

CALDERDALE WELLBEING

England & Wales · Charity number 1132316

Details

Other names HEALTHY MINDS

Status Registered

Legal form Other

Company number 06828871

Registered 2009-10-26

Register [View on the Charity Commission register](#)

Contact

Address 1 King Street
Halifax
HX1 1SR

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Website www.healthymindscalderdale.co.uk

Activities

Objects: THE PRESERVATION, PROTECTION AND ENHANCEMENT OF GOOD MENTAL HEALTH OF PEOPLE IN CALDERDALE, IN PARTICULAR BUT NOT EXCLUSIVELY BY THE PROVISION OF SUPPORT, INFORMATION, ADVICE AND SERVICES

Activities: A user-led organisation working across Calderdale in West Yorkshire to promote positive mental health and recovery for people affected by mental distress. Services include: peer support groups, recovery courses and workshops, mental health education, welfare rights and employment support, and a user involvement Forum.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, Other Defined Groups

Geography

- **Area of benefit:** CALDERDALE,
- Calderdale

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£839,865	£1,135,079	£363,567	24
2024-03-31	£1,201,086	£1,076,871	£658,782	36
2023-03-31	£1,097,408	£1,282,559	£534,568	50
2022-03-31	£1,462,084	£1,086,560	£719,720	28
2021-03-31	£737,083	£664,669	£344,196	31

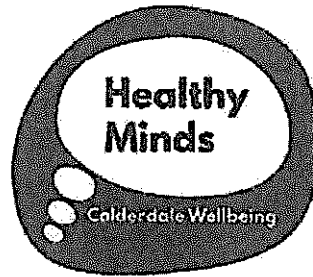
Trustees

Name	Role	Appointed
Paul Firth Hunt	Chair	2019-04-10
Agnieszka Stobart		2024-05-22
Carla Jayne Harrison		2017-05-31
Claire Gibson		2024-05-22
Jonathan Richard Morrish		2018-07-31
Lydia May Blundell		2017-07-06
Lynnette Frances Cassidy		2022-03-30
Rebecca Butler		2025-09-24

CALDERDALE WELLBEING

England & Wales - Charity number 1132316

Accounts



CALDERDALE WELLBEING

Company Limited by Guarantee
FINANCIAL STATEMENTS
31 MARCH 2025

Company registration number: 06828871

Charity registration number: 1132316

Streets.

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025**

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CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name Calderdale Wellbeing

Charity registration number 1132316

Company registration number 06828871

Principal office and registered office 1 King Street
Halifax
England
HX1 1SR

The trustees

Paul Hunt	
Jonathan Morrish	
Lydia Blundell	
Carla Harrison	
Naomi Sutcliffe	(Resigned 24 September 2025)
Lynnette Cassidy	
Emily Dunk	(Resigned 14 May 2025)
Claire Gibson	(Appointed 22 May 2024)
Agnieszka Stobbart	(Appointed 22 May 2024)
Rebecca Butler	(Appointed 24 September 2025)

Independent examiner Streets Spenser Wilson (Yorkshire) Limited
Equitable House
55 Pellon Lane
Halifax
West Yorkshire
HX1 5SP

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a company limited by guarantee and was formed on 24 February 2009. It is governed by a memorandum and articles of association which were adopted on 24 February 2009 and amended by special resolution on 30 July 2009.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purpose of company law and are appointed by the members at the AGM.

Trustees, who are also the Directors of the Charity, are appointed on the basis of their personal skills/experience and their commitment to the charity.

The Directors may appoint a person who is willing to act to be a Director.

Trustees must be over 18 years old and not disqualified from acting as a Trustee under the Charities Act 2011.

At any one time there should be a minimum of three Trustees, but no maximum. At the date of this report, there are ten Trustees.

One-third, or the number nearest to one-third, of Directors must retire from office at each Annual General Meeting. Directors required to retire by rotation are those who have been longest in office since their last appointment. Directors may be recommended for re-appointment at any general meeting.

Trustee training

Following their election, Trustees meet with the Chair and are familiarised with relevant Charity Commission and Companies House guidance for Trustees / Directors. The Chair, other Trustees and senior management in the charitable company will provide further guidance as is necessary.

Organisation structure.

The Board of Trustees for Calderdale Wellbeing is responsible for the delivery of the charity's objects, for its finances, strategic direction and policies. The charity's senior management attend, but are not members of, the Board. The Board has established two sub-committees - a Finance Sub-committee and a Development Sub-committee - who consider finance matters and key development issues in greater detail than is possible at a full Board meeting. All Trustees are members of one or other Sub-committee; the Chair of the Board attends, but does not chair, the Sub-committees. There are typically five Board meetings each year. The Development Sub-committee meets in between each Board Meeting. The Finance Sub-committee meets after each quarter end.

Risk management

The Chief Officer and Board of Trustees maintain Healthy Minds' strategy and risk register which inform the annual business plan and operational plans for services.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) *(continued)*

YEAR ENDED 31 MARCH 2025

OBJECTIVES AND ACTIVITIES

The charity's objects

The preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

The charity's main activities

Healthy Minds is the operating name of Calderdale Wellbeing, a registered Charity based in Halifax. Led by people who have personal experience of emotional distress, Healthy Minds creates opportunities for people to understand and build on their strengths to better achieve what they want from their lives. We work with Calderdale residents from primary school age upwards, raising awareness of emotional wellbeing and providing support through group activities and one-to-one support. Another important aspect of our work aims to influence strategic direction in the wider mental health 'system' by ensuring that the views of people with lived experience of emotional distress are heard by those in power.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

Aims and Objectives

Our Vision

We want everyone in Calderdale to have better mental health.

Our Mission

- We provide high-quality mental health services to individuals and families in Calderdale.
- We promote awareness and reduce stigma by partnering with local organisations, and providing education and resources that empower people to take control of their mental health.
- We listen to our community and speak up for positive change.

Our Values

- We are a LOCAL, home-grown organisation, connected across Calderdale and committed to its communities.
 - We aim to build trust by being HONEST, demonstrating that we are a safe organisation.
 - We are non-judgemental, and RESPECTFUL of people's diverse experiences and strive to be as inclusive and accessible as possible.
 - Our process is focussed on EMPOWERING people to recognise the choices they can make over their own lives.
 - We have the strength of understanding that comes from being LED BY LIVED EXPERIENCE, enabling us to listen, relate, and meet people as equals.
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CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) (continued)

YEAR ENDED 31 MARCH 2025

OBJECTIVES AND ACTIVITIES (continued)

Our expected outcome

- That people across Calderdale are more comfortable talking about their mental health.
- That people are better equipped to manage their own mental health and to support other people.
- That people know where to get help when they feel unable to manage their own mental health.

Context

This year might best be described as one of transition: it saw some aspects of our work come to an end and new developments sprouting as we found ways to continue working on our mission despite setbacks.

In last year's Annual Report, we said that 2024-2025 plans included:

- Developing a new organisational strategy for 2025-2028
- Further strengthening staff wellbeing, doing all we can to support staff and make Healthy Minds a great place to work whilst recognising that our work is challenging
- Securing future contracting / commissioning for existing services that are due to come to the end of funding cycles / contracts during the financial year
- Diversifying income streams to reduce risk and volatility
- Ensuring a balanced annual budget for all services and core functions
- Implementing the Zone Standard system to strengthen impact reporting
- Finalising and launching our new membership model

We have largely fulfilled these objectives, despite the challenges we have encountered during the year, and the rest of this report will describe how we have achieved that.

This has been a tough year for the charity sector as a whole. A report to West Yorkshire ICB (the regional NHS administrative body) in December 2024 raised an alert of risks faced by the voluntary sector across the region: 88% organisations were actively reducing service capacity; 57% had to close services and 39% anticipated having to close services during the year (compared to 2% in 2022). This is despite the positive and significant progress achieved through a commitment in West Yorkshire to strengthen the VCS role in health and social care, which has seen more VCS commissioning and relationship-building from the NHS. We have felt some of these pressures, and their consequences, in Healthy Minds.

Hardships often seem to overshadow things that are going well. Whilst there have been some difficult episodes that have required a lot of attention and tough decisions, there are also many positives, and what has carried us through is the dedication and persistence of the Healthy Minds team of staff and volunteers, and those who support us. Unified behind our Vision, Mission and Values, we have the strength of purpose to keep going because we believe the destination is worth the journey.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2025

ACHIEVEMENTS AND PERFORMANCE

Our strategy for 2022-25 outlines priorities that inform our Business Plan and service operational plans. The following report details each of our strategic priorities, with the relevant activities and performance outlined in each section.

Priority 1: Healthy Minds to have the financial and organisational structures to ensure sustainability

We introduced our 2024-26 Business Plan during this year, which will overlap with the transition to a new five-year strategy (2025 - 2030). The Business Plan outlines actions to further strengthen financial and organisational structures that support frontline delivery.

Staff Wellbeing

The new Staff Wellbeing Policy was launched in May 2024, following extensive consultation with the staff team alongside research on best practice. The policy confronts the challenging nature of our work, both on frontline working with people in distress and the pressures inherent to working in the voluntary sector. We cannot change all these pressures, but we can strive to create an environment in which staff are supported to manage them. A staff survey was conducted 6 months following introduction of the policy, in which 96% of staff said that Healthy Minds cares about their wellbeing, compared to 79% in 2023. All but one person said that "Healthy Minds is a great place to work".

Further supporting this initiative, we signed up to the West Yorkshire Fair Work Charter, demonstrating our commitment to create and maintain a fulfilling work environment.

Community fundraising

Community fundraising has continued to grow supporter relationships, with bigger events this year including the virtual London Marathon, which saw 23 registered participants cover the distance locally, collectively raising almost £7,000; and the Big Swim, which has become an annual fixture in which individuals and teams fill Calderdale swimming pools on one day - all together, they swam over 25 miles and raised over £7,500. We also held two popular singalong film screenings of Mamma Mia and Grease at the Rex, a much-loved local independent cinema, with 130 people buying tickets, dressing up and joining in the fun, raising over £1,300.

Events like these engage people in our mission - across just these three events, over 600 people donated to Healthy Minds. Along with events such as the Halifax Charity Gala and continued support from the Rotary Club of Halifax and Halifax Minster, choosing us as the nominated charity for their Comfort and Joy Festival in December for the third year running, public engagement has meant that more people in Calderdale know about Healthy Minds and are willing to support us. The Trades Club in Hebden Bridge held a benefit gig for World Suicide Prevention Day in September, with local performers Callis, The Caymans and DJ Dan Lomax gifting their talents to raise awareness as well as over £1,000.

In a cost of living crisis, people have less cash to donate and this impact is felt by the charity sector nationally, with a £5 billion drop in annual income from public donations over the last few years (source: NCVO Almanac 2024). Gaining more supporters is one way to balance this out: £100 can be raised by 5 people donating £20, if not by one person donating £100. We are fortunate to have some regular donors as well, including some who have made large annual donations that have been a

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) (continued)

YEAR ENDED 31 MARCH 2025

lifeline in maintaining frontline capacity in otherwise unfunded services. Donations from the public this year represent 10.8% of our overall income - the highest percentage to date. Huge thanks to everyone who has contributed this year.

Priority 2: Healthy Minds to provide services and deliver projects that most effectively meet the needs of the population

Across all services, we worked with 6,300 people this year. This is 12% lower than last year, reflecting service closures described below. We have also had to adapt how we work in managing these changes; whilst we may have worked with slightly fewer people, this has also often involved longer-term and more intensive support relationships.

10.5% of people supported by Healthy Minds access more than one of our services.

Community Emotional Health and Wellbeing Team (CHWT)

The Community Health & Wellbeing Service (CHW) arose as part of Calderdale's development towards the Community Mental Health Transformation initiative. We delivered the service from April 2022, with a team of 11 workers working within specified areas across Calderdale. The unique aspect of this service was that workers literally knocked on doors to offer a support service to people who weren't necessarily looking for it.

The response from communities was enthusiastic, and a lot of previously unmet need was revealed in households who had not sought, or been able to access, suitable support. Over 2000 households were reached, and over 500 people were supported with a wide variety of health and social needs.

As last year's annual report described, although the model was successful and extended in other areas of West Yorkshire, Calderdale ICB chose not to fund CHW beyond the end of the pilot and the service closed at the end of September 2024.

The CHW service has, however, left a legacy of strengthened relationships in communities who have remained engaged with Healthy Minds. Some of the CHW team moved into other roles within the organisation, so their skills, experience and connections have not been lost.

Trusted relationships built with other organisations working in some of the CHW areas have led to ongoing partnerships: for example, support groups and drop-ins have continued with support from North Halifax Partnership and strong collaboration with Holy Nativity Church in Mixenden.

"The nature of Healthy Minds' work is to grow long term relationships and meet people where they are and it is this specific approach that has seen tangible impact in the lives of many in this community ... it has had far-reaching benefits, not least supporting a number of isolated local residents to participate and even begin volunteering ... In communities like ours it takes a great deal of time to establish relationships of trust and to begin to understand the often complex and interrelated needs of individuals ... this is not just about providing essential services but also about nurturing the fabric of our community and fostering a sense of unity and solidarity among residents."
(joint statement from Holy Nativity Church, Community Support Services, and Ash Green Community School, Mixenden)

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2025

Like Minds

Like Minds is central to our peer support ethos in Healthy Minds through two strands: peer support groups and one-to-one peer support and befriending.

The groups programme is co-designed and co-delivered with volunteers, offering a lively and varied menu of groups and activities across the borough that bring people with similar experiences together for mutual support, social opportunities and learning. These include anxiety and depression support groups, managing chronic pain, mindfulness and yoga practice groups as well as art, walking and allotment groups, and social drop-in sessions. Over 350 people have engaged with group activities this year. 60% of participants reported measurable improvements across our eight Wellbeing Measures, while a further 35% said support had helped them stay stable.

Over the past couple of years, we have been moving towards a Like Minds model in which volunteers increasingly deliver frontline activities, with support from the project team. Although some positive progress was achieved, a lack of funding opportunities - arising, in part, from the National Lottery's hiatus as they reconsidered their strategy - forced us to look again at the longer-term prospects for Like Minds in a model with much-reduced service capacity.

Whilst this had been introduced incrementally to minimise impact on existing groups, funding pressures forced us to escalate the process and we undertook an extensive coproduction exercise with Like Minds volunteers on a new approach to establish community-generated peer support activities. We will launch this approach as a pilot from April 2025, also incorporating Roshani as described below.

"Peer support is my main reason for coming. It's nice to see people and connect."

"Because of what has happened to me, I feel like people don't accept me, but in Healthy Minds groups I feel like people accept and understand me."

"I come to the allotment to be around other people, and they're all really nice."

"I've been able to connect and make friends. I've been able to speak about my feelings, which I'd bottled up for so long. I feel relieved and able to forget my issues."

The amazing volunteer befriending team, all of whom have personal experience of mental distress, offer telephone 1-1 support to isolated individuals facing mental health difficulties and loneliness throughout Calderdale. They have supported 15 people this year.

Some comments from befriendees (i.e. people supported) include:

"My weekly befriender call helps me to stay motivated and gives me a sense of purpose during the difficult days"

"I enjoy the calls, as it's someone independent and there is no judgement. I can't talk to my family as they don't understand."

"My Befriender lets me talk it out, he really helped me move forward with everything, it was really good to have him as my befriender. I am 100% better off now than before, thank you!"

And, from one of the volunteer befrienders:

"I'm finding volunteering as a Befriender incredibly fulfilling and feel it has had a positive impact on my life. It is allowing me to connect with people, listen to their stories, and offer support. The experience has not only brought me a sense of happiness and reward but also helped me grow personally by understanding different perspectives and building empathy. It has renewed my confidence in my own abilities and provided a new perspective on life."

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) *(continued)*

YEAR ENDED 31 MARCH 2025

Volunteers are a crucial part of the Healthy Minds team, without whom we simply could not do as much as we do. This year, 68 volunteers have given over 3,630 hours of their time, not only in Like Minds but also in the Forum, Time Out and Roshani, as well as supporting community events and core operations like data analysis, fundraising and marketing; that equates to over £56,600 of 'in-kind' funding. Volunteers' experience and insights are also vital in helping shape our plans, coming up with, inspiring and testing ideas and possibilities - those contributions are priceless. Thank you to everyone who has given their time, energy, experience, wisdom and support.

Link

After a successful pilot, Link entered this year with a new 3-year commission from Calderdale ICB. Working in partnership with the NHS Intensive Home-based Treatment Team, Link works with people who have complex mental health needs and frequently contact IHBTT and other services, to find ways to better manage their mental health for the long term.

During this year, Link supported 34 people. Participants reported improvements across all wellbeing measures as a result of their involvement with Link, with "feeling supported", "coping with life's ups and downs", self-esteem and contentment showing the greatest improvements.

By diverting people from NHS services, including A&E and ambulance call-outs, Link creates cost savings for such public services: for example, someone attending A&E requiring mental health support costs just under £500 per visit, compared to £168 at Link - a saving of £330 (66%) that reduces demand on A&E and results in a better experience for that person than a long wait in the busy A&E environment. As we look to extend the Link offer to other mental health services and GPs, these cost savings and easing of demand in the system will be even greater.

Roshani

Another service that has been recommissioned for a further 3 years, Roshani has been providing culturally sensitive support to people of Black and Minority Ethnic backgrounds, predominantly South Asian women, for ten years now.

42 people have engaged with Roshani's peer support groups, with some receiving 1-1 support from the Project Worker as required. Many of the people Roshani supports feel their needs are not met by other services due to language barriers or lack of understanding of their specific cultural and social circumstances that impact their wellbeing.

Roshani funding comes from Calderdale Council's Stronger Neighbourhoods via Community Foundation for Calderdale. As public sector resources are squeezed, funding has reduced and this no longer covers the total cost of the service. Alternative funding sources for a service with the specialist focus of Roshani are scarce, so we will be bringing Roshani under the Like Minds umbrella, as a targeted strand of peer support. The intention is that this not only cushions Roshani but also allows for development as part of a wider service rather than a standalone project. We will update on this development in next year's Annual Report.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2025

Safespace

Safespace entered its 7th year of operation, having expanded during last year to open every day and every evening throughout the week. The service has become a well-established part of Calderdale's mental health offer and plays a key role in suicide prevention by providing immediate access to emotional support, which can be in-person, by telephone, text and online, as well as at drop-ins at venues including the Gathering Place in Halifax, Holy Nativity Church in Mixenden and Todmorden food bank, as well as a Sunday drop-in at our own premises. This year, Safespace has supported 524 individuals through over 4,700 contacts; on average, Safespace has supported 7 people every day.

The Safespace expansion brings some challenges in maintaining capacity across 14 shifts per week (1 daytime and 1 evening every day). An additional Service Manager role was introduced during the year to spread the load across the week, bringing the team up to 13 workers (6.8 full-time equivalent) plus relief workers who fill in for staff absence.

The Safespace contract had been extended for this year, pending decisions on longer-term commissioning. The good news that it had been commissioned for a further 2.5 years from April 2025 reflected Safespace's role in Calderdale and the trusted status it has gained over the years. At a time of increased operational costs and funding constraints, however, it also meant that we had to restructure the service to work within its contract budget, which involved reducing capacity and changing opening times. This was a turbulent process of change, with some redundancies and staff members choosing to leave in the transition to a remodelled service. Safespace is now open from 12.30 - 10.30 every day, with more availability for face-to-face appointments and pathways for emergency services to refer people to Safespace when appropriate to free up more of their capacity.

"I'm thankful for the support given, Safespace is an amazing service that don't judge, they listen to me and are valuable in giving me information to support my life in other areas."

"Thank you, I feel like all of a sudden people are finally listening."

"Thank you. Sometimes, it's good to get things off your chest. I don't like to burden friends with everything that's going on, so I usually just bottle it up."

Time Out

Our children and young people service provides emotional health and wellbeing education sessions in schools alongside a varied programme of activities for young people to "find their thing" to feel good and stay well. Time Out is part of Calderdale's Open Minds Partnership, working alongside other providers offering support for children and young people's mental health. Time Out continues to be in high demand, with over 4,760 children and young people reached this year.

This year has seen continued delivery of workshops including 'Coping With Stress'; 'Kindness, Friendship and Social Media'; 'Step Up Your Self Esteem' and 'Sleep Superheroes', along with new workshops on 'Body Image' and 'Social Media and Mental Health' for primary schools, and on self-harm for secondary schools. There was increased demand for Exam Stress workshops for Year 10 and 11 students. Our 6-week Creative Wellbeing courses remained popular, booking up two school terms in advance.

The team delivered 276 sessions (workshops and Creative Wellbeing courses), reaching 4,520 young people this year.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2025

Find Your Thing activity programme

The 'find your thing' concept is to give young people opportunities to try out various activities and support their wellbeing through enjoyment and inspiration, as well as, perhaps, the challenge and satisfaction of doing something new. This year, the team has collaborated with a wide range of community partners - Calderdale Libraries, CI Adventures, Hebden Bridge Arts, Curious Motion, the Outback and Willows Nook, to name a few - on a programme including such diverse activities as cosmetic-making, 'junk journalling', outdoor wellbeing sessions, nature and bushcraft, and drama and puppet-making workshops culminating in performances of a fantastic community production of 'The Man Who Planted Trees' in Hebden Bridge and Elland.

Feedback from participating young people, and their parents / carers, is outstandingly positive. Often, these are young people who can be reluctant to join groups or draw attention, and they have found courage and confidence through getting involved.

There were 42 activity sessions, with 247 young people aged 7-17 participating.

Time Out's funding has been static since it began in 2018, which has resulted in year-on-year erosion of capacity. We had to make the decision this year to put Find Your Thing on hold until we can secure additional funding, instead developing a new offer that fulfils a need across the Open Minds Partnership: we call this 'Holding Space'.

Holding Space is for 7-11 year-olds, who are currently on CAMHS waiting lists for mental health support and neurodevelopmental assessment. This is Healthy Minds' response to lengthy waiting lists for children seeking mental health support in Calderdale. It offers a structured 10-week creative programme help children explore their feelings and develop self-care strategies using engaging creative activities such as art and crafts, yoga, allotment visits, meditation, digital art and drama games, each session themed on areas like friendships, worries, and emotions.

Holding Space has been one of this year's big success stories and will continue into next year.

"It was good for my daughter to step out of her comfort zone and overcome her anxiety in a safe space, where there was no pressure or expectations. She gets anxious and overwhelmed easily at school and shuts down, whereas she really enjoyed the sessions and was always happy to attend. I felt like she could breathe, be herself and open up, instead of masking like she does at school."

Another aspect of Time Out is partnership working. As well as the Find Your Thing collaborations and Holding Space's place within the Open Minds Partnership, Time Out has convened a network meeting to bring organisations working around children and young people's wellbeing together. This work has shifted into Calderdale's Young Lives Forum, in which Time Out remains actively involved and is part of a working group with other members from Newground and VSI Alliance to look into establishing a Youth Alliance for Calderdale to help improve access to opportunities and youth provision for children and young people in the borough.

Welfare Rights

Our specialist welfare rights service advises people on benefits entitlement and supports them through the process of claims, appeals and tribunals where mental health is the main need. During this year, the service supported 270 people to claim £392,000 welfare benefits to which they were entitled.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2025

Priority 3: Healthy Minds to maintain and further develop quality services with demonstrable impact

This year, we have implemented a new service reporting system ("Zone Standard"), which allows for even more robust data collection and analysis to further strengthen our ability to demonstrate impact and improve efficiency, as well as identifying what is working well and how we can shape services around emerging needs.

Wellbeing Measures

We use a set of coproduced wellbeing measures across all services, against which we ask people to rate how well they are doing on their first contact with us.

The measures are:

- I can cope well with life's ups and downs
- I feel connected to and supported by people around me
- I understand my own mental health needs
- I feel confident
- I have a good feeling of self-worth
- I feel content
- I can set and achieve personal goals
- I have opportunities and choices in life

This is repeated periodically to see what difference Healthy Minds' support has helped them to achieve. As well as measuring impact, we find this is a useful exercise for people to reflect on their wellbeing, to recognise their progress and identify areas that they might want to develop.

Collated results show reported improvements in all measures. There were quite dramatic improvements in contentment (average increase of 114% between 'before' and 'after' ratings); understanding of own mental health needs (89%) and having opportunities (68%). Most other wellbeing measures showed improvements between 41 and 56%, but there were low increases on coping (23%) and confidence (4%).

As many of the people accessing support through Healthy Minds will be dealing with varying degrees of adversity in their lives, small improvements or "standstill" can represent an achievement, as they have not got worse despite the difficulties they face.

A more detailed analysis of reported wellbeing measures will be provided in our annual Impact Report.

Impact on public services

Among our stated objectives is to "Demonstrate that Healthy Minds can, and does, provide solutions which ease demand on public Mental Health services". Some of our services have an explicit role in diverting people from public services. As described above, Link, for example, works with people who are sometimes described as "high intensity users", diverting visits to A&E and contacts with other services. Similarly, Safespace is a "crisis alternative" service, offering referral-free access to emotional support; people can contact Safespace instead of other crisis or emergency services. We are strengthening pathways with the Police and Ambulance Service so that they can free some of their capacity by directing people to Safespace as appropriate.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) (continued)

YEAR ENDED 31 MARCH 2025

Priority 4: Healthy Minds to maintain a high profile as a trusted, reputable, influential VCS MH provider in Calderdale

Healthy Minds is among the more prominent VCS providers in Calderdale. We have always sought to inform and influence local, regional and national strategic work, particularly relating to mental health.

One of our values is to "have the strength of understanding that comes from being led by lived experience" and our mission states: "We listen to our community and speak up for positive change".

Healthy Minds Forum is at the forefront of this, as a space for people to share their experiences, and to influence and instigate positive change. Forum members have established working groups on such priorities as access to information, promoting and sustaining peer support, addressing mental health inequalities and action to promote positive mental health awareness, including holding a public event at Halifax Woolshops shopping precinct for Mental Health Awareness Week in May.

We held an event - Light Up for Hope - at Dean Clough for World Suicide Prevention Day in September to commemorate the 250 people lost to suicide in West Yorkshire last year. This was a powerful and moving tribute that also highlighted the urgent need for action in Calderdale, which has among the highest suicide rates in the country. As part of this work, we have been commissioned by Calderdale Public Health to set up and facilitate a Suicide Prevention Network, which launched in June to gather experiences from people affected by suicide, including frontline workers, to meaningfully inform Calderdale's suicide prevention strategy.

Healthy Minds is among the inaugural members of a new Calderdale Mental Health Alliance, bringing organisations together to drive strategic actions across the borough. The Alliance launched in January 2025 and is a welcome boost to collaborative working to improve Calderdale's mental health.

The new MP for Halifax, Kate Dearden, referenced Healthy Minds in her Maiden Speech and has engaged with us to hear the issues that we, and the people we support, face. She has sought answers from relevant departments on how welfare reforms may impact people affected by poor mental health, and promoted engagement with the government's Civil Society Covenant to strengthen how the voluntary sector's role in society is valued.

