, and social care education, including mental health promotion, social skills training, and physical health awareness.
- Support the physical and mental wellbeing of underserved communities.
- Build stronger communities by reducing isolation, encouraging inclusion, and fostering social connection.
- Address complex, multi-stranded self-management needs through innovative and tailored approaches.
- Promote healthier lifestyles for “hard-to-reach” communities through personalised prevention and education.
- Strengthen organisational human resource infrastructure, enhancing staff training, development, and capacity to deliver effective business and service strategies.

Most of the Charity’s services are commissioned by statutory bodies and funding organisations, which typically determine beneficiary eligibility. However, the Charity also ensures broad access by allowing individuals to self-refer, keeping services inclusive and responsive to community needs.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT (continued)**

**YEAR ENDED 31 MARCH 2025**

**ACHIEVEMENTS AND PERFORMANCE**

**DURING 2024-2025**

**ACHIEVEMENTS**

**AWARDS**

**Achievements and Performance: 2024–2025**

**Awards**

The Charity has received multiple prestigious awards in recognition of its outstanding contributions to mental health and wellbeing in East London. These awards acknowledge the dedication, professionalism, and impact of our services in supporting individuals and communities across the region.

**Charitable Activities and Public Benefit**

The ongoing different strands of long-term societal impacts of COVID-19 continued to affect our communities and service users, particularly those with existing mental health conditions. Evidence indicates that females with mental health conditions have been disproportionately affected, often experiencing their concerns dismissed by healthcare professionals, employers, or family members. Individuals facing cultural or language barriers encountered additional challenges in accessing psychological support. Vulnerable and disadvantaged communities were hardest hit, with widespread stress, anxiety, and isolation contributing to mental health deterioration.

In response, the Charity proactively supported underprivileged communities by providing tailored psychological support, stress and anxiety management programmes, and targeted training for contract staff, volunteers, and interns on promoting positive mental health and wellbeing. We adapted our services to address both the direct and indirect impacts of the different strands of long-term COVID-19, balancing operational and financial challenges while strengthening community resilience.

**Operational Response to the Ongoing Strands of COVID-19**

The Charity restructured its service delivery to respond effectively to the ongoing impacts of the pandemic, focusing on three operational areas:

- Health and Wellbeing – Supporting physical and mental health across age groups, workplace wellbeing, and environmental health.
- Communities, Culture and Belonging – Enhancing social cohesion, community integration, family support, and engagement with arts, culture, and heritage.
- Knowledge, Employment and Skills – Advancing education, research, workforce development, employment opportunities, and socio-economic wellbeing.

Throughout this process, evidence was examined across five interconnected themes: governance, inequalities, cohesion, trust, and sustainability, while accounting for the influence

of place, scale, and time. This method allowed for a nuanced understanding of operational impacts and guided service improvements to better address community needs.

### **Service User Involvement**

The Charity has implemented robust service-user involvement strategies to ensure individuals are at the heart of all activities. Service users:

- Influence organisational decision-making
- Participate in service reviews, developments, and evaluations
- Contribute to defining staff qualities and attributes
- Lead and participate in wider service user events
- Shape service user-led quality standards.

These approaches ensure that our services remain responsive, inclusive, and practical, supporting individuals in improving quality of life, developing self-management skills, and building resilience in the face of ongoing challenges.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT (continued)**

**YEAR ENDED 31 MARCH 2025**

**Performance: Measurable Outcomes 2024–2025**

During 2024–2025, HP-MOS supported **1,350 individuals** across all project activities and intervention services, achieving significant outcomes for diverse communities:

- **Community Support:** 600 individuals from marginalised and disadvantaged communities received targeted support at the grassroots level. Online psychological wellbeing programmes were delivered to communities experiencing mental health challenges.
- **Cancer Bereavement Support:** 180 clients received emotional and psychological support via telephone and video conferencing, assisting them to navigate grief and loss effectively.
- **BAME Community Recovery:** 350 individuals from Black, Asian, and Minority Ethnic (BAME) groups were supported through initiatives addressing mental health disparities related to housing, employment, and financial advice.
- **Youth Mental Health:** 220 young people experiencing depression, anxiety, and related functional challenges received tailored psychological interventions to support recovery and resilience.
- **Volunteer Development:** 10 volunteers from marginalised communities participated in the WELLNESS programme, designed to enhance quality of life and improve employability prospects.

**Intervention Strategies**

HP-MOS delivered evidence-informed therapeutic interventions, including:

- Cognitive Behavioural Therapy (CBT)
- Guided self-help group interventions
- Behavioural Activation as a talking therapy
- Interpersonal Therapy (IPT)
- Mindfulness-based therapies
- Recovery and Inclusion-to-Work interventions
- Behaviour Change Techniques (BCT)

**Monitoring and Evaluation**

All interventions were systematically monitored and evaluated using a structured data collection framework focused on defined performance indicators. This process enabled the Charity to:

- Track participant progress and engagement
- Measure outcomes against planned objectives

- Inform continuous improvement of services and programme design
- Ensure interventions remain responsive to the needs of beneficiaries

These measurable outcomes demonstrate HP-MOS's impact in improving mental health, wellbeing, and social inclusion for individuals and communities, while supporting workforce development and capacity building.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT (continued)**

**YEAR ENDED 31 MARCH 2025**

**Financial Review**

Effective financial planning and management are essential to HP-MOS's success and sustainability. During 2024–2025, the Charity focused on **responsiveness and resilience**, adapting to ongoing post-pandemic recovery challenges and reduced funding from the public and private sectors.

Through careful monitoring of expenditure, optimisation of revenue streams, and prudent budgeting, the Charity successfully secured funding to continue delivering its mental health and wellbeing services across Northeast London and the wider boroughs. Informal partnerships with mental health professionals and community stakeholders further enhanced our capacity to meet local needs.

The Trustees recognise that while these achievements demonstrate resilience, there is no room for complacency. Future financial planning will continue to prioritise sustainability, adaptability, and strategic growth, ensuring the Charity can respond effectively to emerging challenges and maximise public benefit.

**Future Plans**

The Trustees are committed to expanding the reach and impact of HP-MOS by:

- Securing new funding streams to enhance and extend mental health services
- Investing in training and support for both contract and voluntary staff to maintain high-quality service delivery
- Strengthening business continuity and disaster recovery arrangements
- Applying lessons learned from the pandemic to improve operational effectiveness and organisational resilience

By pursuing these priorities, the Charity aims to continue delivering meaningful impact while maintaining flexibility and innovation in its services.

**Reserves Policy**

The Trustees' reserves policy is to maintain an appropriate level of **unrestricted funds** not committed or invested in tangible fixed assets. This ensures that the Charity can continue to operate effectively in the event of unforeseen funding shortfalls or operational challenges.

Currently, free reserves are maintained at **under 12 months of running costs**, which the Trustees consider acceptable given the nature of the Charity's activities. This level of reserves is considered **financially prudent**, enabling the Charity to meet its obligations while continuing to deliver services efficiently and sustainably.

The reserves policy also assures funders, beneficiaries, and the broader public that the Charity's funds are being used effectively to achieve its charitable objectives.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**TRUSTEES ANNUAL REPORT (continued)**

**YEAR ENDED 31 MARCH 2025**

**Responsibilities of the Trustees**

The Trustees, who are also directors of Health Psychology Management Organisation Services for company law, are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year that give an accurate and fair view of the Charity's financial position, including its income, expenditure, and application of resources.