Healthy Minds has become a prominent and influential organisation, and it is worth remembering that it all started as an idea that more could be done to improve mental health in Calderdale. We said goodbye this year to one of our founders, Jenny Fagan, who has stepped down for a well-earned rest after having been a Trustee since the very beginning, and Chair for the first 10 years. None of the things we have achieved as an organisation would have been possible without Jen's inspiration, wisdom, determination and unswerving support. On behalf of everyone who has been involved with Healthy Minds over the years, in whatever way, thank you, Jen - you have made a difference to all our lives, and we will carry on what you started.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) (continued)

YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

This was a year of transition, with some services reaching the end of their contracts or funding, and periods of uncertainty as we awaited decisions on recommissioning.

The net deficit for the year after transfers was £295,214 (2023 - surplus - £124,215) including net deficit of £13,716 (2024 - surplus £18,166 on unrestricted funds and net deficit of £281,498 (2024 - surplus £106,049) on restricted funds.

As described above, in relation to Safespace and Time Out, even when those decisions came and longer-term contracts were confirmed, these had to be weighed up against increasing delivery costs to ensure that services could operate within the funding awarded for the length of their contract.

In December, Healthy Minds Board of Trustees set principles for financial management to mitigate risk and uncertainty in the short and long terms: these included a standard core cost allocation of 15% from all funding awards and a principle that we would no longer subsidise public sector contracts where the value was less than the cost of delivery. Research by King's Fund / Sayer Vincent found that the voluntary sector nationally subsidises public sector contracts by an average of 35% of the contract value. Whilst public sector contracts are a welcome and important income source, and reflect growing trust in the voluntary sector as providers, it is not sustainable for organisations to deplete reserves in meeting expectations; instead, we need to renegotiate expectations to what can be achieved with the resources allocated.

The funding landscape beyond public sector contracts remains highly competitive and unpredictable, with funders reporting that demand far outstrips what they can offer. This means that even strong applications are rejected, and several funders, including the National Lottery, have closed to new applications as they are reviewing their grantmaking strategies. The double-whammy of more competition for fewer funding opportunities has had an impact - and we have felt that this year.

Going into the 2025-6 financial year, we have a good deal more certainty, with contracts for some services extended to 2027 and into 2028. The service reviews, changes and innovations that we have set in motion put us on a more stable footing for the coming year.

Reserves policy

Healthy Minds Trustees exercise their power to hold income in reserves, in accordance with our constitution, which states:

The Charity has the following powers in order to further the Objects ... To set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves 4(1)(k) and in line with Charities Commission guidance CC19(5.2):

Some charities have a power to hold reserves in their governing document - all others can rely on powers implicit in the law. Trustees can use these powers where they are satisfied that to do so is in the best interests of the charity: their charity's reserves policy should reflect their reasoning.

Our policy is that, where possible, project budgets will include a proportionate contribution to reserves; this is stated in budgets submitted in funding application and in subsequent reports to funders. When the purpose for which grants received has been discharged; any small residual balances

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) (continued)

YEAR ENDED 31 MARCH 2025

may be transferred into reserves, with funders' agreement (implicit or explicit) as grants are finalised or signed-off on acceptance of a final grant report, which includes a detailed breakdown of expenditure showing the contribution to reserves.

'Free' reserves are held to mitigate risks against loss of income or unforeseen adverse events which could mean we need extra flexibility temporarily or longer-term to meet increased demand for services and/or redeploy staff; they might also be used for cash-flow in the event that we expect to receive funds but there is a shortfall between existing and imminent resources.

Designated reserves are held against reasonably anticipated risks in the forthcoming year such as service closure and the liabilities arising from that; or, in respect of a legacy, to fulfil covenants or expectations attached to the legacy.

Once a year the Board will consider the level of reserves that is prudent for the organisation to hold. Consideration will be given to redundancy liabilities, lease agreements, cash flow requirements, significant factors and key risks that should be taken into account if the organisation were to close. This will be reviewed annually before the AGM, and agreed as part of the budget setting for the next financial year.

We calculate that the minimum level of reserves that we need to hold is £70,000. The trustees have placed an upper limit on the reserves to be held at 3 months of future budgeted expenditure, this is in the region of £246,000

The charity's actual free reserves at the year end were £136,678.

Funds held as agents on behalf of others

Grant income was received from Bearders Charitable trust for people to start their own businesses and get back into work. Calderdale Wellbeing act an agent in relation to these funds and therefore the income and expenditure is excluded from the accounts. Note 13 provided further information in relation to these funds.

PLANS FOR FUTURE PERIODS

From April 2025, we implemented the service changes outlined above: Safespace now has consistent opening hours every day of the week with increased availability for face-to-face appointments; Roshani is now an element of the Like Minds peer support service, with a 6-month pilot agreed to transition to the new model. Time Out has also been extended into 2025 to allow for further discussion on the long-term commissioning of the Open Minds Partnership, which will secure provision up to 2027. April also sees the formal launch of our revived membership model. In many ways, the start of the 2025 financial year is a new chapter in Healthy Minds' history.

2025 also marks the end of our current strategy and 16 years since Healthy Minds launched its first services. Much has changed in society in that time; there is much more open discussion and awareness about mental health now than when we started, and the question arises about how we respond to perceived mental health needs nowadays; the funding landscape has also changed dramatically, creating a challenge in sustainably meeting the needs of the communities we serve.

Our new five-year strategy will recognise what has changed, what we have achieved so far, and how we intend to continue working towards our vision of better mental health for everyone in Calderdale.

SMALL COMPANY PROVISIONS

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)
(continued)

YEAR ENDED 31 MARCH 2025

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 19 November 2025 and signed on behalf of the board of trustees by:



PAUL HUNT
Trustee

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2025

I report to the trustees on my examination of the financial statements of Calderdale Wellbeing ('the charity') for the year ended 31 March 2025.

RESPONSIBILITIES AND BASIS OF REPORT

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

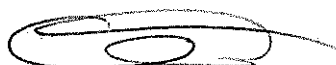
INDEPENDENT EXAMINER'S STATEMENT

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



E A SHORT FCA
Independent Examiner

Equitable House
55 Pellon Lane
Halifax
West Yorkshire
HX1 5SP

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2025

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	19,105	124,138	143,243	104,775
Charitable activities	6	5,157	676,575	681,732	1,082,167
Investment income	7	14,890	–	14,890	14,144
Total income		<u>39,152</u>	<u>800,713</u>	<u>839,865</u>	<u>1,201,086</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	2,310	2,177	4,487	2,808
Expenditure on charitable activities	9,10	51,735	1,078,857	1,130,592	1,074,063
Total expenditure		<u>54,045</u>	<u>1,081,034</u>	<u>1,135,079</u>	<u>1,076,871</u>
Net (expenditure)/income		<u>(14,893)</u>	<u>(280,321)</u>	<u>(295,214)</u>	<u>124,215</u>
Transfers between funds		1,177	(1,177)	–	–
Net movement in funds		<u>(13,716)</u>	<u>(281,498)</u>	<u>(295,214)</u>	<u>124,215</u>
Reconciliation of funds					
Total funds brought forward		150,394	508,387	658,781	534,567
Total funds carried forward		<u>136,678</u>	<u>226,889</u>	<u>363,567</u>	<u>658,781</u>

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

The notes on pages 20 to 34 form part of these financial statements.

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
STATEMENT OF FINANCIAL POSITION**

31 MARCH 2025

	Note	2025		2024	
		£	£	£	£
CURRENT ASSETS					
Debtors	18	6,347		10,725	
Cash at bank and in hand		405,888		754,853	
		<u>412,235</u>		<u>765,578</u>	
CREDITORS: amounts falling due within one year					
	19	<u>48,667</u>		<u>106,796</u>	
NET CURRENT ASSETS			<u>363,568</u>		<u>658,782</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>363,568</u>		<u>658,782</u>
NET ASSETS			<u>363,568</u>		<u>658,782</u>
FUNDS OF THE CHARITY					
Restricted funds			226,889		508,387
Unrestricted funds			136,679		150,394
Total charity funds	23		<u>363,568</u>		<u>658,781</u>

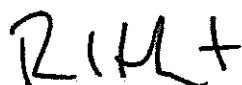
For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 19 November 2025, and are signed on behalf of the board by:



PAUL HUNT
Trustee

The notes on pages 20 to 34 form part of these financial statements.

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Net (expenditure)/income	(295,214)	124,215
<i>Adjustments for:</i>		
Government grant income	–	(42,285)
Other interest receivable and similar income	(14,890)	(14,144)
Interest payable and similar charges	1,269	767
Accrued expenses/(income)	1,601	(3,481)
<i>Changes in:</i>		
Trade and other debtors	2,136	2,015
Trade and other creditors	(57,488)	35,767
Cash generated from operations	(362,586)	102,854
Interest paid	(1,269)	(767)
Interest received	14,890	14,144
Net cash (used in)/from operating activities	<u>(348,965)</u>	<u>116,231</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Government grant income	–	42,285
Net cash from financing activities	<u>–</u>	<u>42,285</u>
NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS	(348,965)	158,516
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	754,853	596,337
CASH AND CASH EQUIVALENTS AT END OF YEAR	<u>405,888</u>	<u>754,853</u>

The notes on pages 20 to 34 form part of these financial statements.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

1. GENERAL INFORMATION

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 1 King Street, Halifax, England, HX1 1SR.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared on the historical cost basis. The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are not considered to be any key judgments or estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

3. ACCOUNTING POLICIES *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

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 classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

3. ACCOUNTING POLICIES *(continued)*

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

4. LIMITED BY GUARANTEE

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £10.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

5. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
DONATIONS			
Donations	22,240	51,811	74,051
GIFTS			
Gift aid	3,115	3,149	6,264
GRANTS			
Grants receivable	(6,250)	19,083	62,928
Government grant income	–	50,095	–
	<u>19,105</u>	<u>124,138</u>	<u>143,243</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
DONATIONS			
Donations	16,939	35,413	52,352
GIFTS			
Gift aid	4,188	550	4,738
GRANTS			
Grants receivable	4,400	1,000	5,400
Government grant income	–	42,285	42,285
	<u>25,527</u>	<u>79,248</u>	<u>104,775</u>

6. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fees and contract income	<u>5,157</u>	<u>676,575</u>	<u>681,732</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fees and contract income	<u>100</u>	<u>1,082,067</u>	<u>1,082,167</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

7. INVESTMENT INCOME

	Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
	£	£	£	£
Bank interest receivable	14,890	14,890	14,144	14,144

8. COSTS OF RAISING DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Costs of raising donations and legacies - Donations	2,310	2,177	4,487

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Costs of raising donations and legacies - Donations	5	2,803	2,808

9. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Charitable activities	47,593	976,162	1,023,755
Support costs	4,142	102,695	106,837
	<u>51,735</u>	<u>1,078,857</u>	<u>1,130,592</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Charitable activities	7,701	968,906	976,607
Support costs	3,718	93,739	97,456
	<u>11,419</u>	<u>1,062,645</u>	<u>1,074,063</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

10. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Activities undertaken directly	Support costs	Total funds 2025	Total fund 2024
	£	£	£	£
Charitable activities	1,023,755	83,230	1,106,985	1,055,359
Governance costs	–	23,607	23,607	18,704
	<u>1,023,755</u>	<u>106,837</u>	<u>1,130,592</u>	<u>1,074,063</u>

11. ANALYSIS OF SUPPORT COSTS

	Total 2025	Total 2024
	£	£
Premises	50,195	45,845
Communications and IT	8,693	8,471
Human resources	940	608
Finance costs	1,269	767
Governance costs	23,607	18,704
Staff travel	3,780	4,511
Printing, stationery and IT costs	6,496	10,444
Office equipment	2,676	577
Subscriptions	1,755	1,449
Staff training	2,237	612
Staff other refreshments	958	321
Volunteer expenses	4,231	5,147
	<u>106,837</u>	<u>97,456</u>

12. NET (EXPENDITURE)/INCOME

Net (expenditure)/income is stated after charging/(crediting):

	2025	2024
	£	£
Operating lease rentals	<u>6,718</u>	<u>7,015</u>

13. AUDITORS REMUNERATION

	2025	2024
	£	£
Fees payable for the audit of the financial statements	<u>–</u>	<u>5,813</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

14. INDEPENDENT EXAMINATION FEES

	2025	2024
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	4,750	—

15. STAFF COSTS

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	899,299	868,496
Social security costs	73,254	61,733
Employer contributions to pension plans	40,769	38,127
	<u>1,013,322</u>	<u>968,356</u>

The average head count of employees during the year was 46 (2024: 55). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Management	4	4
Administration	5	5
Team Leaders	4	5
Project worker	11	22
	<u>24</u>	<u>36</u>

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

Key Management Personnel

Key Management Personnel

The key management personnel of the Charity comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Charity was £51,312 (2024 - £49,459).

NJC pay scales are used as a point of reference for the pay structure of key management personnel.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

16. TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

During the year no trustees were paid any expenses (2024 - £nil)

17. FUNDS HELD FOR THIRD PARTIES

Funds held for Bearder Charitable Trust 2025 £nil (2024 - £1,532). There was no incoming resources during the year.

18. DEBTORS

	2025	2024
	£	£
Trade debtors	–	100
Prepayments and accrued income	6,347	10,625
	<u>6,347</u>	<u>10,725</u>

19. CREDITORS: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	3,469	10,383
Accruals and deferred income	21,303	74,740
Social security and other taxes	17,100	15,492
Other creditors	6,795	6,181
	<u>48,667</u>	<u>106,796</u>

20. DEFERRED INCOME

	2025	2024
	£	£
At 1 April 2024	63,927	36,500
Amount released to income	(63,927)	(36,500)
Amount deferred in year	11,131	63,927
At 31 March 2025	<u>11,131</u>	<u>63,927</u>

At the balance sheet date the charity held funds received in advance for provision of Welfare Rights £3,402 and Roshani £7,729, all relate to monies in advance for the 2025/2026 financial year.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

21. PENSIONS AND OTHER POST RETIREMENT BENEFITS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £40,769 (2024: £38,127).

22. GOVERNMENT GRANTS

The amounts recognised in the financial statements for government grants are as follows:

	2025	2024
	£	£
Recognised in income from donations and legacies:		
Government grants income	—	42,285

23. ANALYSIS OF CHARITABLE FUNDS

Unrestricted funds

	1 Apr 2024	Income	Expenditure	Transfers	31 Mar 2025
	£	£	£	£	£
General funds	96,394	39,152	(41,179)	(27,688)	66,679
Designated Fund	54,000	—	(12,866)	28,866	70,000
Peer Connect Groups	—	—	—	—	—
	<u>150,394</u>	<u>39,152</u>	<u>(54,045)</u>	<u>1,178</u>	<u>136,679</u>

	1 Apr 2023	Income	Expenditure	Transfers	31 Mar 2024
	£	£	£	£	£
General funds	65,287	39,771	5,175	(13,839)	96,394
Designated Fund	50,343	—	—	3,657	54,000
Peer Connect Groups	16,599	—	(16,599)	—	—
	<u>132,229</u>	<u>39,771</u>	<u>(11,424)</u>	<u>(10,182)</u>	<u>150,394</u>

Designated reserves are held against reasonably anticipated risks in the forthcoming year such as service closure and the liabilities arising from that; or, in respect of a legacy, to fulfil covenants or expectations attached to the legacy.

Peer support - donation from private donor earmarked to Safespace for daytime provision.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

23. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Restricted funds

	1 Apr 2024	Income	Expenditure	Transfers	31 Mar 2025
	£	£	£	£	£
CMBC Time					
Out/Recovery College	–	75,000	(75,000)	–	–
Safe Space CCG	115,604	317,934	(387,371)	–	46,167
The Forum	(10)	3,049	(2,987)	–	52
Peer Support Like Minds	26,746	25,975	(44,996)	–	7,725
Maureen Brassington Childhood fund	3,512	–	(3,512)	–	–
Link worker service	52,517	131,882	(145,664)	–	38,735
PH Calderdale Cares For Us	25,352	–	(25,352)	–	–
Health Inequalities	25,000	–	(9,670)	–	15,330
Community Health & Wellbeing	191,330	53,000	(183,222)	–	61,108
Daytime Safe Space	–	–	–	–	–
CFFC Household Support	–	–	–	–	–
Calderdale Cares Innovation Funding	46,027	–	(46,027)	–	–
RHS Nature in Mind	–	–	–	–	–
CMBC Time					
Out/Recovery College	–	6,803	(6,803)	–	–
Stronger Neighbourhoods –					
Roshani	–	15,050	(15,050)	–	–
Community Wellbeing	2,114	100	(2,214)	–	–
Welfare Rights Lottery	–	19,170	(3,127)	–	16,043
Mayors Fund	628	–	(628)	–	–
Welfare Rights Fund	1,174	–	–	–	1,174
Like Minds Donation	11,374	38,233	(62,009)	–	(12,402)
Upper Valley Warm Hub	–	–	–	–	–
Find your Thing	4,769	–	(4,769)	–	–
CFFC/ Halifax Minister Service User Welfare Fund	1,000	–	(1,000)	–	–
Core funding balance	1,250	–	–	–	1,250
Peer Support Halifax	–	44,837	(37,076)	–	7,761
Time Out HM Subsidy	–	1,177	–	(1,177)	–
Hebden Bridge Rotary -Time Out	–	1,000	(1,000)	–	–
Know Yourself Grow	–	4,920	(1,381)	–	3,539

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

23. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Yourself – Time Out					
The Forum	–	12,000	(12,000)	–	–
Screw Fix Foundation	–	4,500	(2,257)	–	2,243
Cloth Worker Fund	–	7,300	(7,300)	–	–
Ward Forum – Time Out	–	494	(494)	–	–
Garfield Western Core Funding	–	20,000	–	–	20,000
D’oyly Carte Allotment Fund	–	5,789	–	–	5,789
Private donation	–	12,500	(125)	–	12,375
	<u>508,387</u>	<u>800,713</u>	<u>(1,081,034)</u>	<u>(1,177)</u>	<u>226,889</u>

	1 Apr 2023	Income	Expenditure	Transfers	31 Mar 2024
	£	£	£	£	£
CMBC Time					
Out/Recovery College	–	75,000	(75,000)	–	–
Safe Space CCG funding	(6,101)	342,500	(220,795)	–	115,604
The Forum	8,392	4,593	(12,995)	–	(10)
Peer Support Like Minds	21,816	25,000	(20,070)	–	26,746
Maureen Brassington Childhood fund	17,243	–	(13,731)	–	3,512
Link worker service	45,319	165,650	(158,452)	–	52,517
PH Calderdale Cares for us	34,665	–	(9,313)	–	25,352
Health Inequalities	25,000	–	–	–	25,000
Community Health & Wellbeing	190,050	362,892	(361,612)	–	191,330
Daytime Safe Space	20,685	–	(20,685)	–	–
CFFC Household Support	1,846	–	(1,846)	–	–
Calderdale Cares Innovation Funding	33,072	99,310	(86,355)	–	46,027
RHS Nature in Mind	372	–	(372)	–	–
CMBC Time					
Out/Recovery College	–	12,763	(12,763)	–	–
Stronger Neighbourhoods - Roshani	–	24,753	(24,753)	–	–
Community Wellbeing Services	750	1,590	(226)	–	2,114
Welfare Rights Lottery	6,221	–	(6,221)	–	–
Mayors Fund	2,008	–	(1,380)	–	628

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

23. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Welfare Rights Fund	1,000	100	(18)	92	1,174
Like Minds Donation	–	31,495	(20,121)	–	11,374
Upper Valley Warm Hub	–	9,900	(9,900)	–	–
Find your Thing	–	4,769	–	–	4,769
CFFC/ Halifax Minister	–	1,000	–	–	1,000
Service User Welfare Fund	–	–	1,250	–	1,250
Core funding balance	–	–	(10,090)	10,090	–
Peer Support North Halifax	–	–	–	–	–
Time Out HM Subsidy	–	–	–	–	–
Hebden Bridge Rotary	–	–	–	–	–
Know Yourself Grow Yourself	–	–	–	–	–
Suicide prevention Funds	–	–	–	–	–
Screw Fix Foundation	–	–	–	–	–
Cloth Workers Fund	–	–	–	–	–
Ward Forum	–	–	–	–	–
Garfield Western Core Funding	–	–	–	–	–
D'oyly Carte Allotment Fund	–	–	–	–	–
Private donation	–	–	–	–	–
	<u>402,338</u>	<u>1,161,315</u>	<u>(1,065,448)</u>	<u>10,182</u>	<u>508,387</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

- CMBC Time Out/Recovery College - For children and young people's emotional wellbeing.
 - Safe Space CCG – providing safe spaces
 - The Forum Project - Forum
 - Peer Support Like Minds – Peer support
 - Maureen Brassington Childhood Fund – legacy fund to support children ad young people’s mental health.
 - Link Worker Service – One-to-one support to users that can be stuck in a crisis loop.
 - PH Calderdale Cares for Us – To support public sector in their Covid recovery.
 - Health inequalities - Scope and analysis. Extent of health inequalities across all ages, including specific focus on suicide prevention.
 - Community health and Wellbeing - The community health and wellbeing team works across Calderdale offering support to households on their doorstep, by connecting people to what is available in their area.
 - Daytime Safe Space – providing safe spaces.
 - CFFC Household Support –
 - Calderdale Cares Innovation Funding –
 - RHS Nature in Mind – regenerating the allotment.
 - CMBC Time Out/Recovery College – For children and young people’s emotional wellbeing.
 - Stronger Neighbourhoods – Roshani – Support groups for BME’s.
 - Community Wellbeing Servies – Healthy Minds’ workspace support scheme.
 - Welfare Rights Lottery – welfare rights fund.
 - Mayors Fund – Digital animation project for young people.
 - Welfare Rights Fund –
 - Like Minds Donations – Private donation to support healthy minds.
 - Upper Valley Warm Hub –
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2025

- Find Your Thing – selection of activities to support young people’s wellbeing.
- CFFC/Halifax Minster – forum.
- Service User Welfare Fund – Upper Valley Service users welfare fund.
- Peer Support Halifax – peer support.
- Time Out HM Subsidy – Project funding
- Hebden Bridge Rotary – Time out
- Know Yourself Grow Yourself – Time out.
- The Forum – forum
- Screwfix Foundation – property maintenance
- Cloth Workers Fund - overheads
- Ward Forum – Time out
- Garfield Wester - Core Funding
- D’oyly Carte - Allotment fund
- Private donation – private donation to support Healthy Minds.

24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Current assets	136,679	275,556	412,235
Creditors less than 1 year	–	(48,667)	(48,667)
Net assets	<u>136,679</u>	<u>226,889</u>	<u>363,568</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Current assets	150,394	615,183	765,577
Creditors less than 1 year	–	(106,796)	(106,796)
Net assets	<u>150,394</u>	<u>508,387</u>	<u>658,781</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

DETAILED STATEMENT OF FINANCIAL ACTIVITIES *(continued)*

YEAR ENDED 31 MARCH 2025

25. ANALYSIS OF CHANGES IN NET DEBT

	At 1 Apr 2024	Cash flows	At 31 Mar 2025
	£	£	£
Cash at bank and in hand	<u>754,853</u>	<u>(348,965)</u>	<u>405,888</u>

26. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025	2024
	£	£
Not later than 1 year	7,447	6,235
Later than 1 year and not later than 5 years	<u>4,529</u>	<u>5,508</u>
	<u>11,976</u>	<u>11,743</u>

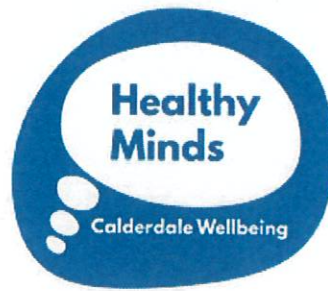
27. RELATED PARTIES

There were no related party transactions during this year.

CALDERDALE WELLBEING

England & Wales - Charity number 1132316

Accounts



CALDERDALE WELLBEING

Company Limited by Guarantee
FINANCIAL STATEMENTS
31 MARCH 2024

Company registration number: 06828871

Charity registration number: 1132316

STREETS[®]
SPENSER WILSON
CHARTERED ACCOUNTANTS

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2024**

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CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Calderdale Wellbeing
Charity registration number	1132316
Company registration number	06828871
Principal office and registered office	1 King Street Halifax England HX1 1SR
The trustees	Paul Hunt Jonathan Morrish Jenny Fagan Lydia Blundell Carla Harrison Naomi Sutcliffe Lynnette Cassidy David Sharman (Resigned 12 June 2023) Emily Dunk Claire Gibson (Appointed 22 May 2024) Agnieszka Stobbart (Appointed 22 May 2024)
Chief officer	Jonny Richardson-Glen
Auditor	Streets Spenser Wilson (Yorkshire) Limited Chartered accountants & statutory auditor Equitable House 55 Pellon Lane Halifax West Yorkshire HX1 5SP
Bankers	CAF Bank 25 Kings Hill Avenue West Malling ME19 4JQ

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a company limited by guarantee and was formed on 24 February 2009. It is governed by a memorandum and articles of association which were adopted on 24 February 2009 and amended by special resolution on 30 July 2009.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purpose of company law and are appointed by the members at the AGM.

Trustees, who are also the Directors of the Charity, are appointed on the basis of their personal skills/experience and their commitment to the charity.

The Trustees may appoint a person who is willing to act to be a Trustee.

Trustees must be over 18 years old and not disqualified from acting as a Trustee under the Charities Act 2011.

At any one time there should be a minimum of three Trustees, but no maximum. At the date of this report, there are ten Trustees.

One-third, or the number nearest to one-third, of Trustees must retire from office at each Annual General Meeting. Trustees required to retire by rotation are those who have been longest in office since their last appointment. Trustees may be recommended for re-appointment at any general meeting.

Trustee training

Following their election, Trustees meet with the Chair and are familiarised with relevant Charity Commission and Companies House guidance for Trustees / Directors. The Chair, other Trustees and senior management in the charitable company will provide further guidance as is necessary.

Organisation structure.

The Board of Trustees for Calderdale Wellbeing is responsible for the delivery of the charity's objects, for its finances, strategic direction and policies. The charity's senior management attend, but are not members of, the Board. The Board has established two sub-committees - a Finance Sub-committee and a Development Sub-committee - who consider finance matters and key development issues in greater detail than is possible at a full Board meeting. All Trustees are members of one or other Sub-committee; the Chair of the Board attends, but does not chair, the Sub-committees. There are typically five Board meetings each year. The Development Sub-committee meets in between each Board Meeting. The Finance Sub-committee meets after each quarter end.

Risk management

The Chief Officer and Board of Trustees maintain Healthy Minds' strategy and risk register which inform the annual business plan and operational plans for services.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

OBJECTIVES AND ACTIVITIES

The charity's objects

The preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

The charity's main activities

Healthy Minds is the operating name of Calderdale Wellbeing, a registered Charity based in Halifax. Led by people who have personal experience of emotional distress, Healthy Minds creates opportunities for people to understand and build on their strengths to better achieve what they want from their lives. We work with Calderdale residents from primary school age upwards, raising awareness of emotional wellbeing and providing support through group activities and one-to-one support. Another important aspect of our work aims to influence strategic direction in the wider mental health 'system' by ensuring that the views of people with lived experience of emotional distress are heard by those in power.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

Aims and Objectives

Our Vision

We want everyone in Calderdale to have better mental health.

Our Mission

- We provide high-quality mental health services to individuals and families in Calderdale.
- We promote awareness and reduce stigma by partnering with local organisations, and providing education and resources that empower people to take control of their mental health.
- We listen to our community and speak up for positive change.

Our Values

- We are a LOCAL, home-grown organisation, connected across Calderdale and committed to its communities.
- We aim to build trust by being HONEST, demonstrating that we are a safe organisation.
- We are non-judgemental, and RESPECTFUL of people's diverse experiences and strive to be as inclusive and accessible as possible.
- Our process is focussed on EMPOWERING people to recognise the choices they can make over their own lives.
- We have the strength of understanding that comes from being LED BY LIVED EXPERIENCE, enabling us to listen, relate, and meet people as equals.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

OBJECTIVES AND ACTIVITIES *(continued)*

Our expected outcome

- That people across Calderdale are more comfortable talking about their mental health.
- That people are better equipped to manage their own mental health and to support other people.
- That people know where to get help when they feel unable to manage their own mental health.

Context

This year has been largely characterised by an evolving relationship with the public sector, as we have both strengthened and increased commissioned services - which was among our stated strategic objectives: "Continue to engage with the mental health system and opportunities through statutory contracts and commissioning that are in line with our ethos, approach and values." However, the anticipated benefits of sustainability and reduced uncertainty have not materialised as much as we might have hoped: there are tensions between statutory expectations and voluntary and community sector (VCS) delivery; some contracts have been short-term, less than 12 months) with no longer-term intentions; some have come with static levels of funding that have been the same for up to seven years which, for example, present challenges for affording salary increases.

These issues are by no means unique to Healthy Minds. Despite closer working relationships burgeoning between the public and voluntary sectors, only one quarter of public / VCS contracts are uplifted in line with inflation and 62% are below the full cost of delivery, with the VCS having to subsidise public contracts by an average of 35% of the contract value (source: King's Fund / Sayer Vincent).

It is not the public sector's job to overcome all the challenges faced by the voluntary sector. There is increasing recognition, however, that the VCS can and does have an important part to play in easing some of the pressures on the public sector by offering valid alternatives that reduce demand on public services. Someone might call Safespace, for example, instead of calling emergency services, NHS mental health services, or visiting A&E.

There is a commitment from the statutory sector regionally and locally to closer working with a sustainable voluntary sector, and this was most recently enshrined in Calderdale's VCSE Strategy (April 2024). How the VCSE Strategy is realised in practice remains to be seen, given the issues described above.

Statutory commissioning of VCS providers is still developing. This year saw the first use in West Yorkshire of the Provider Selection Regime (PSR), a new method that allows non-competitive commissioning in certain circumstances: Healthy Minds was commissioned to continue the Link service for 3 years (2024-2027) by this route, and we understand the intention is to use PSR for Safespace and the Like Minds befriending service from 2025.

These are welcome developments that demonstrate recognition and trust, and offer a degree of security for these services; this is in stark contrast, however, to the precarity around other services that do not fall within the scope of PSR.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) *(continued)*

YEAR ENDED 31 MARCH 2024

OBJECTIVES AND ACTIVITIES *(continued)*

Calderdale Integrated Care Board (ICB) commissioned a system-wide review of the local mental health offer in 2023. Among the observations and recommendations is: "short term funding can do harm if it is not sustained - pilots must be backed up with longer term commitments" (Emotional Health and Wellbeing in Calderdale: a review - Rethink Mental Illness & Centre for Mental Health, July 2023). This is a familiar refrain in the voluntary sector regionally and nationally, and within communities who have experienced the comings and goings of one initiative after another. We will see, however, that longer term commitments are scarce, with the burden of sustainability shouldered by the VCS.

Last year's report covered the difficult period during which we had to close the Recovery & Support service. This year's report describes how we have sought to rebuild following that, with opportunities and new developments alongside some significant challenges: it has been a very mixed period.

One constant, however, is Healthy Minds' tenacity. With a dedicated team, including staff, volunteers and our Board, along with many valued supporters, we have navigated smooth and choppy waters to do all we can to fulfil our mission. 2024 marks 15 years since we opened our first service. Healthy Minds today is over 50 times larger, in turnover and staffing, than when we started. An essential factor in that growth is a guiding principle that we try to respond to need and show that what we do makes a difference.

STRATEGIC REPORT

The following sections for achievements and performance and financial review form the strategic report of the charity.

ACHIEVEMENTS AND PERFORMANCE

Our strategy for 2022-25 outlines priorities that inform our Business Plan and service operational plans. The following report details each of our strategic priorities, with the relevant activities and performance outlined in each section.

Priority 1: Healthy Minds to have the financial and organisational structures to ensure sustainability

"Sustainability" is about more than just having the financial resources to keep going. It is also being an organisation that makes efficient use of resources; having a team equipped with the right skills, experience and capacity; and having an authentic organisational culture that attracts and retains the best people to achieve our aims and objectives.

Staff Wellbeing

Following extensive consultation and discussions across the team last year, we have set staff wellbeing as a visible and meaningful priority this year. With the team's involvement alongside further research and training on best practice, we have developed a new Staff Wellbeing Policy. Supporting people in distress is challenging work - this is inherent in what Healthy Minds does. The Staff Wellbeing Policy directly addresses the challenges and ways in which we aim to support staff with the demands of their roles.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

Core operations

We have a strong core team to ensure that the necessary financial and organisational management requirements are fulfilled, with sufficient capacity to enable a focus on frontline delivery in service teams.

This year, we have begun work on a major infrastructure project - Zone Standard - which will address many long-standing issues in how we collect and analyse data across the organisation. Working closely with Actualised Living, we are among a handful of VCS organisations developing and testing Zone Standard to produce a comprehensive system that will do a lot of the heavy lifting for service reporting and data insights. This will further strengthen our ability to demonstrate impact and improve efficiency, as well as identifying what is working well and how we can shape services around emerging needs.

Community fundraising

Support from donors is increasingly important to reduce some of the financial volatility we face, as these are "unrestricted" funds that we can use as required for the organisation's needs, whether that is plugging financial holes or generating new activities that are otherwise unfunded.

Donations from all sources - which might be directly from individuals, or through various fundraising initiatives and people's intrepid endeavours - have grown year on year, particularly since we have had a Community Fundraiser to ensure good engagement and communication with our supporters. Our 6% target for this year has been exceeded, with 7.6% of our overall income being through donations.

Halifax Minster and the Rotary Club of Halifax have continued their support through the festive Comfort & Joy family concert held in the run-up to Christmas. As a direct consequence, this year our developing relationship with Rotary prompted club members involved with Halifax Choral Society to adopt Healthy Minds as the chosen charity for their popular Brass & Carols concert at the Victoria Theatre. Over 1,000 people learned about Healthy Minds that evening and many donated as they left the theatre.

Throughout the year, people have been generous with their time and energy, fundraising for us in the virtual London Marathon and in our new sponsored swim event called The Big Swim. This new fundraising initiative is in collaboration with Calderdale Council and, following a successful first year, the event will now be held annually.

In preparation for Children's Mental Health Awareness week, we launched our new school fundraiser, called 'Dare To Be You'. Children were invited to attend school in their 'Dare to be You' clothing. A donation of £1 was encouraged. Time Out supported the campaign and promoted the idea when visiting schools in the run-up to the week. Registered schools received a 'Dare to be You' resource pack. This initiative was our first fundraiser specifically targeted at schools. 'Dare to be You' will now form part of our 2025 school fundraising campaign as we continue to reach out to schools and parents for funding support.

We have been fortunate to have many individuals who have undertaken all sorts of adventurous activities to raise funds. Local businesses have also given their support. In November, we were charity of the month in Harveys of Halifax - just one example of Healthy Minds becoming a trusted charity that organisations want to be associated with and raise funds for.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) *(continued)*

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

This year was our first year with an established fundraising calendar. The intention is to develop and enhance the calendar in the coming year, incorporating Healthy Minds services wherever possible and continuing to develop relationships with local organisations and inspire local people to fundraise on our behalf.

We are grateful as well to have a number of people who support us through regular, generous donations that directly contribute to funding frontline services. Donations make a huge difference in our ability to continue serving the people of Calderdale. Thanks to everyone who has supported us throughout the year.

Priority 2: Healthy Minds to provide services and deliver projects that most effectively meet the needs of the population

Across all services, we worked with 7133 individuals this year; a 61% increase on last year that largely reflects the increased service capacity gained through new or developing services, and the Time Out service's post-pandemic recovery. 9% of people supported by Healthy Minds access more than one of our services, building their own support package from the different elements we offer.

Community Emotional Health and Wellbeing Team (CHWT)

The Community Health & Wellbeing Service (CHW) arose as part of Calderdale's development towards the Community Mental Health Transformation (CMHT) initiative, instigated nationally by NHS England with £2.7 billion investment.

Healthy Minds was involved with the initiative from the early discussions with NHSE about the role of the VCS in fulfilling the ambitions of the scheme, and throughout its development regionally in West Yorkshire and locally in Calderdale. The CMHT initiative included, for the first time, an expectation that the VCS was to be included as a key delivery partner, recognising the value of the VCS offers, not least the difference in the relationships non-statutory services can achieve with communities.

Healthy Minds was approached to become Calderdale's VCS partner in CMHT. It was a big ambition to set up a new and large-scale project from scratch. We put a lot of work into finding the right people to do it: people who know their areas and could connect with households to offer them something for which they weren't necessarily looking. Some communities are often described as "hard to reach". We might question how hard anybody had tried to reach them but, when the CHW team did, it uncovered all sorts of things that people were struggling with.

Healthy Minds was awarded 2.5 years' funding from April 2022, which enabled employment of a team of 11 workers, a Service Manager and partial capacity for an Operational Manager, working within specified areas in the five Primary Care Networks across Calderdale.

Ours was the first of the VCS-provided projects to be established in West Yorkshire and has acted as a model, flagship service, attracting national interest. In this financial year, the service has engaged with over 2000 households across Calderdale, directly supporting 337 individuals as well as generating further support activities and stronger cross-sector connections within communities. CHW has also been subject to intense, independent evaluation and the results and feedback have been outstandingly positive. It's not too much to say that this work has transformed, and saved, lives.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

Despite CHW's success, and despite the expectations of successful pilots being continued beyond the CMHT initiative (which is happening in other areas in West Yorkshire), Calderdale ICB has chosen not to fund CHW beyond the end of the pilot and the service will end on 30th September 2024; the last six months of the service will be covered in next year's report.

We are disappointed with the ICB's decision. As the Calderdale review observed, "short term funding can do harm" and, whilst we are not responsible for the decision, we take our responsibility towards the people we support seriously. We are doing what we can do reduce the impact on households who value the level of support the CHW service has provided, for example, by introducing them to other Healthy Minds services.

"Thank you, I will be lost without this service! The CHW was always there at the right time when I needed him, with a smile, a gentle soul and a breath of fresh air and helped me with so much. If I won the lottery, I would pay for this service to keep going."

*"I don't know where I would be without the help of the CHW. My life has totally changed, my family are so proud of me and the change. It was like an ANGEL appeared when they knocked on my door."
(Feedback from CHW beneficiaries)*

Like Minds

The Like Minds Peer Support Service started in July 2022 and has quickly hit its stride. It is co-designed with our volunteers who have lived experience of emotional distress, providing opportunities for people to access peer support in a way that feels right for them. Peer Support is central to our way of working: supporting people to support each other safely, respectfully and honestly is part of our ethos. We believe that peer support is an empowering and effective way to manage mental health and recovery, and ultimately create personal and social change.

Like Minds has two main aspects:

1: Peer support groups

A lively and varied programme of groups and activities across the borough that bring people with similar experiences together for mutual support, social opportunities and learning. With anxiety and depression, managing chronic pain, mindfulness and yoga practice groups as well as art, walking and allotment groups alongside social drop-ins, the programme offers lots of opportunities with which people can engage to build their own wellbeing support package.

This year, we've held 285 group sessions and worked with 489 individuals. Among the things that people tell us they value about Healthy Minds is a sense of community and belonging, as reflected in some of the feedback:

"In Healthy Minds groups, people accept me and they understand me. Everyone's illness is their own but everyone here makes you feel welcome. I'm better for coming here. Routine is really important or you don't manage. Coming here is an important part of my routine."

"The art and allotment groups give me a chance to socialise, explore my interests and help me make progress with my hang ups and anxieties."

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

"The drop-in is always warm and there is plenty to eat and drink. If it wasn't for the drop-in I would be sat at home on my own struggling with my mental health. The group also helps me improve my communication skills with others. "

"Without the pain management group I wouldn't be able to keep my mental health safe." • "I handle life better ... after learning resilience from the group."

"This group is working for me, I can offload my worries and troubles. I also love meeting my friends at the group. I feel at the group people understand me".

2: One-to-one peer support and befriending

Our amazing volunteer befriending team, all of whom have personal experience of mental distress, offer telephone 1-1 support to isolated individuals facing mental health difficulties and loneliness throughout Calderdale. People are referred into the service primarily via services such as Intensive Home-Based Treatment Team, The Cellar Trust, Horton Housing, Community Mental Health Teams, Social Prescribers and Staying Well, as well as other Healthy Minds services (Safespace and Link). Project Workers match people referred into the service with one of the volunteers whose aim is to empower individuals to explore their own needs and develop a network of support based on their own choices. The team of 7 befrienders has supported 20 people this year.

"It's good to have a chat, I lost a friend and things became hard so it's good to chat with somebody. Good to share with someone who also understands where I come from." "My mental health is more stable since getting help from Healthy Minds Befriending." "Healthy Minds has made a massive difference and I am truly grateful for all the help and support that has been given." "I have been through several bad times in my life including painful health conditions, but getting involved in Healthy Minds has helped me so much. I feel a much stronger person."

Volunteers

A key element of Like Minds is that groups, activities and befriending are delivered by a team of dedicated volunteers, trained, supported and supervised by the project team alongside the Volunteer Manager. Following the closure of Recovery & Support last year, it was volunteers who stepped up to ensure that this valuable peer support was not lost for people who need it. Volunteers have always been crucial in Healthy Minds' work, but this year has seen a remarkable step change in levels of volunteer engagement and it is no overstatement that Like Minds could not operate as it does without people who are willing to give their time, energy and experience.

This year, 63 volunteers have given over 3800 hours of their time, not only in Like Minds but also in reviving the Forum and in Time Out, as well as such core operations as data management and analysis, and supporting community events; that is more than three times the volunteer input of last year. With this level of involvement, accompanied by strong volunteer development and support, we felt the time was right to put ourselves forward for the King's Award for Voluntary Service, which recognises the value of volunteers in Healthy Minds. We should hear about whether this has been awarded by the end of 2024.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

Link

Link is designed to work more intensively with people who are sometimes described as "high intensity users" - i.e. they contact emergency services, NHS MH services, or present at A&E persistently - with the aim of helping them understand and address their reasons and to find different ways to manage their needs. Link has worked with 86 individuals this year, with 40% referrals coming from the NHS Intensive Home-Based Treatment Team. 16 people have also engaged with group sessions, exploring such areas as problem-solving and regulating emotions. With Link's involvement, people have been able to reduce their contact with other services by an average of 89%, many by 100%. This was the final year of Link's pilot phase, and its success has led to it being commissioned for a further 3 years from 2024-2027.

"I just thought it worthy of a mention of my gratitude of the Link workers ... (they) put up with my grumpy moods and listened to my issues ... we still managed to put a plan in place each session to improve my mental state and wellbeing. I have now managed to join Healthy Minds Forum, I've joined Yorkshire Voice, I've become a suicide prevention champion, completed mental health first aid course, and become an NLP Practitioner. At the start of the process none of these achievements would have been possible, as my mental health condition was too poor. Over the years I have dealt with numerous practitioners and invested large sums of money to try and get support. (Link) provided support that completely surpassed anything I've had before and managed to build my confidence levels." (Link participant)

Roshani

Roshani has been providing culturally sensitive support to people of Black and Minority Ethnic backgrounds, predominantly South Asian women, for nine years.

34 people have engaged with Roshani's peer support groups, with some receiving 1-1 support from the Project Worker as required.

Some of the issues that people wanted support with, as well as their mental health, included domestic and sexual abuse and violence, Islamic divorce, difficult family dynamics, poverty, isolation, Post Natal Depression, physical health and housing - all issues which further compound ill mental health. Roshani prides itself on being able to offer direct support and signposting around a variety of needs. We are also in a unique position of being able to bridge some of the understanding between clients and other support services.

We are pleased to report that Roshani has been awarded a further 3 years' funding from 2024 by Community Foundation for Calderdale, which now administers funding that was previously directly awarded by Calderdale Council's Stronger Neighbourhoods. Although this gives a degree of sustainability, the grants programme was heavily over-subscribed and the amount awarded is 72% of the actual service cost: another example of us having to subsidise services.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) *(continued)*

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

Safespace

With the aim of ensuring that people can access emotional support when they need it, Safespace offers a referral-free service with no waiting lists. We began the year with a Calderdale ICB- commissioned service running every evening, complemented by a daytime service funded by donations; in the course of the year, we were approached by commissioners to extend the service to 7 days and 7 evenings a week from October to better meet demand. This was a welcome, if challenging to implement, development that strengthened cover during the day. People can now just turn up at Healthy Minds office if they need support - which is a unique offer in Calderdale. We were also able to test having Safespace presence in drop-ins based in other organisations such as the Gathering Place in Halifax and Todmorden food bank, as well as holding a Sunday drop-in at our own premises, which has proven popular.

This year, Safespace has supported 514 individuals through 4335 contacts. Having run since 2018 and expanded to what it is now, Safespace is a well-established part of Calderdale's mental health offer and plays a key role in suicide prevention by providing immediate access to emotional support. Calderdale ICB has agreed to extend funding from April 2024 for another year. At the time of writing, we are in discussions around longer-term commissioning for Safespace.

(Safespace) is a service that I tell service users about as a matter of course. I particularly like that it is a frictionless talking support service requiring no referral process - people just have to call. This is of great value to the local community and meets a community need whereby people have an outlet to talk on a one-off as-and-when without having to visit a GP, wait for assessment or have to meet certain criteria before having to use it, or to commit to a course of talking therapy when they might just need to get something off their chest, or have the odd supportive conversation when they feel the need for it. (Advanced Clinical Practitioner, IHBTT)

Time Out

Our children and young people (CYP) service provides emotional health and wellbeing education sessions in schools alongside a varied programme of activities to help CYP "find their thing" to feel good and stay well.

Since the Covid pandemic, during which we obviously could not deliver the full Time Out programme in schools, levels of activity have been rebuilding and this year saw Time Out back on full throttle: over 5500 CYP participated in Time Out activities this year - an astonishing 108% increase on last year.

The team works with young people and schools to coproduce educational and highly participative workshops around the mental health issues that matter to children and young people. "Kindness, friendship and social media" has been very popular, and other workshops include sleep hygiene ("Sleep Superheroes"), exam stress, self-harm, and self-esteem, alongside our general mental health workshops and 6-week creative wellbeing courses.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

We believe that equipping young people with the knowledge, skills and confidence to look after themselves and their peers puts them in better stead for healthier, happier lives. System pressures cannot be resolved by ploughing resources endlessly into trying to meet increasing demand on CYP mental health services; if we can help people to manage their mental health earlier, we can try to reduce demand elsewhere in the system so that CYP who need specialist intervention can more readily get it. Time Out is part of Calderdale's Open Minds Partnership with other specialist providers, collaborating on a local mental health offer for CYP that can better meet demand. Time Out also convenes a network meeting twice a year to bring together other organisations and activity providers to look at how we can work together to improve provision and services that support CYP wellbeing.

Welfare Rights

Our specialist welfare rights service advises people on benefits entitlement and supports through the process of claims, appeals and tribunals where mental health is the main need. During this year, the service supported over 300 people to claim over £227,000 welfare benefits to which they were entitled. As the relationship between financial stability and mental health is well-recognised, we see this service as fundamental to addressing causes of stress and worry in people's lives.

The Welfare Rights Service has been awarded a further 3 years' funding from 2024 by Community Foundation for Calderdale, which now administers funding that was previously directly awarded by Calderdale Council. However, as described above with other services, we have to subsidise costs: funding accounts for just 42% of the service. Although there is very high demand for support, we can only maintain two days a week of Project Worker time; what the service achieves is all the more remarkable with this limited capacity.

Priority 3: Healthy Minds to maintain and further develop quality services with demonstrable impact

Wellbeing Measures

We use a set of coproduced wellbeing measures across all services, against which we ask people to rate how well they are doing on their first contact with us.

The measures are:

- I can cope well with life's ups and downs
- I feel connected to and supported by people around me
- I understand my own mental health needs
- I feel confident
- I have a good feeling of self-worth
- I feel content
- I can set and achieve personal goals
- I have opportunities and choices in life

This is repeated periodically to see what difference Healthy Minds' support has helped them to achieve. As well as measuring impact, we find this is a useful exercise for people to reflect on their wellbeing, to recognise their progress and identify areas that they might want to develop.

51% people said that support had improved their wellbeing, and the average increase was 20% across all wellbeing measures. The greatest reported improvement was on **I can cope well with life's ups and downs**: 27% people agreed with this statement on first contact, rising to 55% after engaging with support.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

32% people said that support had helped maintain their wellbeing (i.e. it had neither improved nor deteriorated). For many people, "standstill" is an achievement when they face ongoing challenges in daily living.

An interesting result in this year's wellbeing measures is that 36% initially said that their wellbeing was poor, compared with just 8% last year. There may be many factors at play, including the cost-of-living crisis, but the main change in our contact with people is engagement through the Community Health & Wellbeing Service: 30% of CHW clients reported poor wellbeing on first contact; this lowered to 19% following support. This suggests that the CHW service, by proactively offering a service to people who weren't necessarily seeking support, uncovered a lot of previously unmet need.

Impact on public services

Among our stated objectives is to "Demonstrate that Healthy Minds can, and does, provide solutions which ease demand on public Mental Health services".

Some of our services have an explicit role in diverting people from public services: Link, for example, works with people who are sometimes described as "high intensity users". Results from the pilot phase of Link show that they diverted 70 visits to A&E and over 290 contacts with Intensive Home Based Treatment Team (IHBTT) (informally known as the "crisis team"): this equates to a cost saving to the NHS of almost £82,000.

Safespace is a "crisis alternative" service, offering referral-free access to emotional support 7 days and evenings a week. Taking just one month's data (September 2023), 188 (54%) Safespace contacts identified that they would otherwise have visited A&E for support: the equivalent cost to the NHS would be £28,200, compared to the £5,400 cost of those Safespace contacts - this alone indicates a 'social return' of £5.22 for every £1 spent on Safespace.

Of course, these are not direct savings: an A&E department cannot reduce its spend due to fewer people presenting in mental health need, as it needs to be open all the time to all people. Diverting people from A&E, however, can contribute to easing some of the demand on over-stretched services and can be a better experience for someone in crisis than a being in a busy waiting room for several hours. As we develop closer relationships across the system, including with Yorkshire Ambulance Service and the Police, we can relieve some pressures on their capacity.

We continue to strengthen how we collect relevant information to demonstrate the value of our services in relation to public services.

Priority 4: Healthy Minds to maintain a high profile as a trusted, reputable, influential VCS MH provider in Calderdale

Healthy Minds is among the more prominent VCS providers in Calderdale. We have always sought to inform and influence local, regional and national strategic work, particularly relating to mental health.

One of our values is to "have the strength of understanding that comes from being led by lived experience" and our mission states: "We listen to our community and speak up for positive change".

To that end, **Healthy Minds Forum** was re-launched last year and has become well established as a space for people to share their experiences, influence and instigate positive change.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

STRATEGIC REPORT *(continued)*

At monthly meetings in person and online, Forum members have identified four priorities with volunteer-led working groups for focused activity:

- Language, anti-stigma and mental health awareness.
- Not knowing where to turn for support. Particularly exploring the issue of why directories of support haven't worked in the past, and the potential of re-imagining what signposting can look and feel like.
- Mental health inequalities, access and transport. This group will look at tackling issues of lack of representation of groups who experience mental health inequalities, including barriers to access.
- Maintaining groups - sustainability and funding for ongoing peer-support. This group will focus on issues of sustainability for non-clinical mental health options in Calderdale.

128 people have engaged with the Forum through the year.

Having worked closely with Rethink Mental Illness last year, we were pleased to engage with them and the Centre for Mental Health on a review of strategies, assets and stakeholders in Calderdale's mental health offer, particularly to ensure that people's lived experiences were included in the review. Community events and discussions across Calderdale were held over several months, supported by Healthy Minds Forum, culminating in a report: Emotional Health and Wellbeing in Calderdale: a review (Rethink Mental Illness & Centre for Mental Health July 2023).

Having this level of public engagement has also led to us being commissioned by Calderdale Public Health to set up and facilitate a Suicide Prevention Network, which will gather experiences from people affected by suicide, including frontline workers, to meaningfully inform Calderdale's suicide prevention strategy.

Healthy Minds is represented on a range of local, regional and national strategic groups. Our Chief Officer has been Chair of the West Yorkshire VCS Mental Health Group for three years (stepping down from April 2024), which connects with West Yorkshire ICB's Mental Health, Learning Disability and Autism Partnership Board.

We have been involved in developing a new Calderdale VCSE Strategy that aims to address many of the issues identified in this report, particularly in strengthening relationships between the public and voluntary sectors, and to support a sustainable VCS with recognition of the contribution it makes to the system and community. The Strategy was launched in April 2024.

We have also provided training sessions on mental health awareness in community groups, other organisations and for local businesses this year, under our **Calderdale Wellbeing Services** offer. We charge for these sessions as a step towards exploring income generation opportunities, but they also fulfil our mission in promoting awareness and reducing stigma. Over 250 people have participated in CWS training this year.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW *(continued)*

Financial review

This has been a relatively stable year, notwithstanding the challenges outlined in this report.

The net Surplus for the year after transfers was £124,215 (2023 - deficit - £185,152) including net surplus of £18,166 (2023 - deficit £618) on unrestricted funds and net surplus of £106,049 (2023 - deficit £184,534) on restricted funds.

89% of our income has been through public sector commissioning this year, mainly through Calderdale Cares Partnership (ICB), but the need to subsidise some of these contracts has been described above, which makes our unrestricted reserves all the more important.

Reserves are a financial buffer that serve important functions:

- Resourcing core roles / functions where necessary.
- Topping up (subsidising) service budgets to cover shortfalls.
- "Bridging" e.g. maintaining cash flow when dedicated funding is anticipated but not yet received.
- Enabling new activities where no dedicated funding has been identified.

Some use of reserves is, therefore, justifiable and to be expected; this is what they are for. There can be an understandable reluctance to dip into reserves: they can only be spent once, and serve as an indicator of an organisation's financial security. Reserves are built or replenished through community fundraising, private donations and service budget core contributions. The challenge is to maintain a balance between outgoing and incoming reserves.

Donations and fundraising have increasing prominence and importance, and we have achieved 5% donated income this year.