In preparing the financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Follow the methods and principles in the Charities' Statement of Recommended Practice (SORP)
- Make reasonable and prudent judgments and estimates
- State whether applicable UK accounting standards have been followed, disclosing any material departures
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation

The Trustees are also responsible for:

- Ensuring proper accounting records are kept, providing reasonable accuracy of the Charity's financial position
- Ensuring compliance with the Companies Act 2006
- Safeguarding the Charity's assets and taking reasonable steps to prevent and detect fraud or other irregularities
- Maintaining the integrity of corporate and financial information published on the Charity's website

As far as the Trustees are aware, there is no relevant audit information of which the Charity's accountant/independent examiner is unaware. The Trustees have taken all reasonable steps to become aware of any relevant audit information and to ensure the accountant/independent examiner is aware of it.



**Accountants / Independent Examiner**

A resolution to appoint an accountant/independent examiner for the ensuing year was passed at the Annual General Meeting held on 1 April 2025.

**Registered Office:**

7 Blacksmiths Lane  
Rainham, Essex  
RM13 7AD

**Signed by order of the Trustees:****Mercy Maclean**

Company Secretary & CEO

A handwritten signature in black ink, appearing to read 'Mercy Maclean', is written over a horizontal dotted line.

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**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES**

**Independent Examiner and Accountant**

For the year ended 31 March 2025, a resolution was passed to appoint Kennoy & Co Accountants (Chartered Certified Accountants & Business Advisors) as the Independent Examiner of the Charity.

Independent Examiner's Report to the Trustees of Health Psychology Management Organisation Services

I report on the Charity's accounts for the year ended 31 March 2025, which are set out on pages 16–24 of this report.

**Respective Responsibilities of Trustees and Examiner**

The Charity is exempt from the requirements of a full audit under the Companies Act 2006. The Trustees requested that an independent examination be carried out under section 43(3)(a) of the Charities Act 1993.

It is my responsibility to:

Examine the accounts under section 43(3)(a) of the Charities Act 1993

Follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the Act

State whether any matters have come to my attention

Basis of Independent Examiner's Report

My examination was conducted in accordance with the general Directions provided by the Charity Commission. This involved reviewing the Charity's accounting records, comparing them with the presented accounts, and considering any unusual items or disclosures. Explanations were sought from the Trustees where necessary.

The procedures undertaken do not constitute an audit, and therefore, I do not express an audit opinion on the accounts.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention that:

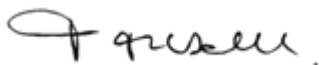
Give me reasonable cause to believe that in any material respect the Trustees have not:

Kept proper accounting records in accordance with section 41 of the Act; or

Prepared accounts that agree with the accounting records and comply with the accounting requirements of the Charities Act 1993

Or, in my opinion, require disclosure to enable a proper understanding of the Accounts

Signed:



Kennoy & Co Accountants

9 Marsh Farm Road

Chelmsford, Essex

CM3 5WP

Date: 27 December 2025

Kennoy & Co Accountants  
9 Marsh Farm Road  
Chelmsford, Essex  
CM3 5WP

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES**

**YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
<b>INCOMING RESOURCES</b>					
Incoming resources from generating funds:					
Voluntary income	2	45,000	58,000	103,000	95,000
Activities for generating funds	3				
<b>TOTAL INCOMING RESOURCES</b>		<b>45,000</b>	<b>58,000</b>	<b>103,000</b>	95,000
<b>RESOURCES EXPENDED</b>					
Charitable activities	4/5	(38,400)	(34,100)	(72,500)	(65,000)
Exceptional costs of charitable activities	4/5				
Governance costs	6	(1,600)	(8,900)	(10,500)	(10,500)
<b>TOTAL RESOURCES EXPENDED</b>		<b>(40,000)</b>	<b>(43,000)</b>	<b>(83,000)</b>	(75,500)
<b>NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR</b>	7	<b>5,000</b>	<b>15,000</b>	<b>20,000</b>	19,500
<b>RECONCILIATION OF FUNDS</b>					
Expenditure from Reserve		(2,300)	(16,600)	(18,900)	(18,900)
Total funds brought forward		12,300	6,600	18,900	18,900
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>15,000</b>	<b>5,000</b>	<b>20,000</b>	19,500