Our Business Plan and accompanying Funding Strategy sets out our approach to ensure that we are identifying funding shortfalls early so that we can plan ahead to mitigate wherever possible.

Reserves policy

Healthy Minds Trustees exercise their power to hold income in reserves, in accordance with our constitution, which states:

The Charity has the following powers in order to further the Objects ... To set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves 4(1)(k) and in line with Charities Commission guidance CC19(5.2):

Some charities have a power to hold reserves in their governing document - all others can rely on powers implicit in the law. Trustees can use these powers where they are satisfied that to do so is in the best interests of the charity: their charity's reserves policy should reflect their reasoning.

Our policy is that, where possible, project budgets will include a proportionate contribution to reserves; this is stated in budgets submitted in funding application and in subsequent reports to funders. When the purpose for which grants received has been discharged; any small residual balances may be transferred into reserves, with funders' agreement (implicit or explicit) as grants are finalised or signed-off on acceptance of a final grant report, which includes a detailed breakdown of expenditure showing the contribution to reserves.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

FINANCIAL REVIEW *(continued)*

'Free' reserves are held to mitigate risks against loss of income or unforeseen adverse events which could mean we need extra flexibility temporarily or longer-term to meet increased demand for services and/or redeploy staff; they might also be used for cash-flow in the event that we expect to received funds but there is a shortfall between existing and imminent resources.

Designated reserves are held against reasonably anticipated risks in the forthcoming year such as service closure and the liabilities arising from that; or, in respect of a legacy, to fulfil covenants or expectations attached to the legacy.

Once a year the Board will consider the level of reserves that is prudent for the organisation to hold. Consideration will be given to redundancy liabilities, lease agreements, cash flow requirements, significant factors and key risks that should be taken into account if the organisation were to close. this will be reviewed annually before the AGM, and agreed as part of the budget setting for the next financial year.

We calculate that the minimum level of reserves that we need to hold is £55,000. The trustees have placed an upper limit on the reserves to be held at 3 months of future budgeted expenditure, this is in the region of £310,000 for 2023-24.

The charity's actual free reserves at the year end were £150,395.

Funds held as agents on behalf of others

Grant income was received from Bearders Charitable trust for people to start their own businesses and get back into work. Calderdale Wellbeing act an agent in relation to these funds and therefore the income and expenditure is excluded from the accounts. Note 16 provided further information in relation to these funds.

PLANS FOR FUTURE PERIODS

Our strategy and Business Plan for this year included objectives to transition from grant funding to more contracts and commissioned services through more strategic engagement with the public sector and to further develop income generating opportunities. As described above, this has not achieved sustainability as much as we hoped.

Our 2024-26 Business Plan outlines a different approach, shifting emphasis so that we aren't abandoning public sector commissioning altogether, but maintaining those where there is a strong strategic fit and synergy between HM and ICB priorities, and considering new opportunities on balance of sustainability against our ethos and values.

We have had a period of relative stability and growth that has increased the staff team, bringing in new personalities and energy, and achieving more towards our mission. For the reasons outlined in this report, that has not been without its challenges and we, like most in the sector, operate within an environment that is sometimes described as "VUCA" (volatility, uncertainty, complexity and ambiguity). There are pressures inherent to the sector: funding constraints that mean staff are required to tolerate uncertainty, job insecurity and a tension between what we would like to do and what we can realistically achieve; services that have demonstrable positive impact for communities can be put at risk, or even forced to close, despite people's commitment and good work.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2024

We cannot change all these factors but we can acknowledge and exert control where we can. Our strategy covers 2022-25 so the coming year will further progress the strategic priorities described above. Specific actions are identified in our Business Plan for 2024-26, from which service-specific operational plans are developed.

In 2024-2025 plans include:

- Developing a new organisational strategy for 2025-2028
- Further strengthening staff wellbeing, doing all we can to support staff and make Healthy Minds a great place to work whilst recognising that our work is challenging
- Securing future contracting / commissioning for existing services that are due to come to the end of funding cycles / contracts during the financial year
- Diversifying income streams to reduce risk and volatility
- Ensuring a balanced annual budget for all services and core functions
- Implementing the Zone Standard system to strengthen impact reporting
- Finalising and launching our new membership model

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)
(continued)

YEAR ENDED 31 MARCH 2024

AUDITOR

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report and the strategic report were approved on 20 December 2024 and signed on behalf of the board of trustees by:



PAUL HUNT
Trustee

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING

YEAR ENDED 31 MARCH 2024

OPINION

We have audited the financial statements of Calderdale Wellbeing (the charitable company) for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2024

OTHER INFORMATION

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2024

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2024

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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 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;
- inquiring of management as to actual and potential litigation and claims; and

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 trustees 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 for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2024

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Sally Shacklock BA FCA (Senior Statutory Auditor)

For and on behalf of
Streets Spenser Wilson (Yorkshire) Limited
Chartered accountants & statutory auditor
Equitable House
55 Pellon Lane
Halifax
West Yorkshire
HX1 5SP

20 December 2024

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations and legacies	5	25,527	79,248	104,775	355,280
Charitable activities	6	100	1,082,067	1,082,167	737,919
Investment income	7	14,144	–	14,144	4,209
Total income		<u>39,771</u>	<u>1,161,315</u>	<u>1,201,086</u>	<u>1,097,408</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	8	5	2,803	2,808	–
Expenditure on charitable activities	9,10	11,418	1,062,645	1,074,063	1,282,559
Total expenditure		<u>11,423</u>	<u>1,065,448</u>	<u>1,076,871</u>	<u>1,282,559</u>
Net income/(expenditure)		<u>28,348</u>	<u>95,867</u>	<u>124,215</u>	<u>(185,151)</u>
Transfers between funds		(10,182)	10,182	–	–
Net movement in funds		<u>18,166</u>	<u>106,049</u>	<u>124,215</u>	<u>(185,151)</u>
Reconciliation of funds					
Total funds brought forward		132,229	402,339	534,568	719,719
Total funds carried forward		<u>150,395</u>	<u>508,388</u>	<u>658,783</u>	<u>534,568</u>

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

The notes on pages 27 to 41 form part of these financial statements.

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
STATEMENT OF FINANCIAL POSITION**

31 MARCH 2024

	Note	2024		2023	
		£	£	£	£
CURRENT ASSETS					
Debtors	17	10,725		11,560	
Cash at bank and in hand		<u>754,853</u>		<u>596,338</u>	
		765,578		607,898	
CREDITORS: amounts falling due within one year	18	<u>106,796</u>		<u>73,330</u>	
NET CURRENT ASSETS			<u>658,782</u>		<u>534,568</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>658,782</u>		<u>534,568</u>
NET ASSETS			<u>658,782</u>		<u>534,568</u>
FUNDS OF THE CHARITY					
Restricted funds			508,387		402,339
Unrestricted funds			<u>150,395</u>		<u>132,229</u>
Total charity funds	22		<u>658,782</u>		<u>534,568</u>

These financial statements were approved by the board of trustees and authorised for issue on 20 December 2024, and are signed on behalf of the board by:

Paul Hunt

PAUL HUNT
Trustee

The notes on pages 27 to 41 form part of these financial statements.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income/(expenditure)	124,215	(185,152)
<i>Adjustments for:</i>		
Government grant income	(42,285)	(89,101)
Other interest receivable and similar income	(14,144)	(4,209)
Interest payable and similar charges	767	439
Accrued (income)/expenses	(3,481)	2,290
<i>Changes in:</i>		
Trade and other debtors	2,015	(5,703)
Trade and other creditors	35,767	(12,647)
Cash generated from operations	102,854	(294,083)
Interest paid	(768)	(439)
Interest received	14,144	4,209
Net cash from/(used in) operating activities	116,230	(290,313)
CASH FLOWS FROM FINANCING ACTIVITIES		
Government grant income	42,285	89,101
Net cash from financing activities	42,285	89,101
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS	158,515	(201,212)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	596,338	797,550
CASH AND CASH EQUIVALENTS AT END OF YEAR	754,853	596,338

The notes on pages 27 to 41 form part of these financial statements.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2024

1. GENERAL INFORMATION

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 1 King Street, Halifax, England, HX1 1SR.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared on the historical cost basis. The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are ongoing contracts with secured income for a period of at least twelve months from when the financial statements are authorised for issue, and positive commissioning decisions on other contracts are anticipated. The charity's provision of services and employment of staff are subject to continuous financial scrutiny for affordability and plans adapted according to available resources to avoid overcommitment. Accordingly, there are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are not considered to be any key judgments or estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

3. ACCOUNTING POLICIES *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

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 classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

3. ACCOUNTING POLICIES *(continued)*

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

4. LIMITED BY GUARANTEE

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. The liability of the members in the event of the charitable company being wound up is limited to a sum not exceeding £10.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

5. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
DONATIONS			
Donations	16,939	35,413	52,352
GIFTS			
Gift aid	4,188	550	4,738
GRANTS			
Grants receivable	4,400	1,000	5,400
Government grant income	–	42,285	42,285
	<u>25,527</u>	<u>79,248</u>	<u>104,775</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
DONATIONS			
Donations	71,309	3,400	74,709
GIFTS			
Gift aid	3,040	5,912	8,952
GRANTS			
Grants receivable	7,340	175,178	182,518
Government grant income	–	89,101	89,101
	<u>81,689</u>	<u>273,591</u>	<u>355,280</u>

6. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fees and contract income	<u>100</u>	<u>1,082,067</u>	<u>1,082,167</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fees and contract income	<u>3,166</u>	<u>734,754</u>	<u>737,919</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

7. INVESTMENT INCOME

	Unrestricted Funds	Total Funds 2024	Unrestricted Funds	Total Funds 2023
	£	£	£	£
Bank interest receivable	<u>14,144</u>	<u>14,144</u>	<u>4,209</u>	<u>4,209</u>

8. COSTS OF RAISING DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Costs of raising donations and legacies - Donations	<u>5</u>	<u>2,803</u>	<u>2,808</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Costs of raising donations and legacies - Donations	<u>—</u>	<u>—</u>	<u>—</u>

9. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Charitable activities	7,701	968,906	976,607
Support costs	3,717	93,739	97,456
	<u>11,418</u>	<u>1,062,645</u>	<u>1,074,063</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Charitable activities	82,379	1,093,860	1,176,249
Support costs	7,645	98,665	106,310
	<u>90,024</u>	<u>1,192,535</u>	<u>1,282,559</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

10. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Activities undertaken directly	Support costs	Total funds 2024	Total fund 2023
	£	£	£	£
Charitable activities	976,607	78,752	1,055,359	1,270,447
Governance costs	—	18,704	18,704	12,112
	<u>976,607</u>	<u>97,456</u>	<u>1,074,063</u>	<u>1,282,559</u>

11. ANALYSIS OF SUPPORT COSTS

	Total 2024	Total 2023
	£	£
Premises	45,845	47,300
Communications and IT	8,471	17,499
Human resources	608	668
Finance costs	767	439
Governance costs	18,704	12,112
Staff travel	4,511	5,880
Printing, stationery and IT costs	10,444	11,281
Office equipment	577	5,718
Subscriptions	1,449	698
Staff training	612	427
Staff refreshments	321	1,275
Volunteer expenses	5,147	3,013
	<u>97,456</u>	<u>106,310</u>

12. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):	2024	2023
	£	£
Operating lease rentals	<u>7,015</u>	<u>7,352</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

13. AUDITORS REMUNERATION

	2024	2023
	£	£
Fees payable for the audit of the financial statements	<u>4,563</u>	<u>3,800</u>
Fees payable to the charity's auditor and its associates for other services: Other non-audit services	<u>1,250</u>	<u>1,000</u>

14. STAFF COSTS

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2024	2023
	£	£
Wages and salaries	868,496	879,750
Social security costs	61,733	64,655
Employer contributions to pension plans	38,127	37,881
Other employee benefits	–	14,057
	<u>968,356</u>	<u>996,343</u>

The average head count of employees during the year was 55 (2023: 50). The average number of full-time equivalent employees during the year is analysed as follows:

	2024	2023
	No.	No.
Management	4	1
Administration	5	3
Team Leaders	5	3
Project worker	<u>22</u>	<u>22</u>
	<u>36</u>	<u>29</u>

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

Key Management Personnel

Key Management Personnel

The key management personnel of the Charity comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Charity was £49,459 (2023 - £49,387).

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

15. TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

During the year no trustees were paid any expenses (2023 - £nil)

16. FUNDS HELD FOR THIRD PARTIES

Funds held for Bearder Charitable Trust 2024 £nil (2023 - £1,532). There were no incoming resources during the year.

17. DEBTORS

	2024	2023
	£	£
Trade debtors	100	173
Prepayments and accrued income	10,625	11,387
	<u>10,725</u>	<u>11,560</u>

18. CREDITORS: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	10,383	3,597
Accruals and deferred income	74,740	49,614
Social security and other taxes	15,492	14,023
Other creditors	6,181	6,096
	<u>106,796</u>	<u>73,330</u>

19. DEFERRED INCOME

	2024	2023
	£	£
At 1 April 2023	36,500	—
Amount released to income	(36,500)	—
Amount deferred in year	63,927	36,500
At 31 March 2024	<u>63,927</u>	<u>36,500</u>

At the balance sheet date the charity held funds received in advance for provision of Community Health and Wellbeing services £53,000, Welfare Rights £3,402 and Roshani £7,525, all relate to monies in advance for the 2024/2025 financial year.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

20. PENSIONS AND OTHER POST RETIREMENT BENEFITS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £38,127 (2023 - £37,881).

21. GOVERNMENT GRANTS

The amounts recognised in the financial statements for government grants are as follows:

	2024	2023
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>42,285</u>	<u>89,101</u>

22. ANALYSIS OF CHARITABLE FUNDS

Unrestricted funds

	1 Apr 2023	Income	Expenditure	Transfers	31 Mar 2024
	£	£	£	£	£
General funds	65,287	39,771	5,176	(13,839)	96,395
Designated Fund	50,343	–	–	3,657	54,000
Peer Connect Groups	16,599	–	(16,599)	–	–
	<u>132,229</u>	<u>39,771</u>	<u>(11,423)</u>	<u>(10,182)</u>	<u>150,395</u>

	1 Apr 2022	Income	Expenditure	Transfers	31 Mar 2023
	£	£	£	£	£
General funds	82,846	64,066	(67,569)	(14,056)	65,287
Designated Fund	50,000	–	(14,056)	14,399	50,343
Peer Connect Groups	–	24,998	(8,399)	–	16,599
	<u>132,846</u>	<u>89,064</u>	<u>(90,024)</u>	<u>343</u>	<u>132,229</u>

Designated reserves are held against reasonably anticipated risks in the forthcoming year such as service closure and the liabilities arising from that; or, in respect of a legacy, to fulfil covenants or expectations attached to the legacy.

Peer support - donation from private donor earmarked by the Trustees to Safespace for daytime provision.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

22. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Restricted funds

	1 Apr 2023	Income	Expenditure	Transfers	31 Mar 2024
	£	£	£	£	£
CMBC Time					
Out/Recovery College	–	75,000	(75,000)	–	–
Safe Space CCG					
funding	(6,101)	342,500	(220,795)	–	115,604
National Lottery					
Community Fund	–	–	–	–	–
The Forum	8,392	4,593	(12,995)	–	(10)
Restricted donation (1)	–	–	–	–	–
Co-operative					
Community Fund	–	–	–	–	–
Northpoint Wellbeing					
Ltd (1)	–	–	–	–	–
CFFC - Hardship	–	–	–	–	–
Todmorden Community					
Fund	–	–	–	–	–
Lloyds TSB	–	–	–	–	–
Peer Support Like					
Minds	21,816	25,000	(20,070)	–	26,746
Maureen Brassington					
Childhood fund	17,243	–	(13,731)	–	3,512
Peer Support (2)	–	–	–	–	–
PH Vulnerable Persons	–	–	–	–	–
PH Care Home Support	–	–	–	–	–
Link worker service	45,319	165,650	(158,452)	–	52,517
PH Calderdale Cares for					
us	34,665	–	(9,313)	–	25,352
Crisis Adult Response	–	–	–	–	–
Health Inequalities	25,000	–	–	–	25,000
Community Health &					
Wellbeing	190,050	362,892	(361,612)	–	191,330
Daytime Safe Space	20,685	–	(20,685)	–	–
R&S CMBC					
Community Grant	–	–	–	–	–
CC4Us Healthy Minds					
Share	–	–	–	–	–
CFFC Household					
Support	1,846	–	(1,846)	–	–
Calderdale Cares					
Innovation Funding	33,072	99,310	(86,355)	–	46,027
RHS Nature in Mind	372	–	(372)	–	–
CMBC Time					
Out/Recovery College	–	12,763	(12,763)	–	–

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

22. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Stronger Neighbourhoods - Roshani	–	24,753	(24,753)	–	–
CCG R&S (22-23)	–	–	–	–	–
Rethink	–	–	–	–	–
Community Wellbeing Services	750	1,590	(226)	–	2,114
WY ICB Involvement	–	–	–	–	–
Welfare Rights Lottery	6,221	–	(6,221)	–	–
Mayors Fund	2,008	–	(1,380)	–	628
Welfare Rights Fund	1,000	100	(18)	92	1,174
Like Minds Donation	–	31,495	(20,121)	–	11,374
Upper Valley Warm Hub	–	9,900	(9,900)	–	–
Find your Thing - Time Out	–	4,769	–	–	4,769
CFFC/ Halifax Minister - Forum	–	1,000	–	–	1,000
Service User Welfare Fund	–	–	1,250	–	1,250
Core funding balance	–	–	(10,090)	10,090	–
	<u>402,338</u>	<u>1,161,315</u>	<u>(1,065,448)</u>	<u>10,182</u>	<u>508,387</u>

	1 Apr 2022	Income	Expenditure	Transfers	31 Mar 2023
	£	£	£	£	£
CMBC Time					
Out/Recovery College	20,725	51,585	(72,112)	(198)	–
Safe Space CCG funding	44,104	109,501	(159,632)	(75)	(6,102)
National Lottery					
Community Fund	869	10,000	(10,869)	–	–
The Forum	–	–	–	–	–
Restricted donation (1)	14,234	3,000	(8,842)	–	8,392
Co-operative					
Community Fund	4,673	–	(4,673)	–	–
Northpoint Wellbeing Ltd (1)	8,300	–	(8,300)	–	–
CFFC - Hardship	178	–	(178)	–	–
Todmorden Community Fund	1,700	–	(1,700)	–	–
Lloyds TSB	923	22,334	(23,257)	–	–
Peer Support Like Minds	17,366	25,000	(20,480)	(70)	21,816
Maureen Brassington	17,243	–	–	–	17,243

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

22. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Childhood fund					
Peer Support (2)	16,455	–	(16,455)	–	–
PH Vulnerable Persons	1,976	–	(1,976)	–	–
PH Care Home Support	12,168	–	(12,168)	–	–
Link worker service	38,481	110,984	(104,146)	–	45,319
PH Calderdale Cares for us	139,631	–	(104,966)	–	34,665
Crisis Adult Response	3,703	–	(3,703)	–	–
Health Inequalities	25,000	–	–	–	25,000
Community Health & Wellbeing	143,186	383,000	(336,136)	–	190,050
Daytime Safe Space	27,188	50,983	(57,486)	–	20,685
R&S CMBC					
Community Grant	3,000	–	(3,000)	–	–
CC4Us Healthy Minds Share	45,579	–	(45,579)	–	–
CFFC Household Support	190	2,000	(344)	–	1,846
Calderdale Cares					
Innovation Funding	–	33,103	(30)	–	33,073
RHS Nature in Mind	–	9,000	(8,628)	–	372
CMBC Time					
Out/Recovery College Stronger	–	12,763	(12,763)	–	–
Neighbourhoods - Roshani	–	24,753	(24,753)	–	–
CCG R&S (22-23)	–	40,000	(40,000)	–	–
Rethink	–	99,500	(99,500)	–	–
Community Wellbeing Services	–	750	–	–	750
WY ICB Involvement	–	4,584	(4,584)	–	–
Welfare Rights Lottery	–	9,997	(3,776)	–	6,221
Mayors Fund	–	4,508	(2,500)	–	2,008
Welfare Rights Fund	–	1,000	–	–	1,000
Like Minds Donation	–	–	–	–	–
Upper Valley Warm Hub	–	–	–	–	–
Find your Thing - Time Out	–	–	–	–	–
CFFC/ Halifax Minister - Forum	–	–	–	–	–
Service User Welfare Fund	–	–	–	–	–
Core funding balance	–	–	–	–	–
	<u>586,872</u>	<u>1,008,345</u>	<u>(1,192,536)</u>	<u>(343)</u>	<u>402,338</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

22. ANALYSIS OF CHARITABLE FUNDS *(continued)*

- CMBC Welfare rights - For welfare rights and employment support.
 - CMBC Time Out/Recovery College - For children and young people's emotional wellbeing.
 - Stronger Neighbour Hoods – Roshani -Support groups for BME's.
 - CFFC - Flood relief Fund - To run support groups, drop in advice and information, along with education projects in schools, which are all in Todmorden.
 - Restricted donation - For the Forum project.
 - Co-operative Community Fund - For the Todmorden allotment and outdoor space.
 - CFFC - Hardship - For people suffering hardship.
 - Todmorden Community Fund - For recovery and support workshops.
 - Lloyds TSB - For salary costs.
 - Northpoint Wellbeing Ltd - Towards the Time Out project.
 - Peer Support - To deliver one to one peer support in crisis with the home based treatment team.
 - Maureen Brassington - Legacy fund to support children & young people's mental health.
 - Peer Support - Training for volunteers to be peer support workers.
 - PH Vulnerable persons - Support for vulnerable persons.
 - PH Care Home Support - Support for care homes staff and post lockdown anxiety.
 - Link worker service - One-to-one support to users that can be stuck in a crisis loop.
 - Calderdale Cares 4 Us - To support public sector in their Covid recovery.
 - Community Transformation - To provide a recovery and support service.
 - Crisis Adult Response - To safe space additional capacity.
 - Safespace A&E - Safe space extension to emergency department.
 - Health inequalities - Scope and analysis. Extent of health inequalities across all ages, including specific focus on suicide prevention.
 - Rethink (Spotlight Project) – Administration of grant funding for mental health inequality projects
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

22. ANALYSIS OF CHARITABLE FUNDS *(continued)*

- Emotional Health and Wellbeing – The community health and wellbeing team works across Calderdale offering support to households on their doorstep, by connecting people to what is available in their area.
- CC4Us Health Minds Share - To 15% management fee to recompense the management of CC4Us project to support public sector in their Covid recovery.
- Household Support fund - To support households on their doorstep. Calderdale Cares.
- Innovation funding – Like Minds Project.
- RHS Nature in Mind – regenerating the allotment
- Community Wellbeing Services – Healthy Minds’ workspace support scheme.
- WY ICB Involvement – Reimbursement of VCS strategic involvement.
- Lottery Community Fund – Welfare rights lottery.
- Mayors Fund – Digital animation project for young people.
- Welfare fund – Welfare rights fund.
- Service user Welfare Fund – Upper Valley Service User Welfare Fund
- CFFC Halifax Minster - Forum
- Find Your Thing – Selection of activities to support young people's wellbeing.
- Safespace ICB – Provision of crisis alternative services.
- Like Minds Donation – Private donation to support Healthy Minds.
- Peer Connect – To support the Like Minds Project.
- Bearders – Support around welfare rights & hardship.
- Recovery & Support ICB – Recovery and Support grant – To provide recovery & support services.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2024

23. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Current assets	150,395	615,183	765,578
Creditors less than 1 year	–	(106,796)	(106,796)
Net assets	<u>150,395</u>	<u>508,387</u>	<u>658,782</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	132,229	475,669	607,898
Creditors less than 1 year	–	(73,330)	(73,330)
Net assets	<u>132,229</u>	<u>402,338</u>	<u>534,568</u>

24. ANALYSIS OF CHANGES IN NET DEBT

	1 Apr 2023 £	Cash flows £	31 Mar 2024 £
Cash at bank and in hand	<u>596,337</u>	<u>158,516</u>	<u>754,853</u>

25. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2024 £	2023 £
Not later than 1 year	6,235	6,235
Later than 1 year and not later than 5 years	5,508	7,711
	<u>11,743</u>	<u>13,946</u>

26. RELATED PARTIES

There were no related party transactions during this year.

CALDERDALE WELLBEING

England & Wales - Charity number 1132316

Accounts



CALDERDALE WELLBEING

Company Limited by Guarantee
FINANCIAL STATEMENTS
31 MARCH 2023

Company registration number: 06828871

Charity registration number: 1132316



Spenser Wilson
Chartered Accountants & Business Advisers

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2023**

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CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charitable company for the year ended 31 March 2023.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Calderdale Wellbeing
Charity registration number	1132316
Company registration number	06828871
Principal office and registered Office	1 King Street Halifax England HX1 1SR
The Trustees	Paul Hunt Freda Davis (Resigned 31 May 2022) Jonathan Morrish Jenny Fagan Daniel Redman (Resigned 14 December 2022) Lydia Blundell Carla Harrison Naomi Sutcliffe Jonathan Stephen (Resigned 14 December 2022) Lynnette Cassidy David Sharman (Resigned 12 June 2023) Emily Turner
Auditor	Spenser Wilson Ltd Chartered accountants & statutory auditor Equitable House 55 Pellon Lane Halifax West Yorkshire HX1 5SP
Bankers	CAF Bank 25 Kings Hill Avenue West Malling ME19 4JQ

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a company limited by guarantee and was formed on 24 February 2009. It is governed by a memorandum and articles of association which were adopted on 24 February 2009 and amended by special resolution on 30 July 2009.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purpose of company law and are appointed by the members at the AGM.

Trustees, who are also the Directors of the Charity, are appointed on the basis of their personal skills/experience and their commitment to the charity.

The Directors may appoint a person who is willing to act to be a Director.

Trustees must be over 18 years old and not disqualified from acting as a Trustee under the Charities Act 2011.

At any one time there should be a minimum of three Trustees, but no maximum. At the date of this report, there are eight Trustees.

One-third, or the number nearest to one-third, of Directors must retire from office at each Annual General Meeting. Directors required to retire by rotation are those who have been longest in office since their last appointment. Directors may be recommended for re-appointment at any general meeting.

Trustee training

Following their election, Trustees meet with the Chair and are familiarised with relevant Charity Commission and Companies House guidance for Trustees / Directors. The Chair, other Trustees and senior management in the charitable company will provide further guidance as is necessary.

Organisation structure

Calderdale Wellbeing has a Board of Trustees usually consisting of six to twelve trustees who are responsible for the strategic direction and policy of the charity.

The Board of Trustees includes a Chair and Chairs of the Finance Committee and Development Sub-Group. Board meetings are held every two months, with the Finance and Development Sub-Groups held between Board meetings.

Risk management

The Chief Officer and Board of Trustees maintain Healthy Minds' strategy and risk register which inform the annual business plan and operational plans for services.

OBJECTIVES AND ACTIVITIES

The charity's objects

The preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2023

The charity's main activities

Healthy Minds is the operating name of Calderdale Wellbeing, a registered Charity based in Halifax. Led by people who have personal experience of emotional distress, Healthy Minds creates opportunities for people to understand and build on their strengths to better achieve what they want from their lives. We work with Calderdale residents from primary school age upwards, raising awareness of emotional wellbeing and providing support through group activities and one-to-one support.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

Aims and Objectives

Our Vision

We want everyone in Calderdale to have better mental health.

Our Mission

- We provide high-quality mental health services to individuals and families in Calderdale.
- We promote awareness and reduce stigma by partnering with local organisations, and providing education and resources that empower people to take control of their mental health.
- We listen to our community and speak up for positive change.

Our Values

- We are a LOCAL, home-grown organisation, connected across Calderdale and committed to its communities.
- We aim to build trust by being HONEST, demonstrating that we are a safe organisation.
- We are non-judgemental, and RESPECTFUL of people's diverse experiences and strive to be as inclusive and accessible as possible.
- Our process is focussed on EMPOWERING people to recognise the choices they can make over their own lives.
- We have the strength of understanding that comes from being LED BY LIVED EXPERIENCE, enabling us to listen, relate, and meet people as equals.

Our expected outcome

- That people across Calderdale are more comfortable talking about their mental health.
 - Reducing stigma and discrimination. Increasing people's self-confidence and self-esteem.
 - Reducing feelings of isolation and strengthening a sense of commonality across Calderdale's communities.
 - That people are better equipped to manage their own mental health and to support other people.
 - Increasing people's emotional resilience through sharing coping strategies and personal experiences.
 - Increasing people's ability to take control of their own health through providing both information and opportunities. Offering volunteer training opportunities where people can develop skills and confidence.
 - Developing healthy, self-sustaining, delivery practices to increase the resilience of local communities.
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2023

- That people know where to get help when they feel unable to manage their own mental health.
 - Deescalating critical situations through in the moment support available day and night.
 - Reducing pressure on A&E through increased awareness of capable, dedicated alternatives.

Context

Mental health services provided by the NHS have historically been unable to meet demand and are under more pressure than ever. Problems with staff recruitment and retention in the NHS stretch services even thinner and accessing timely support becomes harder, leading to escalating needs and yet more demand. There is much talk about heightened rates of mental illness, self-harm and suicide and many factors have created this: limited access to services is one, but we are also facing the fallout from greater awareness of, and reduced stigma around, mental health.

As our expected outcomes describe, at Healthy Minds we believe that people should be comfortable talking about mental health, and that it should be considered normal to seek help when needed. It is good that people can more readily identify their mental health needs - that is what sparked the idea for Healthy Minds 15 years ago - but we need to be conscious that having mental health needs risks being conflated with having mental illness: there is an alarming readiness to label our emotional, psychological reactions to the challenges that life presents as "problems" and "disorders". We can too quickly inflate negative and distressing feelings to the level of mental health crises, and in doing this we can erode our capacity to learn to handle adversity by experiencing and getting through it, with support if required. Healthy Minds is not anti-psychiatry: a diagnosis can be helpful for someone to make sense of what they are experiencing, and, of course, some people have vulnerabilities and life circumstances that mean their distress is such that specialist, clinical mental health treatment is what's needed.

Our position is that clinical treatment is not necessarily the only option and that channelling everyone into NHS services results in the NHS becoming over-burdened and unavailable to those who really need them.

If we can start to spread the load across services so that people get the support that best meets their needs, we may begin to turn the tide. The Voluntary and Community Sector (VCS) is increasingly recognised for its contribution in the wider health and social care system, with more VCS services being commissioned by local authorities and the NHS. A good deal of progress has been made towards closer, integrated working - this report will describe how several Healthy Minds services are delivered in collaboration with statutory services. There are cultural and ideological differences to work through, and some way to go yet in achieving parity between statutory and voluntary sectors, but there is momentum and willingness to grapple with these issues.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2023

STRATEGIC REPORT

The following sections for achievements and performance and financial review form the strategic report of the charity.

ACHIEVEMENTS AND PERFORMANCE

As described above, we are working with many challenges in a changing environment. Our strategy for 2022-25 outlines an approach that recognises and responds to, but is not passively at the mercy of, forces beyond our control.

The following report details each of our strategic priorities, with the relevant activities and performance outlined in each section.

Priority 1: Healthy Minds to have the financial and organisational structures to ensure sustainability

"Sustainability" is about more than just having the financial resources to keep going. It is also being an organisation that makes efficient use of resources; having a team equipped with the right skills, experience and capacity; and having an authentic organisational culture that attracts and retains the best people to achieve our aims and objectives.

Core team

We have invested in establishing a strong core team to develop and maintain administrative and organisational functions that enable service teams to focus on frontline delivery.

The Operational Management Group of two Operational Managers and a Business Manager work alongside the Chief Officer to ensure we keep on track with the actions identified in our strategy and the business and service-level operational plans.

The Finance Team continue to wrangle increasingly complex income and expenditure into coherence. Others in the core team include roles introduced last year: the Marketing and Communications Officer (Amber Ray joined us in January 2023, taking over from Georgia, who has moved into a new role of Membership and Engagement - more detail on this below) and the Community Fundraiser (see below); both of these are now established, permanent roles in the team.

Well-known to many people involved with Healthy Minds is Wendy Anderson, who decided to leave in January 2023 after nearly 11 years - the longest-serving member of the Healthy Minds team. As receptionist and admin worker, Wendy was often the first point of contact for callers and visitors when they get in touch to seek support, and her kindness, patience and understanding has helped people feel safe and comfortable. Much-loved across the whole Healthy Minds team, Wendy has been in many roles in her time here and we are going to miss her.

Community fundraising

Vicky Garrod joined us in a new role as Community Fundraiser in 2021 to better support members of the community and businesses who want to help Healthy Minds by raising funds through various intrepid deeds. This year, Vicky has helped foster relationships with the Rotary Club of Halifax and Halifax Minster, who held a Comfort & Joy Christmas Concert in December in support of Healthy Minds, raising an impressive total over £3,170.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2023

Vicky has also supported people to participate in the virtual London Marathon, with 12 runners in October 2022 raising a combined total of over £6,600. These are just a few examples of the great efforts people have put in to raise money in support of Healthy Minds, and income from such endeavours doubled from 1.8% of our overall income last year to 3.6% this year.

We are also grateful for the support of local employers and businesses, including Covea Insurance and Woolshops Shopping Centre. Matalan also kindly agreed to permit Healthy Minds staff to use their car park, which has been an enormous help for the team.

Thanks to everyone who has supported us throughout the year.

The charitable company does not use any external fundraisers. All fundraising undertaken during the year was monitored by the Trustees.

Calderdale Cares 4 Us (CC4U) / Calderdale Wellbeing Services & Staff Wellbeing

Calderdale Cares 4 Us was a project established with funding from Calderdale Public Health to offer a range of wellbeing support activities for public and voluntary sector workers in the borough, in recognition of the pressures arising from frontline work during the Covid pandemic. The programme included 1-1 counselling, massage, stone carving lessons and foraging, among many other creative and therapeutic activities, all free to access and provided by accredited practitioners throughout Calderdale.

Although the bulk of the programme was delivered in the 2021-22 financial year - and was included in last year's annual report - a second phase ran in February 2023 to use up remaining resources. In this phase, 290 people engaged with a range of 540 activities. 98% people reported that their emotional wellbeing improved; 95% that their ability to manage their wellbeing improved; and 92% improved resilience. 100% providers said it had improved their business prospects after a very tough time during the pandemic - the funding was, therefore, kept within and supported the local economy.

"I felt I might be approaching crisis and this has helped to steer what was deteriorating mental health back in the right track." (Police officer)

CC4Us funding was very much a one-off investment and we are exploring opportunities to continue this work so that the progress made in supporting workers' mental health isn't just a temporary measure but becomes an ongoing and sustainable part of living and working in Calderdale. With that in mind, we have created **Calderdale Wellbeing Services (CWS)** to offer workplace wellbeing support to local organisations and businesses.

The service is in its early development stages and our ambition is that it will fulfil a number of our strategic objectives, delivering on our mission and expected outcomes as well as generating income to supplement grant funding and provide more unrestricted funds to increase capacity and flexibility and combat financial volatility and instability.

It has also provided a good opportunity to look at ourselves in terms of workplace wellbeing, which is among our priority actions. From March to May 2023, the CWS project manager has gathered views and experiences from across the Healthy Minds team to identify what is working well and areas for improvement, which are shaping a comprehensive wellbeing policy in the organisation. We aim to be an exemplary employer, as a wellbeing organisation, so that we can confidently offer experience and expertise to others.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2023

Priority 2: Healthy Minds to provide services and deliver projects that most effectively meet the needs of the population

We worked with 4448 individuals this year across all services. This shows a small increase on last year (4240) and indicates progress on rebuilding from the impact of the Covid pandemic (in 2020-21 numbers dropped to 1123). We believe the increase would have been greater but is affected by service closure, covered in the narrative below. Some services, such as Safespace, have seen increased demand and others, like Community Health & Wellbeing, were still relatively early in their engagement. We expect to see higher engagement and activity in next year's report.

There has been much to celebrate in Healthy Minds' service provision during the year, which will be covered below, but this year was also marked by one of the most difficult episodes we have encountered to date.

As reported over the last two years, our **Recovery & Support (R&S)** service was at risk due to several factors that led to our being unable to secure ongoing funding. Despite 18 months of fighting for its survival (a detailed account of which was in last year's annual report), it became clear that all possible avenues had been exhausted and we could not prop the service up from reserves indefinitely without putting the whole organisation at risk. We were forced to announce in July 2022 that the service would close at the end of September 2022.

Whilst the service closure affected all of Calderdale, its loss was most keenly felt in Todmorden, with a good deal of anger and upset expressed by residents there, and this remains a contentious issue. For the first time in Healthy Minds, we had to go through the redundancy process for the R&S team, meaning that we lost valued, experienced staff from the organisation, and close our premises in Todmorden. This was a distressing time for all involved, not least because we firmly believe in the value of the R&S approach and we understood the impact that its loss would have on people and communities. It was frustrating that we were having to close an active, established service at the same time as Calderdale Council and the NHS were discussing sustainable investment in the voluntary sector, but none of those discussions led to action in time to rescue the service.

Healthy Minds is about finding ways through adversity and, faced with this challenge, we had to look differently at how we could provide support to meet some of the needs that R&S did so well.

We didn't have the resources to maintain the capacity and scope of R&S but what we do have is a team of dedicated, skilled and experienced volunteers who told us that they were keen to lead on more activities so that people do not lose support altogether.

Volunteers and volunteering

Volunteers and volunteering are at the heart of Healthy Minds. 95% of our volunteers have lived experience of emotional distress (the other 5% are either carers of someone with mental health difficulties or have their own strong personal reasons for volunteering) and are therefore expertly placed to understand similar experiences, empowering others to manage their own mental health and personal growth via the person-centred cornerstones of active listening, empathy, genuineness and unconditional positive regard. In this, Healthy Minds offers a genuine alternative to the clinical treatment of mental health issues.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) *(continued)*

YEAR ENDED 31 MARCH 2023

This year, 62 volunteers have given Healthy Minds over 1,000 hours of their time in many aspects of frontline service development and delivery, as well as "behind the scenes" in the organisation. Since the closure of Recovery and Support a dedicated team of 41 volunteers took a lead role in the development and facilitation of our **Like Minds Peer Support Service**.

Like Minds now comprises of two strands: Telephone Befriending and Support, and Activity Groups. Supported remotely by staff, volunteers co-facilitate, co-manage and co-develop eight of our peer support and activity groups. The incredible efforts and professionalism shown here by our volunteer team mean we can proudly say all our groups are volunteer-led, offering genuine peer support.

"I have found the peer group in Elland transformative and know it would not exist without the commitment of the volunteers running the group, so I am most grateful and appreciative".

Throughout the year, nine volunteers have also continuously provided telephone befriending to those who cannot access our groups for reasons such as physical disability, agoraphobia, Covid vulnerability, barriers regarding travel etc.

Having tested this approach, we secured funding through Calderdale Cares Partnership Innovation Fund, alongside continued funding for befriending and a generous private donation, to establish a staff team who will recruit, train and supervise the volunteer team in delivering the service. The new staff team was in place by June 2023, just outside the scope of this report; next year's report will include more detail about how Like Minds is progressing.

"I would like to thank you from the bottom of my heart to all the volunteers who have worked so hard to make us all feel better" (Like Minds participant)

Community Emotional Health and Wellbeing Team (CHWT)

This team is a significant part of Calderdale's approach to the national Community Mental Health Transformation initiative, which aims to make mental health services more accessible in communities, crucially recognising the role the VCS has in communities. We started to build the team in February 2002 and had the frontline team fully recruited in July 2022; Danielle Dawson joined as Service Manager in October 2022.

The service brings support literally to people's doorsteps, with two frontline workers in each of five areas throughout Calderdale (the Central Halifax team has three part-time workers / 2 full-time equivalent). Workers have been recruited from the communities in which they work, acting as a point of contact, providing advice, information and support for up to 200 households each.

The concept is that CHWT workers are connected to other parts of the mental health system: GPs and other NHS mental health professionals based in communities, so that people who may not otherwise be receiving the support they need can be channelled to the right level of care. Inevitably with such an ambitious transformation programme, not all the "working parts" have been in place as readily as we were able to achieve with CHWT and there remain some challenges in getting the wider model fully operational.

CHWT has been evaluated on a local and regional level, and is connected to similar (NHS-based) models elsewhere in the UK. From this, a lot of learning has been generated, in particular the value of having such a service delivered by a non-NHS provider. People have a different relationship, and a different sense of trust, in VCS services than statutory / NHS-provided services and this has emerged as a

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COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

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powerful benefit. Workers also report that they value being part of Healthy Minds as they can also draw on support and experience from across the wider team. CHWTs often refer people into other Healthy Minds services.

The team has done a lot of development work in their areas, getting to know their households and connecting with other services. During the year, they have worked with 440 households across Calderdale and engagement is increasing as workers become better-known and trusted, often being recommended by those who have benefited from their support. The team frequently meet people who have not felt able, for various reasons, to express their need for support and may have been coping alone for a long time. As they have built relationships with the workers, they have opened up, perhaps for the first time, and workers have empowered them to access the support they need.

"Like an angel appeared on my doorstep. I don't know where I would be without you."

"The support and advice given by you has helped me a lot. Knowing I can reach out and seek help reassures me greatly. Also being able to openly admit and speak about my issues has helped me tremendously." (Feedback from people in CHWT-supported households.)

Link

Link aims to address behaviour that leads to frequent use of emergency services such as 999, Accident & Emergency, and NHS crisis services. Sometimes referred to as "high intensity users", these are people who may contact services several times a day unnecessarily: they can be stuck in a "crisis loop", and the Link team offers more intensive, one-to-one support to understand this, and seek achievable change for that person.

In its second year, Link worked with 52 people, with over 1270 contacts. The Link programme is designed around each person's needs and also encourages people to attend group sessions to develop an understanding of such areas as problem-solving and regulating emotions as well as creative and social opportunities.

Roshani

Roshani has continued to offer culturally sensitive support to people of Black and Minority Ethnic backgrounds, the service provides support to predominantly South Asian women. We are in the eighth year of this project, and we have continued to grow the support offer in response to what our service users tell us is helpful to them.

We have taken the learning from the pandemic and now offer a hybrid support offer which works well for those who use our services. We are offering face to face support, both 1:1 and group, however we have also continued to offer telephone and WhatsApp contact to those who prefer this method, this has helped to reach those who have been isolated and not previously accessed support. We have been able to reach 344 people via attending community events and direct targeted support.

We have developed a positive relationship with the Women's Activity Centre and deliver peer support sessions from that venue, our facilitators and volunteers deliver these sessions in Punjabi and Urdu. We are also in a unique position to both signpost and offer support to wider family members through these relationships.

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There are opportunities for people to access volunteer roles and we have implemented a bespoke Roshani volunteer training programme for Punjabi and Urdu speakers that we are excited to build on in the coming year.

Roshani has worked closely with the mental health practitioner within the Central Primary Care Network and been a valued referral pathway for those benefitting from culturally sensitive support.

"I really find Roshani to be a great service and I do discuss this with my patients. I find that people of an Asian decent struggle at times to discuss with their family about mental health possibly due to the stigma. I have referred a number of patients and have always had really good feedback on the service. I find that the service helps to improve patients' confidence to discuss their mental health. I will continue referring and offering the details to my patients". (Primary Care MH Practitioner)

Safespace

Aligned with our aim that people know where to get help when they feel unable to manage their own mental health, Safespace offers "in the moment" support without referral criteria and without waiting lists. Since February 2022, Safespace has been open every weekday during office hours in addition to its well-established every evening offer. Daytime cover has proven popular, meeting a need in Calderdale that other services seemingly don't. Thanks to a generous private donation alongside NHS funding, we were able to have 2 full-time project workers on the daytime service through this year. Although maintaining this level of cover presents a challenge in the coming year, we consider daytime provision an essential part of Safespace's offer in the face of growing demand.

There were 296 Safespace appointments in April 2022, rising to around 500 per month by the end of the year. In total, there were 5080 appointments during the year, supporting 440 people; this compares with just over 3000 calls and over 200 people last year. Most people were experiencing low mood / depression but this is among a wide range of needs that people express; 12% said they felt suicidal and Safespace plays an important role in Calderdale in ensuring that people can be supported to keep safe when in crisis. Nearly a third of people contacting Safespace report being isolated / lonely. Safespace fulfils an important need for some people to have someone they can talk to.

A lot of Safespace work involves safeguarding, particularly with people who are experiencing ongoing feelings of distress, mental health crisis and levels of risk related to suicide. This often involves people who have very little support in place, or at least support which they do not feel is meeting their needs (12% of those expressing suicidal ideation say they have been denied support elsewhere). As staff often have very positive and trusting relationships with people using the service, they are often called on for further support to attend meetings, or court, or to be involved in advocating for service users: this is work that is beyond the remit of Safespace but that the team undertakes to ensure people are supported.

"I am writing to express my gratitude to all of you for your support and help with me during this difficult time in my life. I've felt respected, supported, comfortable and moreover I feel and hope I am building my trust with your services. Every engagement has been positive even when I showed up in a crisis you helped me and didn't turn me away." (Person supported by Safespace)

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Time Out

Our children and young people (CYP) service provides emotional health and wellbeing education sessions in schools alongside a varied programme of activities to help CYP "find their thing" to feel good and stay well. During the year, 2807 CYP engaged with Time Out: a 22% increase on last year, but still 74% of pre-Covid levels as activity in secondary schools has been slower to rebuild owing to a continuing focus on the curriculum post-Covid. However, high schools have been booking our six-week creative wellbeing courses, which is for small groups of students who are struggling in some way.

These courses are also popular in primary schools, and we have had much higher demand from primaries for Time Out workshops. Following feedback from teachers we coproduced new workshops around sleep and self-esteem, which have proved very successful. We also extended our age range in primary schools and now work from KS2 (Year 3) upwards. 88% participants said they learned something new about emotional health and wellbeing.

We have really built on our holiday activities this year, with new staples including Valley Theatre - a project with Game of Thrones actor Phil McGinley; outdoor and indoor pursuits with CI Adventures, and digital art/animation with artist Zeke Clough. 94% young people said they felt their wellbeing had improved as a result of the session.

Due to a recruitment drive and training, we now have a thriving team of 14 volunteers who share their personal experience in school workshops and help with holiday activities. We also manage the Time Out network, providing a forum for information sharing and partnership work for all organisations who work with young people in Calderdale. Staffing has been a bit of a challenge this year, due to maternity leave, sickness and general turnover, and we have seen a reduction in capacity due to funding constraints. However, we feel as passionate as ever about the vital role that Time Out plays in Calderdale, with its focus on early intervention, education and resource-building for young people.

Welfare Rights

Our specialist welfare rights service advises people on benefits entitlement and supports through the process of claims, appeals and tribunals where mental health is the main need. During this year, the service supported nearly 400 people to claim over £560,000 welfare benefits to which they were entitled. Two-thirds of cases relate to Personal Independence Payments (PIP), a disability-related benefit that can involve a protracted, stressful process to claim, often with a hostile assessment that is unsympathetic to mental health needs. The relationship between financial stability and mental health is well-recognised, and the service has helped people not only to get the income they were due but also relieved the stress and worry they were experiencing.

Billy Durrant has been Welfare Rights Worker since 2014 and left Healthy Minds in January 2023. In this time, Billy has supported over 2,700 people to navigate the benefits system, helping them to receive over £2.1 million collectively in benefits to which they were entitled but struggling to claim. We are sorry to lose Billy from Healthy Minds as he moves into another job in Kirklees.

Jane Griffiths joined Billy on the Welfare Rights Team in 2020 and continues to provide this essential support. The service is an important element in Calderdale's anti-poverty strategy and has been partially funded by Calderdale Council for several years now, with confirmation that the same level of funding will continue into 2023-24.

CALDERDALE WELLBEING

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TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) (continued)

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Priority 3: Healthy Minds to maintain and further develop quality services with demonstrable impact

The previous section describes the services we provided during the year. As the closure of Recovery & Support shows, keeping services going remains our paramount challenge. The "traditional" funding sources such as charitable foundations and even National Lottery were under more pressure than ever due to the Covid pandemic and the sector is still feeling the impact.

Being able to present the strongest possible "case for support" - the needs a service aims to address and demonstrating that the service approach is effective and makes a difference - is more important than ever. Aside from making the case for continuation or expansion, good impact evidence is important to validate the efforts of our hard-working team, to inform service development in that we can ensure resources are directed into what is most impactful, and so that people seeking support from Healthy Minds can have confidence in us.

Every service collects impact evidence and some of this is outlined in the service summaries in the previous section. We use a set of wellbeing measures that were coproduced with people supported by Healthy Minds. We ask everyone to tell us how they feel they are doing now compared to when they first came into contact with Healthy Minds.

We also conduct a "census" every couple of years in which we ask everyone in contact with Healthy Minds to assist with more comprehensive data collection. The Big Healthy Minds Census was held in the early months of 2023. The results summary is published on our website.

Averaged across all categories, 62% reported improvements; 30% said "about the same", so support has enabled them to remain stable. 8.1% overall reported that their wellbeing had worsened, however, and we need to analyse this further to understand what factors may affect this.

- The greatest improvement was on "feeling connected / less isolated" (76.7%): this has been the case consistently since we introduced these measures and reflects the sense of community that people say they value about being involved in Healthy Minds.
- The second-highest improvement was on "coping with life's ups and downs" (66.2%). This aligns with our objective that people are better equipped to manage their own mental health.
- "Feeling more confident" was third at 65%.

We also ask about Healthy Minds in relation to other mental health support services. 19.5% people are supported by NHS mental health services alongside Healthy Minds. 31.2% people say that Healthy Minds is their only source of support.

Priority 4: Healthy Minds to maintain a high profile as a trusted, reputable, influential VCS MH provider in Calderdale

Healthy Minds is among the more prominent VCS providers in Calderdale. We have always sought to inform and influence local, regional and national strategic work, particularly relating to mental health; for example, we were one of a few VCS providers invited to early discussions with NHS England in developing the national Community Mental Health Transformation programme, securing agreement that VCS commissioning and involvement was not only desirable but essential.

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One of our values is to "have the strength of understanding that comes from being led by lived experience" and our mission states: "We listen to our community and speak up for positive change". This year saw the long-awaited relaunch of Healthy Minds Forum, putting our values and mission into action to create the opportunity for people to share their experiences and influence - even instigate - positive change.

We have created a dedicated role to drive this work: Georgia Lomax-Thorpe (previously Marketing & Communications Officer) moved into the new Membership & Engagement Coordinator role in December 2022, with a view to re-establishing the Forum and mobilising a new membership model. Both initiatives take us a step further towards genuine coproduction: at the Forum, we can work together to identify what works well, and what doesn't, in the mental health system, and figure out how best to strengthen them. Membership will enable better communication from and into Calderdale's communities so that Healthy Minds can properly represent people's needs and ideas in strategic decision-making in Calderdale and at West Yorkshire level.

These are exciting new developments that will take shape in the coming year. We expect to have much more to say on this in next year's annual report.

FINANCIAL REVIEW

Financial review

The net deficit for the year after transfers was £185,151 (2022 – surplus £375,524) including net deficit of £617 (2022 – surplus £19,537) on unrestricted funds and net deficit of £184,534 (2022 – surplus £355,987) on restricted funds.

Our strategy includes objectives to transition from grant funding to more contracts and commissioned services through more strategic engagement with the public sector and to further develop income generating opportunities.

Although public sector commissioning is still, to some extent, administered by way of grants as contracting and commissioning arrangements are being worked through, this year has seen public sector commissioned increase by 15% of our total income: 74% in 2021-22 to 89% in 2022-23. Some of this is in multi-year commissioning (2-3 years), bringing a degree of stability that we haven't previously enjoyed - but also creates some risk, in that this is restricted income at a higher level than before and is dependent on fewer sources. Income spread across several sources mitigates risk as losing one source has less impact overall.

We face several challenges: funding opportunities through the more traditional charitable trusts and foundations are fewer and more competitive; and some longer-running services have fewer avenues still as they may already have received funding through some of these sources. It is important to say that we continue to identify and pursue potential funding across a range of sources alongside working more closely with the public sector.

The value of the VCS in meeting strategic outcomes is gaining greater recognition in local and regional "systems", and this is an area of growth and opportunity that we cannot ignore. Healthy Minds has always supported system-wide working but we must engage consciously so that our mission and values are not over-compromised.

CALDERDALE WELLBEING

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As described above (Community Fundraising), public donations are increasingly important, and we are fortunate to have been supported this year through people's valiant fundraising efforts as well as generous donations. We are registered with the Fundraising Regulator to ensure that fundraising and donation requests are handled responsibly, in compliance with regulatory requirements.

Reserves policy

Healthy Minds Trustees exercise their power to hold income in reserves, in accordance with our constitution, which states:

The Charity has the following powers in order to further the Objects ... To set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves 4(1)(k) and in line with Charities Commission guidance CC19(5.2):

Some charities have a power to hold reserves in their governing document - all others can rely on powers implicit in the law. Trustees can use these powers where they are satisfied that to do so is in the best interests of the charity: their charity's reserves policy should reflect their reasoning.

Our policy is that, where possible, project budgets will include a proportionate contribution to reserves; this is stated in budgets submitted in funding application and in subsequent reports to funders. When the purpose for which grants received has been discharged; any small residual balances may be transferred into reserves, with funders' agreement (implicit or explicit) as grants are finalised or signed-off on acceptance of a final grant report, which includes a detailed breakdown of expenditure showing the contribution to reserves.

'Free' reserves are held to mitigate risks against loss of income or unforeseen adverse events which could mean we need extra flexibility temporarily or longer-term to meet increased demand for services and/or redeploy staff; they might also be used for cash-flow in the event that we expect to received funds but there is a shortfall between existing and imminent resources.

Designated reserves are held against reasonably anticipated risks in the forthcoming year such as service closure and the liabilities arising from that; or, in respect of a legacy, to fulfil covenants or expectations attached to the legacy.