The Statement of Financial Activities includes all gains and losses in the year and therefore A statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**INCOME AND EXPENDITURE ACCOUNT**

**YEAR ENDED 31 MARCH 2025**

	Note	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
INCOME		103,000	104,900
TOTAL EXPENDITURE		83,000	75,500
		<hr/>	<hr/>
OPERATING SURPLUS/(DEFICIENCY)	7	20,000	19,500
 Expenditure from Reserve			
		(20,000)	(19,500)
Fund Brought Forward from 2022/23:-			
Restricted		5,000	9,500
Unrestricted		15,000	10,000
		<hr/>	<hr/>
(DEFICIT)/SURPLUS FOR THE FINANCIAL YEAR		<b>20,000</b>	<b>19,500</b>
		<hr/> <hr/>	<hr/> <hr/>

The Income and Expenditure Account includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**BALANCE SHEET**

**31 MARCH 2025**

	Note	2025	2024
		£	£
FIXED ASSETS	<b>9</b>		
Tangible assets		3,715	5,420
CURRENT ASSETS			
Cash at the bank		16,760	14,555
CREDITORS: Amounts falling due within one year	<b>11</b>	(475)	(475)
NET CURRENT ASSETS/(LIABILITIES)		20,000	19,500
TOTAL ASSETS LESS CURRENT LIABILITIES		20,000	19,500
NET ASSETS		20,000	19,500
<b>FUNDS</b>			
Restricted income funds	<b>12</b>	5,000	9,500
Unrestricted income funds	<b>13</b>	15,000	10,000
<b>TOTAL FUNDS</b>		20,000	19,500

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477(2), and that no member or members have requested an audit pursuant to section 476 of the Act.

The trustees acknowledge their responsibilities for:

- (i) ensuring that the company keeps proper accounting records which comply with section 221 of the Act, and
- (ii) preparing financial statements which give an accurate and fair view of the state of affairs of the company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of section 476, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

The members approved these financial statements of the committee on  
The 27<sup>th</sup> December 2025, and are signed on their behalf by:

Edmund K. Ampadu



Chair/Director

Company Registration Number: 5727839

The notes on pages 19 to 24 form part of these financial statements.

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2025**

**1. ACCOUNTING POLICIES**

**BASIS OF PREPARING THE FINANCIAL STATEMENTS**

**ACCOUNTING CONVENTION**

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

**CASH FLOW STATEMENT**

The trustees have taken advantage of the exemption in Financial Reporting Standard No 1 (revised) from including a cash flow statement in the financial statements on the grounds that the company is small.

**INCOMING RESOURCES**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

**RESOURCES EXPENDED**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT, which cannot be fully recovered, and is reported as part of the expenditure to which it relates. Costs of generating funds comprise costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

All costs are allocated between expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis. The value of services provided by volunteers is not incorporated into these financial statements.

**TANGIBLE FIXED ASSETS**

Depreciation is provided at the following annual rates in order to write off each asset

- Equipment Straight Line 33 1/3%

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2025**

**TAXATION**

The company is a registered charity and therefore is not liable for income tax on income

derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**FUND ACCOUNTING**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**2. VOLUNTARY INCOME**

	<b>Unrestricted Funds 2025 £</b>	<b>Restricted Funds 2025 £</b>	<b>Total Funds 2025 £</b>	<b>Total Funds 2024 £</b>
<b>Donations</b>				
Donations – Fundraising Corporate	30,000	-	30,000	29,400
- Individual	28,000	-	28,000	
<b>Grants receivable</b>				
Mental Health Fund				
National Lottery Comm Fund			25,000	25,000
Community Support Fund		-	10,600	10,600
Awards for All – National Lottery		20,000	10,000	10,000
Grants receivable - Cooperate funding	-	25,000	20,000	20,000
	<b>58,000</b>	<b>45,000</b>	<b>103,000</b>	<b>95,000</b>

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2025**

**3. INCOMING RESOURCES FROM ACTIVITIES FOR GENERATING FUNDS**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Fundraising events	-	-	-	-