Once a year the Board will consider the level of reserves that is prudent for the organisation to hold. Consideration will be given to redundancy liabilities, lease agreements, cash flow requirements, significant factors and key risks that should be taken into account if the organisation were to close, this will be reviewed annually before the AGM, and agreed as part of the budget setting for the next financial year.

The trustees have placed a reserves limit of £55,000 minimum and £310,000 maximum.

The charity's actual free reserves at the year-end were £132,229, (2022 – £132,846) which includes designated funds of £66,942, (2022 - £50,000).

Restricted funds were £402,339.

Funds held as agents on behalf of others

Grant income was received from Bearders Charitable trust for people to start their own businesses and get back into work. Calderdale Wellbeing act an agent in relation to these funds and therefore the income and expenditure is excluded from the accounts. Note 15 provided further information in relation to these funds.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

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PLANS FOR FUTURE PERIODS

The Chief Officer and Board of Trustees maintain Healthy Minds' strategy and risk register which inform the annual business plan and operational plans for services. Our strategy covers 2022-25 so the coming year will further progress the strategic priorities described above. Specific actions are identified in our Business Plan for 2022-24, from which service-specific operational plans are developed.

In 2023-24 plans include:

- Securing future contracting / commissioning for existing services that are due to come to the end of funding cycles / contracts during the financial year.
- Ensuring a balanced annual budget for all services and core functions.
- Further developing income generation opportunities, particularly through CWS (Calderdale Wellbeing Services).
- Developing and implementing a new database and reporting system in partnership with Zone Standard.
- Putting our staff wellbeing policy into action.
- Continuing to grow our volunteer base, with increased opportunities for personal and skills development so that volunteers continue to be valued and recognised for their contributions.
- Co-producing and launching our new membership model.

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

In preparing these financial statements, the trustees are required to:

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

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)
(continued)

YEAR ENDED 31 MARCH 2023

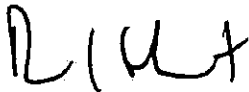
The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITOR

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report and the strategic report were approved on 1 November 2023 and signed on behalf of the board of trustees by:



PAUL HUNT
Trustee

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING

YEAR ENDED 31 MARCH 2023

OPINION

We have audited the financial statements of Calderdale Wellbeing (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2023

OTHER INFORMATION

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2023

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
 - we identified the laws and regulations applicable to the charitable company through discussions with directors and other management;
 - we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company;
 - we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
 - identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.
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CALDERDALE WELLBEING

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2023

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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 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;
- inquiring of management as to actual and potential litigation and claims; and

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.

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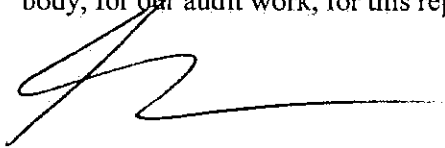
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2023

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Sally Shacklock BA FCA (Senior Statutory Auditor)

For and on behalf of
Spenser Wilson Ltd
Chartered accountants & statutory auditor
Equitable House
55 Pellon Lane
Halifax
West Yorkshire
HX1 5SP

20 December 2023

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2023

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
Income and endowments					
Donations and legacies	5	81,689	275,591	355,280	1,125,142
Charitable activities	6	3,166	734,754	737,919	336,462
Investment income	7	4,209	–	4,209	480
Total income		<u>89,064</u>	<u>1,008,344</u>	<u>1,097,408</u>	<u>1,462,084</u>
Expenditure					
Expenditure on charitable activities	8,9	90,024	1,192,535	1,282,559	1,086,560
Total expenditure		<u>90,024</u>	<u>1,192,535</u>	<u>1,282,559</u>	<u>1,086,560</u>
Net (expenditure)/income		<u>(960)</u>	<u>(184,191)</u>	<u>(185,151)</u>	<u>375,524</u>
Transfers between funds		343	(343)	–	–
Net movement in funds		<u>(617)</u>	<u>(184,534)</u>	<u>(185,151)</u>	<u>375,524</u>
Reconciliation of funds					
Total funds brought forward		132,846	586,873	719,719	344,196
Total funds carried forward		<u>132,229</u>	<u>402,339</u>	<u>534,568</u>	<u>719,719</u>

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

The notes on pages 25 to 39 form part of these financial statements.

CALDERDALE WELLBEING
(Company registration number: 06828871)


COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL POSITION

31 MARCH 2023

	Note	2023		2022	
		£	£	£	£
CURRENT ASSETS					
Debtors	16	11,560		20,794	
Cash at bank and in hand		<u>596,338</u>		<u>797,550</u>	
		607,898		818,344	
CREDITORS: amounts falling due within one year					
	17	<u>73,330</u>		<u>98,625</u>	
NET CURRENT ASSETS			<u>534,568</u>		<u>719,719</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>534,568</u>		<u>719,719</u>
NET ASSETS			<u>534,568</u>		<u>719,719</u>
FUNDS OF THE CHARITY					
Restricted funds			402,339		586,873
Unrestricted funds			<u>132,229</u>		<u>132,846</u>
Total charity funds	20		<u>534,568</u>		<u>719,719</u>

These financial statements were approved by the board of trustees and authorised for issue on 1 November 2023, and are signed on behalf of the board by:



PAUL HUNT
Trustee

The notes on pages 25 to 39 form part of these financial statements.

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2023**

	2023	2022
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES		
Net (expenditure)/income	(185,151)	375,524
<i>Adjustments for:</i>		
Other interest receivable and similar income	(4,209)	(480)
Interest payable and similar charges	439	617
Accrued expenses	2,290	40,372
<i>Changes in:</i>		
Trade and other debtors	(5,703)	82,204
Trade and other creditors	(12,647)	28,995
Cash generated from operations	(204,981)	527,232
Interest paid	(440)	(617)
Interest received	4,209	480
Net cash (used in)/from operating activities	<u>(201,212)</u>	<u>527,095</u>
NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS	(201,212)	527,095
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	797,550	270,455
CASH AND CASH EQUIVALENTS AT END OF YEAR	<u>596,338</u>	<u>797,550</u>

The notes on pages 25 to 39 form part of these financial statements.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

1. GENERAL INFORMATION

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 1 King Street, Halifax, England, HX1 1SR.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are not considered to be any key judgments or estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

3. ACCOUNTING POLICIES *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations and none government grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

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 classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

3. ACCOUNTING POLICIES *(continued)*

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

4. LIMITED BY GUARANTEE

The charity is a company limited by guarantee. The members of the charitable company are the Trustees named on page 1. The liability of the members in the event of the charitable company being wound up is limited to a sum not exceeding £10.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

5. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
DONATIONS			
Donations	71,309	3,400	74,709
GIFTS			
Gift aid	3,040	5,912	8,952
GRANTS			
Grants receivable	7,340	175,178	182,518
Government grant income	–	89,101	89,101
	<u>81,689</u>	<u>273,591</u>	<u>355,280</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
DONATIONS			
Donations	23,472	2,500	25,972
GIFTS			
Gift aid	153	549	702
GRANTS			
Grants receivable	427	571,814	572,241
Government grant income	–	526,227	526,227
	<u>24,052</u>	<u>1,101,090</u>	<u>1,125,142</u>

6. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fees and contract income	<u>3,166</u>	<u>734,754</u>	<u>737,919</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fees and contract income	<u>–</u>	<u>336,462</u>	<u>336,462</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

7. INVESTMENT INCOME

	Unrestricted Funds	Total Funds 2023	Unrestricted Funds	Total Funds 2022
	£	£	£	£
Bank interest receivable	<u>4,209</u>	<u>4,209</u>	<u>480</u>	<u>480</u>

8. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Charitable activities	82,379	1,093,869	1,176,249
Support costs	<u>7,645</u>	<u>98,666</u>	<u>106,310</u>
	<u>90,024</u>	<u>1,192,535</u>	<u>1,282,559</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Charitable activities	2,153	998,237	1,000,389
Support costs	<u>3,894</u>	<u>82,277</u>	<u>86,171</u>
	<u>6,047</u>	<u>1,080,514</u>	<u>1,086,560</u>

9. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Charitable activities	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Charitable activities	1,176,249	94,198	1,270,447	1,080,063
Governance costs	<u>–</u>	<u>12,112</u>	<u>12,112</u>	<u>6,497</u>
	<u>1,176,249</u>	<u>106,310</u>	<u>1,282,559</u>	<u>1,086,560</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

10. ANALYSIS OF SUPPORT COSTS

	Total 2023	Total 2022
	£	£
Premises	47,300	39,232
Communications	17,499	14,896
Human resources	668	45
Finance costs	439	617
Governance costs	12,112	6,497
Staff travel	5,880	1,661
Printing, stationery and IT costs	11,281	11,855
Office equipment	5,718	6,145
Subscriptions	698	525
Staff training	427	2,446
Staff other refreshments	1,275	1,011
Volunteer expenses	3,013	1,241
	<u>106,310</u>	<u>86,171</u>

11. NET (EXPENDITURE)/INCOME

Net (expenditure)/income is stated after charging/(crediting):

	2023	2022
	£	£
Operating lease rentals	<u>7,352</u>	<u>1,084</u>

12. AUDITORS REMUNERATION

	2023	2022
	£	£
Fees payable for the audit of the financial statements	<u>3,800</u>	<u>3,000</u>
Fees payable to the charity's auditor and its associates for other services: Other non-audit services	<u>1,000</u>	<u>1,000</u>

13. STAFF COSTS

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2023	2022
	£	£
Wages and salaries	879,750	670,612
Social security costs	64,655	37,425
Employer contributions to pension plans	37,881	25,884
Other employee benefits	14,057	-
	<u>996,343</u>	<u>733,921</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

13. STAFF COSTS *(continued)*

The average head count of employees during the year was 50 (2022: 43). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Management	1	1
Administration	3	4
Team Leaders	3	6
Project worker	22	17
	<u>29</u>	<u>28</u>

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

Key Management Personnel

The key management personnel of the Charity comprise the trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the Charity was £49,387 (2022: £45,228).

14. TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits from employment with the Charity or a related entity were received by the trustees.

During the year no trustees were paid any expenses (2022 - £nil)

15. FUNDS HELD FOR THIRD PARTIES

Funds held for Bearder Charitable Trust 2023 £1,532 (2022: £2,052). There were no incoming resources during the year.

16. DEBTORS

	2023	2022
	£	£
Trade debtors	173	–
Prepayments and accrued income	11,387	20,794
	<u>11,560</u>	<u>20,794</u>

17. CREDITORS: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	3,597	52,563
Accruals and deferred income	49,614	25,762
Social security and other taxes	14,023	14,500
Other creditors	6,096	5,800
	<u>73,330</u>	<u>98,625</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

18. DEFERRED INCOME

	2023	2022
	£	£
Amount deferred in year	<u>36,500</u>	<u>–</u>

At the balance sheet date the charitable company held funds received in advance for the delivery of Safespace, which relate to monies in advance for the 2023/2024 financial year.

19. PENSIONS AND OTHER POST RETIREMENT BENEFITS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £37,881 (2022: £25,884).

20. GOVERNMENT GRANTS

The amounts recognised in the financial statements for government grants are as follows:

	2023	2022
	£	£
Recognised in income from donations and legacies:		
Government grants income	<u>89,101</u>	<u>526,227</u>

21. ANALYSIS OF CHARITABLE FUNDS

Unrestricted funds

	1 April 2022	Income	Expenditure	Transfers	31 Mar 2023
	£	£	£	£	£
General funds	82,846	64,066	(67,569)	(14,056)	65,287
Designated Fund	50,000	–	(14,056)	14,399	50,343
Peer support	–	24,998	(8,399)	–	16,599
	<u>132,846</u>	<u>89,064</u>	<u>(90,024)</u>	<u>343</u>	<u>132,229</u>

	1 April 2021	Income	Expenditure	Transfers	31 Mar 2022
	£	£	£	£	£
General funds	78,958	24,532	(6,047)	(14,597)	82,846
Designated Fund	34,352	–	–	15,648	50,000
Peer support	–	–	–	–	–
	<u>113,310</u>	<u>24,532</u>	<u>(6,047)</u>	<u>1,051</u>	<u>132,846</u>

Designated reserves are held against reasonably anticipated risks in the forthcoming year such as service closure and the liabilities arising from that; or, in respect of a legacy, to fulfil covenants or expectations attached to the legacy.

Peer support - donation from private donor earmarked to Safespace for daytime provision.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

21. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Restricted funds

	1 April 2022	Income	Expenditure	Transfers	31 Mar 2023
	£	£	£	£	£
CMBC fund 2	20,725	51,585	(72,112)	(198)	–
CCG fund 1	44,104	109,500	(159,631)	(75)	(6,102)
CMBC fund 3	–	–	–	–	–
CFFC - Flood Relief Fund 1	–	–	–	–	–
National Lottery Community Fund	869	10,000	(10,869)	–	–
BBC Children in Need Restricted donation 1	–	–	–	–	–
CFFC - Flood Relief Fund 2	14,234	3,000	(8,842)	–	8,392
Co-operative Community Fund	–	–	–	–	–
Northpoint Wellbeing Ltd	4,673	–	(4,673)	–	–
CFFC – Hardship Todmorden Community Fund	8,300	–	(8,300)	–	–
Lloyds TSB	178	–	(178)	–	–
Peer Support fund 1	1,700	–	(1,700)	–	–
Restricted donation 2	923	22,334	(23,257)	–	–
Upper Calder Valley Peer Support fund 2	17,366	25,000	(20,480)	(70)	21,816
Flood Support Henry Smith	17,243	–	–	–	17,243
Advice and information services CMBC	–	–	–	–	–
PH Vulnerable Persons PH Care Home Support	–	–	–	–	–
Link worker service	1,976	–	(1,976)	–	–
Calderdale Cares 4 Us Community transformation	12,168	–	(12,168)	–	–
Crisis Adult Response	38,481	110,984	(104,146)	–	45,319
Health Inequalities Emotional Health and Wellbeing	139,631	–	(104,966)	–	34,665
Safe Space A&E Funding	–	–	–	–	–
	3,703	–	(3,703)	–	–
	25,000	–	–	–	25,000
	143,186	383,000	(336,136)	–	190,050
	27,189	50,983	(57,486)	–	20,686

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

21. ANALYSIS OF CHARITABLE FUNDS *(continued)*

Recovery & Support					
Drop In	–	–	–	–	–
Suicide Prevention Fund	–	–	–	–	–
R&S CMBC					
Community Grant	3,000	–	(3,000)	–	–
CC4Us Healthy Minds					
Share	45,579	–	(45,579)	–	–
Household Support					
Fund	190	2,000	(344)	–	1,846
Calderdale Cares					
Innovation Funding	–	33,103	(30)	–	33,073
RHS Nature in Mind	–	9,000	(8,628)	–	372
CMBC Time					
Out/Recovery College	–	12,763	(12,763)	–	–
Stronger					
Neighbourhoods -					
Roshani	–	24,753	(24,753)	–	–
CCG R&S (22-23)	–	40,000	(40,000)	–	–
Rethink	–	99,500	(99,500)	–	–
Community Wellbeing					
Services	–	750	–	–	750
WY ICB Involvement	–	4,584	(4,584)	–	–
Lottery Community					
Fund	–	9,997	(3,776)	–	6,221
Mayors Fund	–	4,508	(2,500)	–	2,008
Welfare Fund	–	1,000	–	–	1,000
	<u>586,873</u>	<u>1,008,344</u>	<u>(1,192,535)</u>	<u>(343)</u>	<u>402,339</u>

	1 April 2021	Income	Expenditure	Transfers	31 Mar 2022
	£	£	£	£	£
CMBC fund 2	16,451	76,300	(71,791)	(236)	20,724
CCG fund 1	38,779	145,998	(140,372)	(300)	44,105
CMBC fund 3	1,591	24,753	(26,264)	(80)	–
CFFC - Flood Relief					
Fund 1	13,920	300	(14,220)	–	–
National Lottery					
Community Fund	26,622	61,833	(88,295)	(160)	–

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

BBC Children in Need	8,154	–	(8,154)	–	–
Restricted donation 1	11,819	3,049	(634)	–	14,234
CFFC - Flood Relief Fund 2	25,001	250	(25,250)	–	1
Co-operative Community Fund	4,891	–	(218)	–	4,673
Northpoint Wellbeing Ltd fund 1	7,672	28,000	(27,372)	–	8,300
CFFC - Hardship	–	1,546	(1,368)	–	178
Todmorden Community Fund	1,200	1,700	(1,200)	–	1,700
Lloyds TSB	14,286	22,111	(35,474)	–	923
Peer Support fund 1	12,174	25,000	(19,739)	(69)	17,366
Restricted donation 2	17,243	–	–	–	17,243
Upper Calder Valley Peer Support fund 2	17,425	–	(970)	–	16,455
Flood Support	13,658	–	(13,658)	–	–
Henry Smith	–	60,000	(59,131)	–	869
Advice and information services CMBC	–	17,012	(17,012)	–	–
PH Vulnerable Persons	–	22,206	(9,935)	(103)	12,168
PH Care Home Support	–	22,206	(20,128)	(103)	1,975
Link worker service	–	121,052	(82,571)	–	38,481
Calderdale Cares 4 Us Community transformation	–	425,000	(285,369)	–	139,631
	–	6,000	(6,000)	–	–
Crisis Adult Response	–	28,540	(24,837)	–	3,703
Health Inequalities	–	25,000	–	–	25,000
Emotional Health and Wellbeing	–	160,000	(16,814)	–	143,186
Safe Space A&E Funding	–	38,000	(10,811)	–	27,189
Recovery & Support Drop In	–	4,812	(4,812)	–	–
Suicide Prevention Fund	–	17,084	(17,084)	–	–
R&S CMBC Community Grant	–	3,000	–	–	3,000
CC4Us Healthy Minds Share	–	75,000	(29,421)	–	45,579
Household Support Fund	–	1,800	(1,610)	–	190
Calderdale Cares Innovation Funding	–	–	–	–	–
RHS Nature in Mind	–	–	–	–	–
CMBC Time	–	–	–	–	–
Out/Recovery College	–	–	–	–	–
Stronger	–	–	–	–	–

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

Neighbourhoods –					
Roshani					
CCG R&S (22-23)	–	–	–	–	–
Rethink	–	–	–	–	–
Community Wellbeing					
Services	–	–	–	–	–
WY ICB Involvement	–	–	–	–	–
Lottery Community					
Fund	–	–	–	–	–
Mayors Fund	–	–	–	–	–
Welfare Fund	–	–	–	–	–
	<u>230,886</u>	<u>1,437,552</u>	<u>(1,080,514)</u>	<u>(1,051)</u>	<u>586,873</u>

- CMBC fund 2 - For children and young people's emotional wellbeing.
- CCG fund 1 - To provide mental health recovery and support sessions.
- CMBC fund 3 - Support groups for BME's.
- CFFC - Flood relief Fund 1 - To run support groups, drop in advice and information, along with education projects in schools, which are all in Todmorden.
- National Lottery Community - To provide a recovery and support service.
- BBC Children in Need - For children and young people workshops.
- Restricted donation fund 1- For the Forum project.
- CFFC - Flood relief Fund 2 - To run support groups, drop in advice and information. Along education projects in schools in the Upper Valley.
- Co-operative Community Fund - For the Todmorden allotment and outdoor space.
- Northpoint Wellbeing Ltd fund 1 - Towards the Time Out project.
- CFFC - Hardship - For people suffering hardship.
- Todmorden Community Fund - For recovery and support workshops.
- Lloyds TSB - For salary costs.
- Peer Support fund 1 - To deliver one to one peer support in crisis with the home based treatment team.
- Restricted donation fund 2 - To spend on children's support for mental health.
- Upper Calder Valley - for emotional health and wellbeing support activities for Upper Valley residents,

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

- Peer Support fund 2 Training for volunteers to be peer support workers.
 - Flood Support - For emotional health and wellbeing support activities for Upper Valley residents.
 - Henry Smith - towards running costs of a project providing support to people experiencing mental distress in Calderdale
 - Advice and information services CMBC - to carry out projects in particular to prevent and reduce poverty and financial exclusion by providing quality, coordinated advice and information services to residents enabling them to contribute to, and participate in , the social and economic life of Borough.
 - PH Vulnerable persons - Support for vulnerable persons.
 - PH Care Home Support - Support for care homes staff and post lockdown anxiety
 - Link worker service - One-to-one support to users that can be stuck in a crisis loop
 - Calderdale Cares 4 Us - To support public sector in their Covid recovery.
 - Community transformation - To provide a recovery and support service.
 - Crisis Adult Response - To safe space additional capacity
 - Health inequalities - Scope and analysis. Extent of health inequalities across all ages, including specific focus on suicide prevention.
 - Emotional Health and Wellbeing - To expand and transform the local services for children and older adults with severe mental health.
 - Safespace A&E - Safe space extension to emergency department.
 - Recovery & Support Drop in - Winter pressures fund.
 - Suicide prevention fund - Suicide prevention fund.
 - R&S CMBC Community Grants - Recovery and support grant.
 - CC4Us Health Minds Share - To 15% management fee to recompense the management of CC4Us project to support public sector in their Covid recovery.
 - Household Support fund - To support households on their doorstep.
 - Calderdale Cares Innovation Funding for Like Minds project.
 - RHS Nature in Mind -
 - CMBC - Time Out/Recovery College.
 - Stronger Neighbourhoods – Roshani.
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

- CCG R&S (22-23) – recovery and support.
- Rethink – mental illness
- CMBC - Community Wellbeing Services, delivery of wellbeing workshops.
- WY ICB Involvement - Safespace
- Lottery Community Fund – welfare rights.
- Mayors Fund – equipment
- Welfare Fund – welfare rights.

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Current assets	132,229	475,669	607,898
Creditors less than 1 year	–	(73,330)	(73,330)
Net assets	<u>132,229</u>	<u>402,339</u>	<u>534,568</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	132,847	685,498	818,344
Creditors less than 1 year	–	(98,625)	(98,625)
Net assets	<u>132,847</u>	<u>586,873</u>	<u>719,719</u>

23. ANALYSIS OF CHANGES IN NET DEBT

	1 Apr 2022 £	Cash flows £	31 Mar 2023 £
Cash at bank and in hand	<u>797,550</u>	<u>(201,212)</u>	<u>596,338</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2023

24. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2023	2022
	£	£
Not later than 1 year	6,235	3,043
Later than 1 year and not later than 5 years	7,711	6,334
	<u>13,946</u>	<u>9,377</u>

Total expenditure incurred under operating lease contracts during the year was £7,352 (2022: £7,049).

25. RELATED PARTIES

There were no related party transactions during this year or the previous year.

CALDERDALE WELLBEING

England & Wales - Charity number 1132316

Accounts



CALDERDALE WELLBEING

Company Limited by Guarantee
FINANCIAL STATEMENTS
31 MARCH 2022

Company registration number: 06828871

Charity registration number: 1132316



Spenser Wilson
Chartered Accountants & Business Advisers

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
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CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Calderdale Wellbeing
Operating name	Healthy Minds
Charity registration number	1132316
Company registration number	06828871
Principal office and registered office	1 King Street Halifax England HX1 1SR
The trustees	Paul Hunt Freda Davis (Resigned 31 May 2022) Jonathan Morrish Jenny Fagan Daniel Redman Lydia Blundell Carla Harrison Lindsay Manning (Resigned 5 October 2021) Naomi Sutcliffe Jonathan Stephen Kate Hallitt (Resigned 5 October 2021) Gemma Edkins (Resigned 5 December 2021) Lynnette Cassidy (Appointed 30 March 2022) David Sharman (Appointed 30 March 2022) Emily Turner (Appointed 30 March 2022)
Auditor	Spenser Wilson Ltd Chartered accountants & statutory auditor Equitable House 55 Pellon Lane Halifax West Yorkshire HX1 5SP
Bankers	CAF Bank 25 Kings Hill Avenue West Malling ME19 4JQ

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) *(continued)*

YEAR ENDED 31 MARCH 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a company limited by guarantee and was formed on 24 February 2009. It is governed by a Memorandum and Articles of Association which were adopted on 24 February 2009 and amended by special resolution on 30 July 2009.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purpose of company law and are appointed by the members at the AGM.

OBJECTIVES AND ACTIVITIES

The charity's objects

The preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

The charity's main activities

Healthy Minds is the operating name of Calderdale Wellbeing, a registered Charity based in Halifax and Todmorden. Led by people who have personal experience of emotional distress, Healthy Minds creates opportunities for people to understand and build on their strengths to better achieve what they want from their lives. We work with Calderdale residents from primary school age upwards, raising awareness of emotional wellbeing and providing support through groups, courses and workshops alongside one-to-one support to manage life factors such as welfare rights and employment support.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

Aims and Objectives

Our Vision

People who have lived experience of mental distress are central to the realisation of our vision, which is to improve the mental health of people of all ages in Calderdale and the quality of life of those people who experience poor mental health. We seek to fulfil this by:

- Increasing opportunities, choice and control;
- Raising awareness of mental health & reducing stigma;
- Being an effective and influential voice for mental health in Calderdale.

This is no small ambition. Calderdale has a higher prevalence of mental health needs than nationally; it is a relatively large geographic area with a smaller population than neighbouring areas, presenting a challenge for borough-wide coverage. Calderdale's population is not particularly diverse compared to other areas but that can mean certain communities do not receive the focus required to effectively address inequalities.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

As Calderdale's main voluntary sector organisation with a dedicated mental health focus, Healthy Minds has become a trusted and reputable provider of emotional health and wellbeing services. Healthy Minds' established presence in communities and within the wider system is among our assets. We are well-placed to develop approaches that meet the emotional health and wellbeing needs of people in Calderdale and must ensure that we have the infrastructure and resources to support frontline activity.

We believe in working within a system that respects the expertise of each provider so that people who need support can more readily access it at an appropriate level and in a timely manner. We are increasingly valued as an element of Calderdale's mental health offer, supporting statutory provision and/or as a viable alternative for people who cannot or choose not to engage with statutory provision.

Healthy Minds recognises that clinical, biomedical treatment of mental illness is not the only option. Our approach is focused around empowering and supporting people to manage their own mental health, and live the best lives that they can.

Our approach is person-centred and values the support that people provide for themselves and their peers.

Our work broadly fits within three themes:

- Prevention - reducing stigma and educating people about emotional health;
- Early intervention - timely access to support so that people's needs do not escalate;
- Recovery - helping people develop the resources to achieve and maintain emotional health.

Our 2019-22 strategy identified a number of key management priorities to help develop Healthy Minds as an organisation and safeguard our ability to provide our valued support services:

Priority 1: Healthy Minds to have the financial and organisational structures to ensure sustainability

- Consolidate organisational structure, systems, services and governance to improve efficiency.
- Explore opportunities for income generation that move away from a donor driven model and provide more unrestricted funds in order to increase capacity and flexibility and combat financial volatility and instability.

Priority 2: Healthy Minds to build a high profile organisation in Calderdale to attract users and donors

- Increase brand awareness, raise our business profile and engage (relationship build) with our target audiences through increased use of digital marketing.
- Generate more income through online fundraising and donations.
- Use digital marketing to improve service delivery.

Priority 3: Healthy Minds to visibly demonstrate the impact that it is making to the lives of people in Calderdale

- Publicise the benefits and impact of Healthy Minds' services to attract users and donors.
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

- Work closely with the NHS and other public sector organisations to demonstrate that Healthy Minds can, and does, provide solutions which ease the pressure on the increasing demand for public mental health services, particularly around reducing demand for those services and early intervention.
- Use thorough impact assessments to inform decision making within Healthy Minds to ensure that the services we provide meet the needs of the local communities, are in line with national trends and make the best use of available funds.

Priority 4: Healthy Minds to provide services and deliver projects that most effectively meet the needs of the population

- Understand the needs for services and projects through local consultation and analysis of published research to inform decision making.
- Provide services which meet the needs of the local population, mirroring the needs expressed by national and local policy makers where appropriate.

Actions arising from the strategy are set out in our annual Business Plan, linking with the Risk Register, and informing service operational plans.

STRATEGIC REPORT

The following sections for achievements and performance and financial review form the strategic report of the charity.

ACHIEVEMENTS AND PERFORMANCE

This report covers the period from April 2021 to March 2022 inclusive. Last year's report outlined the challenges arising from the Covid-19 pandemic, and we were still very much in the thick of the pandemic for much of this year.

The worldwide population has confronted a uniquely shared experience in the Covid-19 pandemic and its emotional impacts have highlighted how mental health affects us all. To various degrees, everyone has felt fearful, anxious, isolated and destabilised by uncertainty. In the year covered by this report, lockdowns and restrictions to manage infection rates were easing somewhat thanks to a massive vaccination programme and people began adjusting to a "new normal" (and trying to figure out just what that was supposed to mean). By February 2022, UK government guidance set out that we were "living with Covid". Its effects linger, however, for people individually and for society. It has changed things - some for the better - and presented unforeseen challenges that came to bear during the course of this year.

Last year's annual report included this comment, which remains pertinent for this year: "the team's determination, flexibility and ingenuity has seen us through a very tough year but has ensured that people who need it have had access to support."

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

Working through delivery challenges and ongoing uncertainty to continue to provide support, this year has had its difficulties. Nevertheless, we've kept services open and introduced additional services through the year that respond to Calderdale's needs.

Across all services, Healthy Minds worked with 4,240 individuals. This is a significant increase on last year (2020-21: 1,123 beneficiaries) and shows the impact of our efforts to reopen the programme as much and as quickly as possible: this year's total is 50% of pre-pandemic activity (2019-20: 8,400 beneficiaries).

Community Emotional Health and Wellbeing Team (EHWB)

Healthy Minds was among the organisations involved in early discussions with NHS England about the Voluntary and Community Sector (VCS) role in mental health transformation (October 2019). In what some might consider a refreshing surprise, the initiative took hold and NHS England launched the national community mental health transformation initiative, with a requirement that the voluntary sector is given greater recognition for what we contribute to the mental health "system". Over several months, our Chief Officer remained involved in developing the regional and local transformation programme with West Yorkshire Health Care Partnership - the regional NHS authority - and Calderdale Clinical Commissioning Groups.

Almost inevitably in a system already under pressure dealing with a pandemic, progress was slowed but the regional bid was approved in February 2021 (against an expected start date of April 2021!). Healthy Minds was selected as Calderdale's main VCS partner in the transformation, to develop a Community Emotional Health and Wellbeing team. Inspired by community health initiatives started in Brazil, this pilot will see workers recruited from the communities in which they work, acting as a point of contact, providing advice, information and support for households. The model is that each worker has a designated 'patch' comprising of 200 households and the team works across Calderdale

In partnership with neighbourhood NHS mental health teams. Healthy Minds will host a team of 10 workers (covering 2000 households). The overall aim is to improve access to mental health support.

With (understandable but frustrating) delays in funds and plans being approved by NHS England, the project got the go-ahead late in 2021. A new Operational Manager, Lisa Dunne, joined us in February 2022 (replacing Peter Boyle who left in November 2021), along with the first of the new Community EHWB workers; recruitment for the rest of the team continued over the following months through several rounds, with the frontline team finally complete in July 2022.

Although we have other services that are connected to the wider mental health system, this marks a significant step-change in our (and the VCS's across West Yorkshire) relationship with the statutory sector. There remain big issues to work through on integration across sectors but this reflects the scale of ambition, and challenge, in achieving true transformation. Next year's annual report will have much more to say about how this service progresses.

Calderdale Cares 4 Us (CC4Us)

We enjoy a good relationship with statutory partners and commissioners and Healthy Minds is a trusted VCS provider. We were invited to host an ambitious programme to provide emotional wellbeing support for public sector workers in Calderdale, in recognition of extraordinary pressures in the pandemic. With £500,000 investment from Calderdale Public Health, Calderdale Cares 4 Us launched in May 2021 with a small project team establishing the offer remarkably quickly: services were available from July.

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COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

Healthy Minds did not directly provide the programme activities; our role was to build a programme delivered by independent practitioners and partner organisations. A lively menu of services offered counselling, yoga and other therapies alongside opportunities for creative activities, physical exercise and more - a total of 4,500 places available; 2,500 hours of activity across 70 services and 50 providers, free to access and available to workers in health, education, Police and Fire Service, as well as VCS staff and volunteers.

Over 1,100 people benefited from CC4Us. 58% had not previously accessed mental health support. 98% reported that their emotional wellbeing had improved (72% a lot; 26% a little); 91% improved resilience (60% a lot; 31% a little); and 95% that they felt more able to manage their wellbeing (64% a lot; 31% a little).

"It came at a period in my life when I felt I might be approaching crisis and this has helped to steer what was deteriorating mental health back on the right track... facilitators were brilliant, really engaging, interesting and very enthusiastic."
(participant from West Yorkshire Police)

The project also gave a boost to practitioners whose businesses had been hit hard by the pandemic. In enabling a flow of clients for funded places, providers reported the project had helped them not just to keep going but to grow:

"I have had access to very high calibre clients who have given me very good testimonials which I will be able to use to build my website and start my online presence and journey. So many thanks."
(provider).

Another provider found that 40% of CC4Us clients had chosen to pay privately to continue attending following their funded places.

Going into the next financial year, we intend to continue to develop the CC4Us offer as a sustainable model (this level of investment was a one-off), given its success and enthusiastic reception.

Link

Another brand-new service in Calderdale, Link is a pilot that aims to address behaviour that leads to frequent use of emergency services such as 999, Accident & Emergency, and NHS crisis services.

Sometimes referred to as "high intensity users", these are people who may contact services several times a day unnecessarily: they can be stuck in a "crisis loop", and the Link team offers more intensive, one-to-one support to understand this, and seek achievable change for that person.

Link works with system partners to ensure a coordinated approach. One example is of a person who regularly self-injured in order to attend A&E. The Link team suggested a more perfunctory approach from the A&E department - for example, not offering a cup of tea - and that person has reduced their A&E visits.

The service started in July 2021 and has worked with 32 people in its first year. This is complex work with people who have sometimes deeply entrenched distress and behaviour. Some people have reduced their 999 ambulance calls by up to 28%; another significantly increased 999 calls, reacting against perceived restrictions. Link has been commissioned for three years so that this approach can be fully

CALDERDALE WELLBEING

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TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

evaluated on how effectively it diverts people from other services in the long-term. This is another good example of innovative, cross-system working in which VCS organisations like Healthy Minds can provide solutions.

Like Minds: peer support for people in crisis

Our peer support service extends one-to-one support and befriending for people who have come through the NHS Intensive Home-Based Treatment Team (IHBTT, informally known as the "crisis team"). The Like Minds project worker supports and supervises trained volunteer peer supporters who are matched to people referred for around 12 weeks.

Peer support training, for the volunteers and supervisor, has been made available by Health Education England and ImROC. (Implementing Recovery through Organisational Change) Including training, volunteers gave 250 hours to the service.

In its first year, 8 Like Minds peer supporters completed training. The service had 17 referrals.

"In the past, talking to the other services had felt like they were monitoring me. Talking to a Peer Supporter was different, as I could tell she could relate to my experience as she had gone through similar troubles. So having that relationship made it better, as she was not just doing a job, she understood me a lot and so it was a closer relationship. My Peer Supporter gave me ideas from research that she'd done outside the session. I tried some of the ideas I'd been given and she found me courses I could go on. She helped me do the things I felt too down to do myself, which kept encouraging me and helped me to keep trying to get a job and feel hopeful about the future. She was very patient with me and understood when I didn't wake up for appointments and didn't make me feel bad about it ... This is the best mental health service I've used in a long time. It felt like counselling with someone who actually cares. And I start my job on Monday!"

Although Like Minds' development has been hampered by the pandemic, affecting referrals and volunteers' availability, there is confidence in the model and it has been recommissioned for a further two years, expanding its referral criteria beyond IHBTT (Intensive Home Based Treatment Team - (Calderdale) clients to make the service more widely available.

Safespace

As reported last year, although Safespace started in 2018, it has particularly shown its value during the pandemic as an accessible source of out-of-hours support. In response to the first lockdown, Safespace extended to opening every evening through the week and this has continued. It is now completing its first year of a two-year commission from Calderdale CCG as a 7 days per week service.

Safespace has handled 3,013 calls in the year, supporting up to 28 individuals per week; at its peak, the service took 83 calls in one week against an average of around 60. Safespace gives support "in the moment" to keep people safe and avert crisis but a number of people find the consistent presence of the Safespace team fulfils their support needs and contact the service often; one person made over 580 calls as even a brief check-in with Safespace, knowing that they are available, helps that person to feel more secure. 207 individuals have been supported through the year. The main issues presented have been low mood, depression, anxiety and panic; 51 callers felt suicidal. Perhaps unsurprisingly during the pandemic, isolation was the highest-reported social need, and Safespace remains an important means of contact and connection.

CALDERDALE WELLBEING

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TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

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YEAR ENDED 31 MARCH 2022

Calderdale has one of the highest suicide rates in the country (15.6 per 100,000 people, significantly higher than national, and regional rates). Access to support is among the contributing factors and something Healthy Minds strives to provide. People presenting at A&E in mental health need has been identified as a significant pressure on the department: these are often inappropriate (people not knowing where else to go) and result in long waiting times in a department already under immense pressure. When the opportunity arose to propose initiatives to reduce mental health demand on A&E, we successfully pitched an idea to place Safespace workers in A&E to divert people, with an offer of immediate access to support.

Safespace in A&E was developed at speed, with at least two workers and a volunteer present in the department from February 2022. Despite the Safespace team's and A&E staff's best efforts, it became apparent that there were several barriers to delivering the service in A&E: a wariness around risk and trust meant that the team saw only one person in the first month. Rather than squander the resource, we agreed to relocate the team at our Halifax premises and open the offer: anyone could now get immediate access to Safespace support in the daytime as well as in evenings. This proved an instant success: from one referral in February, 51 people contacted the service in March. The need was present, but the location was wrong. We have eked out the budget to maintain the service - now called Daytime Safespace - through to September 2022 (outside the scope of this report) and having dedicated capacity has already proven valuable: a simple but effective measure that fulfils our aim to provide better access to emotional support without referral criteria and waiting lists.

Time Out

Our children and young people (CYP) service provides emotional health and wellbeing education sessions in schools alongside a varied programme of activities to help CYP "find their thing" to feel good and stay well.

The delivery model of workshops in schools was inevitably hindered in the earlier part of the year as schools were unable to host sessions: this showed in the first quarter of the year, with fewer sessions than usual. The team had concentrated on reviewing and coproducing new workshop content (see below) and developing holiday activities, which built over the year, both in terms of what the offer and the take-up. Time Out delivered a huge range of free activities - from the physical (boxing, cricket, yoga and dance) to the creative (imaginative writing, cartoons, digital art, theatre sessions) to the fun and fantastical (potion making, cooking, Christmas games, parties in the park). We've made brilliant new partnerships with Outback community garden, Hebden Bridge Arts, Todmorden Book Festival and Woolshops.

We ran a four week project with Hebden Bridge Arts called Underlands, which took the young people on a fungi-related foraging and creative arts adventure, culminating in an exhibition at Gibson Mill in Hardcastle Crag.

Young people tell us they love our activities, but also love the chance to form new friendships outside of school:

"I love coming to Time Out groups. At school, people think I'm weird but I can be myself here and have made lots of friends"
(YP with autism and movement disorder).

CALDERDALE WELLBEING

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TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

"The activities on offer are brilliant, my kids always have a really good time. My eldest loves that she is allowed to help set up as it makes her feel grown up, useful and responsible. We all recently suffered a traumatic event which left my girls with low self-esteem. My youngest became really withdrawn and her confidence was knocked. She was anxious about attending at first, but absolutely loves Time Out groups and has made lots of new friends. I'm amazed at the difference in her, so thank you."

(parent).

"As a parent, I feel this provision is a brilliant asset to the young people of Calderdale and is very much needed. Sometimes meeting new people and doing a new activity is as meaningful to mental health as talking therapies. My daughter is so much more confident and much better at meeting new people than before she visited Time Out."

While face-to-face school work was not happening, we took the opportunity to coproduce a new workshop based around issues that teachers told us they were encountering in the classroom. Kindness, Friendship & Social Media has gone on to be our most popular workshop, in both primary and high schools. We have also recently coproduced other new workshops: Step up your Self- Esteem, Sleep Superheroes and Resilience.

"It was an amazing lesson", "I learned how to be a better friend", "I never thought about how kindness spreads".

Once schools reopened their doors in September, we were deluged with demand, particularly in primary schools. As well as one-off workshops, we offer six week creative wellbeing courses where young people with particular needs get the chance to work in a small group in a more sustained way, often to transformative effect. These courses are also proving popular in high schools.

"I have learned to be calm when I feel angry and sad."

"I love coming to these sessions, they really help me with my wellbeing too!"
(Teaching Assistant).

From 98 participants in the first quarter of the year, Time Out grew steadily as delivery opened: 241 in quarter 2, rising to 995 in quarter 4. A total of 2,292 CYP engaged with the programme in school workshops and the activity programme. 92% said they had learned something new about mental health.

Time Out is part of the Open Minds Partnership, with Northpoint Wellbeing, Barnardo's and Noah's Ark, together forming Calderdale's mental health offer for CYP.

Roshani

It is well-recognised that many people of Black and Minority Ethnic backgrounds face barriers in accessing mental health support: language barriers and a lack of understanding about mental health stigma in a socio-cultural context mean that, for many, statutory mental health services don't offer what people need. Roshani extends culturally-sensitive emotional support, predominantly to women of South Asian heritage. There is a long way to go in properly addressing this aspect of health inequality but Neelam Singh, the Roshani project worker, is an essential source of support that is not otherwise available to the same extent in Calderdale.

CALDERDALE WELLBEING

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TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT) (continued)

YEAR ENDED 31 MARCH 2022

On just 18 hours per week, funded by Calderdale Council's Stronger Neighbourhoods programme, Neelam supports women individually and in peer support groups, often in distressing situations for which help can be hard to find. The pandemic meant that venues for support groups were closed and have been slow to re-open. Neelam has maintained contact via a WhatsApp group and through one-to-one telephone support, with 12 people supported. Neelam also ran sessions at Himmat Youth Project, with 24 participants, and at an International Women's Day event in March with 30 women attending.

"I came to Roshani Support services at a time where I felt so many other services had not met my needs or were not able to help me in terms of having cultural understanding. The help I received through Roshani enabled me to help myself in terms of fighting against cultural oppression"

"Neelam has helped me a great deal with her support and having cultural knowledge was the key to gaining the right advice for me. I have been under other services for over a year but feel like I made the most progress when I received support through Roshani one to one telephone service"

Welfare Rights

Our specialist welfare rights service advises and supports people with mental health needs, from benefits entitlement through to representation at tribunal; this level of support is unique to Calderdale. Financial stability is recognised as a significant "wider determinant" in mental health. Jane Griffiths joined Billy Durrant in the welfare rights team in November 2020 and has brought much-needed additional capacity to the team. It should be noted, however, that team capacity is just 0.8 full-time equivalent for such an important and successful service.

Through the year, the team worked with 271 people, many with multiple issues. This is often complex and long-term work but the service continues to achieve brilliant results that alleviate distress for people struggling to navigate a fiendishly impenetrable welfare system. Examples include successfully supporting someone to gain a £14,500 back payment and 200% increase in ongoing entitlements.

"I remember at one point at the beginning of the process, before meeting yourself, I was going to give up on the whole thing - fall at a hurdle so to speak and not push on. I knew the impact on my health was going to be too much. Thankfully I found the most qualified person for the job ... there is CAB level knowledge and then there is Billy Durrant level knowledge. I was blown away, from our very first phone call/email, on the level of detail you knew. Due to my somewhat difficult/complex case, a deep level of legal language/case law understanding was required ... I was so lucky to find Healthy Minds - I had never heard of the charity before - what a wonderful service it provides... Sadly a much needed one in today's society."

(Welfare Rights client)

As benefit awards can be over several years, it is difficult to determine exactly the financial gains the welfare rights service has helped people achieve - in this year alone, the figure is at least £899,000. The service is an important element in Calderdale's anti-poverty strategy and has been awarded funding from Calderdale Council for 2022-23 towards project workers' salaries.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

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YEAR ENDED 31 MARCH 2022

Recovery & Support (R&S)

Last year's report highlighted the precarious funding situation for Recovery & Support, Healthy Minds' central offer that embodies our purpose, delivering peer support groups, workshops and activities that help people achieve and maintain mental health recovery. Sadly, despite its presence in Calderdale's overall mental health offer, and the value it gives to the people engaged with support and the wider system, this remains a service at risk. In anticipation of a challenging year in the charity sector and funding cycles coming to an end (dedicated funding for our Upper Valley services in Todmorden and Hebden Bridge ended in December 2020), we remodelled our service offer to a combined, borough-wide recovery & support service comprising two teams: Upper Calder Valley team comprising of 1 team leader and 2 project workers (one for Todmorden area; one for Hebden area); Halifax team comprising 1 team leader and 1 project worker - total 5 FTE staff. Although this is well under the original capacity, some project workers left Healthy Minds during the pandemic and we haven't replaced them while future funding was uncertain. With small grants and renegotiation with National Lottery Reaching Communities, we pieced together a plan to continue to December 2021 whilst pursuing other avenues.

Throughout this period, we submitted funding applications to the value of £700,000, from which under £75,000 was awarded - this demonstrates the very challenging funding landscape the pandemic created: charities' usual fundraising methods were thwarted, driving more demand on funders; funders had changed their priorities to meet the Covid emergency; all efforts were focussed on getting through the pandemic and other priorities received little attention.

We received £44,412 (March 2021) from Calderdale Public Health for two Calderdale-wide workstreams: mental health support for care home staff; support for vulnerable people coming out of lockdown. These were additional pieces of work, not within the main R&S programme.

Ongoing efforts to highlight the risk to this valuable service with system leaders in Calderdale Council and CCG prompted discussion and a great deal of moral support, recognising the value Recovery & Support brings to Calderdale. CMBC Floods Scrutiny Panel elected members highlighted the strategic risk of losing Healthy Minds' provision in the Upper Calder Valley; Calderdale's Health & Wellbeing Board discussed the matter; Councillors, Council Officers and Calderdale CCG commissioners contemplated commissioning R&S as an essential service; Council officers lent their support for our National Lottery application to continue the service. None of this, however, resulted in the financial support needed in the long-term. With further small grants and fundraising, we were able to extend by a further few months while we sought a longer-term solution.

As this report covers the period ending March 2022, the subsequent closure of the Recovery & Support service will be covered in next year's annual report - by the end of the 21-22 financial year, we remained hopeful that the service could be saved; we announced in July 2022 that we would have to close the service at the end of September 2022.

This should not overshadow Recovery & Support's achievements: in 2021-22, 486 people were supported in a diverse group activity programme, including Coming Out of Lockdown ; Menopause ; LGBTQ+ women; Allotment Groups; Walking Groups; creative activities like arts, crafts and writing; covering such areas as Connectedness and relationships; Anxiety and Depression; Mindfulness and Meditation; Hoarding Group; mood and anger management - the programme is designed around needs expressed by people who come to us for support. Across the programme, there were 3,267 attendances.

We ask people to complete a set of wellbeing measures to show what difference Recovery & Support has made. 75% said they could cope better with life's ups and downs; 56 - 60% reported that their

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

confidence, contentment, self-worth, having opportunities and feeling able to achieve goals had improved; 81% said they understood their own mental health needs better. The outstanding difference was on feeling connected and less isolated, with 87% reporting improvement - this was also the case last year, reflecting people's sense of isolation during the pandemic, and that this is something people particularly value about Healthy Minds.

Volunteering

The Healthy Minds team includes our wonderful volunteers, who give their time, energy, insight and experience to help shape and deliver everything we do. Although volunteer activity dropped off due to limited opportunities during lockdowns, once it became possible again 43 volunteers, some long-standing, some new, were involved across the Healthy Minds programme. Through the year we counted around 700 volunteer hours.

Volunteer training and development has been a priority. As mentioned above, Like Minds peer supporters undertook Health Education England and ImROC training specific to their roles. In-house training programmes have reached the stage where volunteers now deliver training to new volunteers.

The closure of Recovery & Support has seen volunteers keen to lead on more activities so that people do not lose support altogether - we are exploring possibilities, and this will be covered in next year's annual report.

Values

As the above examples show, we are increasingly working in partnership with NHS and other services as part of the mental health "system". This is welcome recognition for Healthy Minds, and the VCS more widely, but we must be conscious in these partnerships to retain the qualities and ethos on which our reputation is built.

With this in mind, we undertook an exercise to revisit and refresh our values as an organisation. Healthy Minds staff, volunteers, service users and supporters were involved in the process over several months as we found new ways to articulate what people feel is most important about Healthy Minds, what we represent and how we do things. Having gone through several iterations, the values that underpin Healthy Minds in all aspects are:

- We are a **LOCAL**, home grown organisation, connected across Calderdale and committed to its communities.
- We aim to build trust by being **HONEST**, demonstrating that we are a safe organisation.
- We are non-judgemental, we **RESPECT** people's diversity of experience and strive to be as inclusive and accessible as possible.
- Our process starts with the **EMPOWERMENT** of people to recognise the choices they can make over their own lives, and continues to be user-led and peer-supported for as long as is required.
- We have the strength of understanding that comes from **LIVED EXPERIENCE**, enabling us to listen, relate, and meet people as equals.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

Core

Our strategic priorities outline that we need the infrastructure in Healthy Minds to support expanding service provision. We've had the opportunity over the past couple of years to strengthen the core team that provides administrative and managerial support to frontline services.

Operational Management Group

We had two Operational Managers for most of this year - Dianne Darby overseeing mostly adult services; Peter Boyle overseeing Time Out and Roshani, as well as core functions. Corrine McDonald also joined us as Project Lead for CC4Us in May. Peter left in November to take the opportunity to move to Scotland. With the new Community Health and Wellbeing Service coming, we determined that additional management capacity to keep pace with growth was needed, and created a new role of Business Development Manager to work on sustainability and systems to support expansion.

Thom Harper joined us as Business Development Manager (BDM) in January 2022, followed in February by Lisa Dunne as Operational Manager for Time Out, Roshani, Volunteering and the Community Health and Wellbeing service.

Marketing and Communications Officer

Georgia Lomax-Thorpe started in this new role in March 2021 - a long-awaited role in Healthy Minds for which the need had been identified but delayed due to the pandemic. With the remit to refresh and bring consistency to our branding - previously, teams had designed their own publicity in and amongst other duties - the difference the role made is apparent from a glance at our website and social media. Georgia was also instrumental in driving the values work, ensuring that we not only have clarity but also reflect what Healthy Minds is, and does, in our external communications.

Community Fundraiser

The marketing recruitment process highlighted the need for a dedicated role to promote and support community fundraising. Lots of people, groups and businesses have been generous with their support for Healthy Minds but we recognised that we could do more to support and acknowledge their generosity. Vicky Garrod took on this role in April 2021 and has been remarkably successful in generating more fundraising through the year, including three runners in the London Marathon raising nearly £4,000. Fundraising and donations through the year reached almost £27,000 - we thank everyone who gave their time and energy to support us.

Finance Team

Ann Dower has been Healthy Minds Finance Officer since 2014 and has valiantly kept on top of a rising number of income streams as well as growing budgets and the challenges that come with a bigger organisation. Administering CC4Us's finances brought the need for additional support and Emma Eckersley joined Ann to form a new finance team.

FINANCIAL REVIEW

Financial review

The net income for the year after transfers was £375,524 including net income of £19,537 on unrestricted funds and net income of £355,987 on restricted funds.

As the activities report shows, the financial position remains challenging for the long-term security of some services but there has also been significant growth within the organisation and income for this and

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

next year is over £1 million. The Chief Officer and Board of Trustees maintain Healthy Minds' strategy and risk register which inform the annual business plan and operational plans for services.

Our 2022-25 strategy sets out how we will address volatility by exploring income generation and shift from a reliance on grant funding to building our unrestricted income through community fundraising and membership that is in line with our values. Our priorities on restricted funding are to continue engaging with the health and social care system, as commissioning of VCS services is now set as an expectation by NHS England, and to ensure we have the infrastructure to maintain existing and new service offers.

Reserves policy

Healthy Minds Trustees exercise their power to hold income in reserves, in accordance with our constitution, which states:

The Charity has the following powers in order to further the Objects ... To set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves 4(1)(k) and in line with Charities Commission guidance CC19(5.2):

Some charities have a power to hold reserves in their governing document - all others can rely on powers implicit in the law. Trustees can use these powers where they are satisfied that to do so is in the best interests of the charity: their charity's reserves policy should reflect their reasoning.

Our policy is that, where possible, project budgets will include a proportionate contribution to reserves; this is stated in budgets submitted in funding application and in subsequent reports to funders. When the purpose for which grants received has been discharged; any small residual balances may be transferred into reserves, with funders' agreement (implicit or explicit) as grants are finalised or signed-off on acceptance of a final grant report, which includes a detailed breakdown of expenditure showing the contribution to reserves.

'Free' reserves are held to mitigate risks against loss of income or unforeseen adverse events which could mean we need extra flexibility temporarily or longer-term to meet increased demand for services and/or redeploy staff; they might also be used for cash-flow in the event that we expect to received funds but there is a shortfall between existing and imminent resources.

Designated reserves are held against reasonably anticipated risks in the forthcoming year such as service closure and the liabilities arising from that; or, in respect of a legacy, to fulfil covenants or expectations attached to the legacy.

Once a year the Board will consider the level of reserves that is prudent for the organisation to hold. Consideration will be given to redundancy liabilities, lease agreements, cash flow requirements, significant factors and key risks that should be taken into account if the organisation were to close. this will be reviewed annually before the AGM and agreed as part of the budget setting for the next financial year.

We calculate that the minimum level of reserves that we need to hold is £33,000. The trustees have placed an upper limit on the reserves to be held at 3 months of future budgeted expenditure. this is in the region of £165,000.

The charity's actual free reserves at the year-end were £132,847.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

Funds held as agents on behalf of others

Grant income was received from Bearders Charitable trust for people to start their own businesses and get back into work. Calderdale Wellbeing act an agent in relation to these funds and therefore the income and expenditure is excluded from the accounts. Note 15 provided further information in relation to these funds.