**4. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Exceptional costs of charitable activities				
Charitable activity	38,400	34,100	72,500	65,000
Support costs, Rents, & Insurance	1,600	8,900	10,500	10,500
	<u>40,000</u>	<u>43,000</u>	<u>83,000</u>	<u>75,500</u>

**5. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

	Activities undertaken directly £	Grant funding activities £	Support costs £	Total Funds 2025 £	Total Funds 2024 £
Exceptional costs of charitable activities	-	-	-	-	-
Charitable activity	38,400	34,100	10,500	83,000	75,500
	<u>38,400</u>	<u>34,100</u>	<u>10,500</u>	<u>83,000</u>	<u>86,000</u>

**6. GOVERNANCE COSTS**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Staff Training	900	-	900	900
Accountancy fees, HR & Payroll	-	900	900	900
Costs of trustees' meetings	200	-	200	200
Other financial costs	500	-	500	500
Rent and Rates		8,000	8,000	8,000
	<u>1,600</u>	<u>8,900</u>	<u>10,500</u>	<u>10,500</u>

**7. NET INCOMING/(OUTGOING) RESOURCES FOR THE YEAR**

This is stated after charging:

	2025 £	2024 £
Depreciation	<u>3,205</u>	<u>2,710</u>



**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2025**

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

The Charity subscribes to an insurance scheme, for trustees and officers.

**TRUSTEES' EXPENSES**

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024

**9. STAFF COSTS AND EMOLUMENTS**

**Total staff costs were as follows:**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	-	-
Employers' NI	-	-
Pension	-	-
	<hr/>	<hr/>
	-	-
	<hr/> <hr/>	<hr/> <hr/>

**9. Particulars of employees:**

The average number of employees during the year, calculated based on full-time equivalents, was as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Contract Workers	<b>34,100</b>	46,000
	<hr/>	<hr/>
	<b>34,100</b>	46,000
	<hr/> <hr/>	<hr/> <hr/>

No employee received emoluments of more than £60,000 during the year (2024 - Nil).

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2025**

**10. TANGIBLE FIXED ASSETS**

	Equipment £
<b>COST</b>	
At 1 April 2024	24,900
Additions	1,500
<b>At 31 March 2025</b>	<b>26,400</b>
<b>DEPRECIATION</b>	
At 1 April 2024	19,480
Charge for the year	3,205
<b>At 31 March 2025</b>	<b>22,685</b>
<b>NET BOOK VALUE</b>	
<b>At 31 March 2025</b>	<b>3,715</b>
At 31 March 2024	5,420

**11. CREDITORS: Amounts falling due within one year**

	2025 £	2024 £
Accruals	475	475

**12. RESTRICTED INCOME FUNDS**

	Balance at 1 Apr 2024 £	Incoming resources £	Outgoing Resources	Balance at 31 Mar 2025 £
Restricted Fund	9,500	58,000	(62,500)	5,000

**HEALTH PSYCHOLOGY MANAGEMENT ORGANISATION SERVICES**  
**COMPANY LIMITED BY GUARANTEE**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2025**

**13. UNRESTRICTED INCOME FUNDS**

	<b>Balance at 1 Apr 2024</b>	<b>Incoming resources</b>	<b>Outgoing Resources</b>	<b>Balance at 31 Mar 2025</b>
	£	£		£
General Funds	10,000	45,000	(40,000)	15,000
	<u>          </u>	<u>          </u>	<u>          </u>	<u>          </u>

**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Net current assets/ (liabilities ) £</b>	<b>2024 Total £</b>
<b>Restricted Income Funds:</b>		
Restricted Fund	5,000	9,500
<b>Unrestricted Income Funds</b>	15,000	10,000
	<u>          </u>	<u>          </u>
<b>Total Funds</b>	20,000	19,500
	<u>          </u>	<u>          </u>

**15. COMPANY LIMITED BY GUARANTEE**

The Company is limited by Guarantee.