PLANS FOR FUTURE PERIODS

Next year's annual report will cover the closure of Recovery & Support: a great blow that illustrates the difficult environment in which we operate. Healthy Minds is about overcoming challenges - we aren't entirely at the mercy of forces beyond our control. With the work we've done this year to reinforce our values and identity, and the continued strong performance and value of our services to Calderdale's communities, we can make the most of what we can control.

"The best way to predict the future is to invent it." (Alan Kay)

For 2022-25, we have identified a number of key management priorities which will help develop Healthy Minds as an organisation and safeguard our ability to provide our valued support services:

Priority 1: Healthy Minds to have the financial and organisational structures to ensure sustainability

- Consolidate organisational structure, systems, services and governance to improve efficiency.
- Maintain a "live" Funding Strategy and action plan, identifying funding priorities and strategic actions to:
- Continue to explore income generation opportunities to supplement grant funding and provide more unrestricted funds to increase capacity and flexibility and combat financial volatility and instability.
- Continue to engage with the mental health "system" and opportunities through statutory contracts and commissioning that are in line with our ethos, approach and values.

Priority 2: Healthy Minds to provide services and deliver projects that most effectively meet the needs of the population

- Understand the needs for services and projects through local consultation and analysis of published research.
- Provide services which meet the needs of the local population, particularly people affected by health inequalities, aligning with local, regional and national strategic priorities where appropriate.
- Establish methods of delivery that increase reach and access, including online and telephone provision alongside in-person activities.

Priority 3: Healthy Minds to maintain and further develop quality services with demonstrable impact

- Continue to develop robust processes and tools to capture and analyse, service data and community feedback.
 - Analyse data and carry out periodic reviews to ensure Healthy Minds can evidence how it is growing, developing and achieving its aims.
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

- Communicate the benefits and impact of Healthy Minds' services on the lives of people in Calderdale.
- Demonstrate that Healthy Minds can, and does, provide solutions which ease demand on public Mental Health services

Priority 4: Healthy Minds to maintain a high profile as a trusted, reputable, influential VCS MH provider in Calderdale

- Maintain a resourced Marketing and Communications plan to:
 - Increase brand awareness and raise our business profile
 - Ensure regular engagement with community as potential service users / supporters
- Develop a representative membership base to demonstrate support and enable ongoing engagement to give people a voice in Healthy Minds and the wider mental health system.
- Continue to establish Healthy Minds as a leading organisation with strategic influence, advocating for the VCSE sector on a local, regional and national level.

Healthy Minds is Calderdale's main VCS mental health provider and, as such, we are involved in strategic discussions locally, regionally and nationally. Our Chief Officer is Calderdale VCS representative on the West Yorkshire Health and Care Partnership Mental Health, Learning Disability and Autism Programme Board, and chairs the West Yorkshire VCS Mental Health Group (part of West Yorkshire Health and Care Partnership governance). As NHS structures are changing to Integrated Care Partnerships in 2022, with greater commitment to the VCS as an equal partner in the system, there are opportunities for Healthy Minds and other VCS organisations to strengthen and further develop services that address community needs.

We enter the 2022-23 financial year facing challenges and opportunities, but with a confident strategy and business plan to strengthen and further develop Healthy Minds for, and with, the people of Calderdale.

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

(continued)

YEAR ENDED 31 MARCH 2022

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITOR

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees' annual report and the strategic report were approved on 14 December 2022 and signed on behalf of the board of trustees by:



PAUL HUNT

Trustee

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING

YEAR ENDED 31 MARCH 2022

OPINION

We have audited the financial statements of Calderdale Wellbeing (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2022

OTHER INFORMATION

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2022

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
 - we identified the laws and regulations applicable to the company through discussions with directors and other management;
 - we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company;
 - we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
 - identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2022

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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 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;
- inquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with relevant regulators.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CALDERDALE WELLBEING *(continued)*

YEAR ENDED 31 MARCH 2022

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Sally Shacklock BA FCA (Senior Statutory Auditor)

For and on behalf of
Spenser Wilson Ltd
Chartered accountants & statutory auditor
Equitable House
55 Pellon Lane
Halifax
West Yorkshire
HX1 5SP

14 December 2022

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	5	24,052	1,101,090	1,125,142	557,506
Charitable activities	6	–	336,462	336,462	178,944
Investment income	7	480	–	480	633
Total income		<u>24,532</u>	<u>1,437,552</u>	<u>1,462,084</u>	<u>737,083</u>
Expenditure					
Expenditure on charitable activities	8,9	6,046	1,080,514	1,086,560	664,669
Total expenditure		<u>6,046</u>	<u>1,080,514</u>	<u>1,086,560</u>	<u>664,669</u>
Net income		<u>18,486</u>	<u>357,038</u>	<u>375,524</u>	<u>72,414</u>
Transfers between funds		1,051	(1,051)	–	–
Net movement in funds		<u>19,537</u>	<u>355,987</u>	<u>375,524</u>	<u>72,414</u>
Reconciliation of funds					
Total funds brought forward		113,310	230,886	344,196	271,782
Total funds carried forward		<u>132,847</u>	<u>586,873</u>	<u>719,720</u>	<u>344,196</u>

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

The notes on pages 26 to 38 form part of these financial statements.

CALDERDALE WELLBEING
(Company registration number: 06828871)

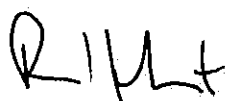
COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL POSITION

31 MARCH 2022

		2022		2021	
	Note	£	£	£	£
CURRENT ASSETS					
Debtors	16	20,795		119,589	
Cash at bank and in hand		<u>797,550</u>		<u>270,455</u>	
		818,345		390,044	
CREDITORS: amounts falling due within one year	17	<u>98,625</u>		<u>25,848</u>	
NET CURRENT ASSETS			<u>719,720</u>		<u>364,196</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			719,720		364,196
CREDITORS: amounts falling due after more than one year	18		<u>-</u>		<u>20,000</u>
NET ASSETS			<u>719,720</u>		<u>344,196</u>
FUNDS OF THE CHARITY					
Restricted funds			586,873		230,886
Unrestricted funds			<u>132,847</u>		<u>113,310</u>
Total charity funds	21		<u>719,720</u>		<u>344,196</u>

These financial statements were approved by the board of trustees and authorised for issue on 14 December 2022, and are signed on behalf of the board by:



PAUL HUNT
Trustee

The notes on pages 26 to 38 form part of these financial statements.

**CALDERDALE WELLBEING
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2022**

	2022 £	2021 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income	375,524	72,414
<i>Adjustments for:</i>		
Other interest receivable and similar income	(480)	(633)
Interest payable and similar charges	617	513
Accrued expenses/(income)	(3,410)	20,000
<i>Changes in:</i>		
Trade and other debtors	82,204	(95,613)
Trade and other creditors	72,777	2,244
Cash generated from operations	<u>527,232</u>	<u>(1,075)</u>
Interest paid	(617)	(513)
Interest received	480	633
Net cash from/(used in) operating activities	<u>527,095</u>	<u>(955)</u>
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS	527,095	(955)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	270,455	271,410
CASH AND CASH EQUIVALENTS AT END OF YEAR	<u>797,550</u>	<u>270,455</u>

The notes on pages 26 to 38 form part of these financial statements.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

1. GENERAL INFORMATION

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 1 King Street, Halifax, England, HX1 1SR.

2. STATEMENT OF COMPLIANCE

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There are not considered to be any key judgments or estimates.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

3. ACCOUNTING POLICIES *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

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 classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Tangible fixed assets

Tangible assets costing more than £1,500 are capitalised and included at cost including any incidental expenses of acquisition. Gifted assets are shown at the value to the charity on receipt.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

4. LIMITED BY GUARANTEE

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £10.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

5. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
DONATIONS			
Donations	23,472	2,500	25,972
GIFTS			
Gift aid	153	549	702
GRANTS			
Grants receivable	427	1,098,041	1,098,468
	<u>24,052</u>	<u>1,101,090</u>	<u>1,125,142</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
DONATIONS			
Donations	22,881	20,291	43,172
GIFTS			
Gift aid	2,405	–	2,405
GRANTS			
Grants receivable	54,205	457,724	511,929
	<u>79,491</u>	<u>478,015</u>	<u>557,506</u>

6. CHARITABLE ACTIVITIES

	Restricted Funds £	Total Funds 2022 £	Restricted Funds £	Total Funds 2021 £
Fees and contract income	<u>336,462</u>	<u>336,462</u>	<u>178,944</u>	<u>178,944</u>

7. INVESTMENT INCOME

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	<u>480</u>	<u>480</u>	<u>633</u>	<u>633</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

8. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Charitable activities	2,152	998,237	1,000,389
Support costs	3,894	82,277	86,171
	<u>6,046</u>	<u>1,080,514</u>	<u>1,086,560</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Charitable activities	39,956	558,423	598,379
Support costs	16,984	49,306	66,290
	<u>56,940</u>	<u>607,729</u>	<u>664,669</u>

9. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Charitable activities £	Support costs £	Total funds 2022 £	Total fund 2021 £
Charitable activities	1,000,389	79,674	1,080,063	662,513
Governance costs	–	6,497	6,497	2,156
	<u>1,000,389</u>	<u>86,171</u>	<u>1,086,560</u>	<u>664,669</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

10. ANALYSIS OF SUPPORT COSTS

	Total 2022	Total 2021
	£	£
Premises	39,232	33,029
Communications	14,896	10,939
Human resources	45	654
Finance costs	617	513
Governance costs	6,497	2,156
Staff travel	1,661	397
Printing, stationery and IT costs	11,855	6,259
Office equipment	6,145	9,806
Subscriptions	525	421
Staff training	2,446	1,231
Staff other refreshments	1,011	678
Volunteer expenses	1,241	207
	<u>86,171</u>	<u>66,290</u>

11. AUDITORS REMUNERATION

	2022	2021
	£	£
Fees payable for the audit of the financial statements	<u>3,000</u>	<u>—</u>
Fees payable to the charity's auditor and its associates for other services: Other non-audit services	<u>1,000</u>	<u>—</u>

12. INDEPENDENT EXAMINATION FEES

	2022	2021
	£	£
Fees payable to the independent examiner for: Independent examination of the financial statements	<u>—</u>	<u>1,980</u>

13. STAFF COSTS

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2022	2021
	£	£
Wages and salaries	670,612	517,176
Social security costs	37,425	30,743
Employer contributions to pension plans	25,884	22,214
	<u>733,921</u>	<u>570,133</u>

The average head count of employees during the year was 40 (2021: 31).

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

13. STAFF COSTS *(continued)*

The average number of full-time equivalent employees during the year is analysed as follows:

	2022	2021
	No.	No.
Management	1	1
Administration	4	3
Team Leaders	6	2
Project worker	17	16
	<u>28</u>	<u>22</u>

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

Key Management Personnel

The key management personnel of the charity is the Chief Executive Office only. The total employee benefits of the key management personnel of the charity were £45,228 (2021 - £43,774)

14. TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

During the year no trustees were paid any expenses (2021 - £nil)

15. FUNDS HELD FOR THIRD PARTIES

Funds held for Bearder Charitable Trust 2022 £2,052 (2021: £2,567). There were no incoming resources during the year.

16. DEBTORS

	2022	2021
	£	£
Trade debtors	–	80,916
Prepayments and accrued income	20,795	38,673
	<u>20,795</u>	<u>119,589</u>

17. CREDITORS: amounts falling due within one year

	2022	2021
	£	£
Trade creditors	52,563	11,602
Accruals and deferred income	25,762	1,980
Social security and other taxes	14,500	8,736
Other creditors	5,800	3,530
	<u>98,625</u>	<u>25,848</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

18. CREDITORS: amounts falling due after more than one year

	2022	2021
	£	£
Accruals and deferred income	—	<u>20,000</u>

19. DEFERRED INCOME

	2022	2021
	£	£
Amount deferred in year	—	<u>20,000</u>

20. PENSIONS AND OTHER POST RETIREMENT BENEFITS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £25,884 (2021: £22,214).

21. ANALYSIS OF CHARITABLE FUNDS

Unrestricted funds

	1 April 2021	Income	Expenditure	Transfers	31 Mar 2022
	£	£	£	£	£
General funds	78,958	24,532	(6,046)	(14,597)	82,847
Designated Fund	34,352	—	—	15,648	50,000
	<u>113,310</u>	<u>24,532</u>	<u>(6,047)</u>	<u>1,051</u>	<u>132,847</u>

	1 April 2020	Income	Expenditure	Transfers	31 Mar 2021
	£	£	£	£	£
General funds	89,348	80,124	(56,940)	(33,574)	78,958
Designated Fund	—	—	—	34,352	34,352
	<u>89,348</u>	<u>80,124</u>	<u>(56,940)</u>	<u>778</u>	<u>113,310</u>

The designated fund is to finance costs in the event of service closure.

Restricted funds

	1 April 2021	Income	Expenditure	Transfers	31 Mar 2022
	£	£	£	£	£
CMBC - fund 2	16,451	76,300	(71,790)	(236)	20,725
CCG – fund 1	38,779	145,998	(140,372)	(300)	44,105
CMBC – fund 3	1,591	24,753	(26,264)	(80)	—
CFFC - Flood Relief Fund – fund 1	13,920	300	(14,220)	—	—

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

National Lottery					
Community Fund	26,622	61,833	(88,295)	(160)	—
BBC Children in Need	8,154	—	(8,154)	—	—
Restricted donation – fund 1	11,819	3,049	(634)	—	14,234
CFFC - Flood Relief Fund - fund 2	25,001	250	(25,251)	—	—
Co-operative Community Fund	4,891	—	(218)	—	4,673
Northpoint Wellbeing Ltd – fund 1	7,672	28,000	(27,372)	—	8,300
CFFC - Hardship	—	1,546	(1,368)	—	178
Todmorden Community Fund	1,200	1,700	(1,200)	—	1,700
Lloyds TSB	14,286	22,111	(35,474)	—	923
Peer Support – fund 1	12,174	25,000	(19,739)	(69)	17,366
Restricted donation – fund 2	17,243	—	—	—	17,243
Upper Calder Valley Peer Support – fund 2	17,425	—	(970)	—	16,455
Flood Support	13,658	—	(13,658)	—	—
Henry Smith	—	60,000	(59,131)	—	869
Advice and information services CMBC	—	17,012	(17,012)	—	—
PH Vulnerable Persons	—	22,206	(9,935)	(103)	12,168
PH Care Home Support	—	22,206	(20,128)	(103)	1,975
Link worker service	—	121,052	(82,571)	—	38,481
Calderdale Cares 4 Us Community transformation	—	425,000	(285,369)	—	139,631
	—	6,000	(6,000)	—	—
Crisis Adult Response	—	28,540	(24,837)	—	3,703
Health Inequalities	—	25,000	—	—	25,000
Emotional Health and Wellbeing	—	160,000	(16,814)	—	143,186
Safe Space A&E Funding	—	38,000	(10,811)	—	27,189
Recovery & Support Drop In	—	4,812	(4,812)	—	—
Suicide Prevention Fund	—	17,084	(17,084)	—	—
R&S CMBC Community Grant	—	3,000	—	—	3,000
CC4Us Healthy Minds Share	—	75,000	(29,421)	—	45,579
Household Support Fund	—	1,800	(1,610)	—	190
	<u>230,886</u>	<u>1,437,552</u>	<u>(1,080,514)</u>	<u>(1,051)</u>	<u>586,873</u>

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

	1 April 2020	Income	Expenditure	Transfers	31 Mar 2021
	£	£	£	£	£
CMBC – fund 1	6,501	32,411	(38,912)	–	–
CMBC – fund 2	20,422	75,000	(78,735)	(236)	16,451
CCG – fund 1	13,228	153,944	(128,392)	–	38,780
CMBC – fund 3	466	21,635	(20,439)	(71)	1,591
CFFC - Flood Relief Fund – fund 1	11,930	57,975	(55,528)	(457)	13,920
National Lottery Community Fund	70,489	61,834	(105,701)	–	26,622
BBC Children in Need	5,660	9,903	(7,409)	–	8,154
Restricted donation – fund 1	8,860	3,018	(59)	–	11,819
CFFC - Flood Relief Fund – fund 2	–	73,748	(48,748)	–	25,000
Crookhill Windfarm	833	–	(833)	–	–
Todmorden Windfarm	12	–	(12)	–	–
Co-operative Community Fund	7,469	530	(3,108)	–	4,891
Northpoint Wellbeing Ltd – fund 1	7,532	28,000	(27,860)	–	7,672
Northpoint Wellbeing Ltd – fund 2	3,317	–	(3,317)	–	–
CFFC - Hardship	705	454	(1,159)	–	–
#iwill Fund	4,312	–	(4,298)	(14)	–
Todmorden Community Fund	1,200	–	–	–	1,200
Elphin Court	127	–	(127)	–	–
Lloyds TSB	19,371	31,426	(36,511)	–	14,286
Peer Support – fund 1	–	25,000	(12,826)	–	12,174
After the Floods	–	6,000	(6,000)	–	–
Restricted donation – fund 2	–	17,243	–	–	17,243
Upper Calder Valley	–	20,000	(20,000)	–	–
Peer Support – fund 2	–	17,425	–	–	17,425
Flood Support	–	13,658	–	–	13,658
HMRC - Coronavirus Job	–	7,755	(7,755)	–	–
	<u>182,434</u>	<u>656,959</u>	<u>(607,729)</u>	<u>(778)</u>	<u>230,886</u>

- CMBC – fund 1 - For welfare rights and employment support.
- CMBC – fund 2 - For children and young people's emotional wellbeing.
- CCG – fund 1 - To provide mental health recovery and support sessions.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

- CMBC – fund 3 - Support groups for BME's.
 - CFFC - Flood relief Fund – fund 1 - To run support groups, drop in advice and information, along with education projects in schools, which are all in Todmorden.
 - National Lottery Community - To provide a recovery and support service.
 - BBC Children in Need - For children and young people workshops.
 - Restricted donation – fund 1- For the Forum project.
 - CFFC - Flood relief Fund – fund 2 - To run support groups, drop in advice and information. Along education projects in schools in the Upper Valley.
 - Crookhill Windfarm - For local community emotional rights and employment support.
 - Todmorden Windfarm - Towards salaries for the Money in Mind project.
 - Co-operative Community Fund - For the Todmorden allotment and outdoor space.
 - Northpoint Wellbeing Ltd – fund 1 - Towards the Time Out project.
 - Northpoint Wellbeing Ltd – fund 2 - For parents and carers mental health awareness.
 - CFFC - Hardship - For people suffering hardship.
 - #iwill Fund - To help young people get involved in social action.
 - Todmorden Community Fund - For recovery and support workshops.
 - Elphin Court - To run activities from the Elphin Court residents' group.
 - Lloyds TSB - For salary costs.
 - Peer Support – fund 1 - To deliver one to one peer support in crisis with the home based treatment team.
 - After the floods - Towards drop-in sessions from April to September.
 - Restricted donation – fund 2 - To spend on children's support for mental health.
 - Upper Calder Valley - for emotional health and wellbeing support activities for Upper Valley residents,
 - Peer Support – fund 2 Training for volunteers to be peer support workers.
 - Flood Support - For emotional health and wellbeing support activities for Upper Valley residents.
 - HMRC - Coronavirus Job Retention Scheme - For staff who have been furloughed due to covid-19.
 - Henry Smith - towards running costs of a project providing support to people experiencing mental distress in Calderdale.
-

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

- Advice and information services CMBC - to carry out projects in particular to prevent and reduce poverty and financial exclusion by providing quality, coordinated advice and information services to residents enabling them to contribute to, and participate in , the social and economic life of Borough.
- PH Vulnerable persons - Support for vulnerable persons.
- PH Care Home Support - Support for care homes staff and post lockdown anxiety.
- Link worker service - One-to-one support to users that can be stuck in a crisis loop.
- Calderdale Cares 4 Us - To support public sector in their Covid recovery.
- Community transformation - To provide a recovery and support service.
- Crisis Adult Response - To safe space additional capacity.
- Health inequalities - Scope and analysis. Extent of health inequalities across all ages, including specific focus on suicide prevention.
- Emotional Health and Wellbeing - To expand and transform the local services for children and older adults with severe mental health.
- Safespace A&E - Safe space extension to emergency department.
- Recovery & Support Drop in - Winter pressures fund.
- Suicide prevention fund - Suicide prevention fund.
- R&S CMBC Community Grants - Recovery and support grant.
- CC4Us Health Minds Share - To 15% management fee to recompense the management of CC4Us project to support public sector in their Covid recovery.
- Household Support fund - To support households on their doorstep.
- The other transfer figures are in relation to management charges on the individual projects.

CALDERDALE WELLBEING

COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS *(continued)*

YEAR ENDED 31 MARCH 2022

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Current assets	132,847	685,498	816,191
Creditors less than 1 year	–	(98,625)	(98,625)
Net assets	132,847	586,873	719,720

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Current assets	113,310	256,734	370,044
Creditors less than 1 year	–	(25,848)	(25,848)
Net assets	113,310	230,886	344,196

23. ANALYSIS OF CHANGES IN NET DEBT

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	270,455	527,095	797,550

24. OPERATING LEASE COMMITMENTS

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	3,043	12,556
Later than 1 year and not later than 5 years	6,334	8,408
	9,377	20,964

25. RELATED PARTIES

There have been no related party transactions in this or the previous period.

CALDERDALE WELLBEING

England & Wales - Charity number 1132316

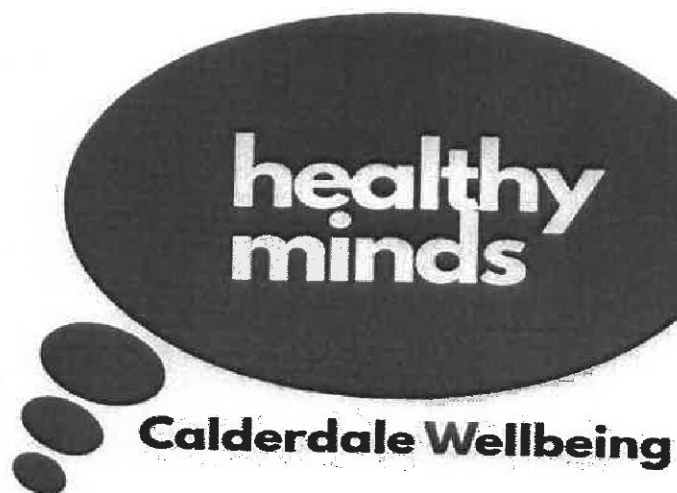
Accounts

Calderdale Wellbeing

Charity number 1132316

A company limited by guarantee number 06828871

Annual Report and Financial Statements for the year ended 31 March 2021



West Yorkshire Community Accounting Service

Calderdale Wellbeing

Annual Report and Financial Statements for the year ended 31 March 2021

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Prepared by West Yorkshire Community Accounting Service

Calderdale Wellbeing

Trustees' report for the year ended 31 March 2021

Reference and administrative details of the charity, its trustees and advisors

The trustees during the financial year and up to and including the date the report was approved were:

Name	Position	Dates
Paul Hunt	Chair	
Freda Davis		
Jonathan Morrish		
Jenny Fagan		
Daniel Redman		
Lydia Blundell		
Carla Harrison		
Lindsay Manning		Resigned October 2021
Naomi Sutcliffe		
Jonathan Stephen		
Kate Hallitt		Resigned October 2021
Gemma Edkins		Appointed May 2020
Martin Roberts		Resigned May 2020
Charity number	1132316	Registered in England and Wales
Company number	06828871	Registered in England and Wales
Registered and principal address	Bankers	
1 King Street	CAF Bank Ltd	Shawbrook Bank
Halifax	25 Kings Hill Avenue	Lutea House
HX1 1SR	Kings Hill	Warley Hill Business Park
	West Mailing	The Drive
	Kent	Great Warley
	ME19 4JQ	Brentwood
		Essex
		CH13 3BE

Independent examiner

Helen Galvin FCCA

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Structure, governance and management

The charity is a company limited by guarantee and was formed on 24 February 2009. It is governed by a memorandum and articles of association which were adopted on 24 February 2009 and amended by special resolution on 30 July 2009. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £10.

Method of recruitment and appointment of trustees

The trustees of the charity are also the directors for the purposes of company law and are appointed by the members at the AGM.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

Objectives and activities

The charity's objects

The preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

The charity's main activities

Healthy Minds is the operating name of Calderdale Wellbeing, a registered Charity based in Halifax and Todmorden. Led by people who have personal experience of emotional distress, Healthy Minds creates opportunities for people to understand and build on their strengths to better achieve what they want from their lives. We work with Calderdale residents from primary school age upwards, raising awareness of emotional wellbeing and providing support through groups, courses and workshops alongside one-to-one support to manage life factors such as welfare rights and employment support.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

Achievements and performance

1. Objectives and Activities:

Healthy Minds (Calderdale Wellbeing) works across the Calderdale area with the aims of:

The preservation, protection and enhancement of good mental health of people in Calderdale, in particular but not exclusively by the provision of support, information, advice and services.

Mental health affects everyone. The classic statistic that 1 in 4 people will experience mental health problems in any given year (NHS Adult Psychiatric Morbidity Survey 2007) has gone some way to tackle stigma, in demonstrating prevalence, but it is more helpful to understand mental health as part of our everyday lives. Life events can create anxiety and joy, sadness and happiness – with everything in-between – and we naturally respond. Accepting that we live with mental health as a constantly changing companion is an important step in improving our relationship with it, for ourselves and those around us. Some people need support in managing their emotional wellbeing, yet 76% of people with mental health problems in Calderdale never reach NHS mental health services (Calderdale JSNA); Healthy Minds aims to ensure that everyone has access to support, and to enable everyone who is part of Calderdale's community to achieve and maintain better mental health.

We do this by helping people develop understanding, knowledge and resources to find what works for them. We recognise that every person has their own experiences, challenges and strengths; we give them the respect and power to build their own recovery from the range of options Healthy Minds offers.

We aim to respond to existing and emerging needs of Calderdale's communities, providing what people want. As Calderdale's main voluntary sector provider in mental health, we're engaged with communities and partner organisations locally and regionally, including statutory providers in the NHS and local authority, to play our part in developing and strengthening Calderdale's mental health system to benefit everyone.

2. Achievements and Performance

This report covers the period from April 2020 – March 2021, a time that will be remembered for the Covid-19 pandemic crisis; a national lockdown was imposed on March 23rd 2020 after a couple of months of national and international confusion and speculation as to how urgently and seriously we should act. Naturally, people were anxious and fearful, and lockdown instantly meant that social contact and normal routines stopped – an odd and unsettling experience that, uniquely, involved everybody.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

As Healthy Minds' main model of working is to bring people together for mutual support, we had to transform almost overnight to a remote-working service. The team's commitment and flexibility meant that we were able to ensure support was available, albeit differently, and workers moved their hours around to enable ongoing telephone access, with Safespace temporarily extended to every evening. Every person on our contact lists also received check-in calls, with some leading to ongoing individual support; we also had a surge in new contacts, with people seeking emotional support as they felt the impact of lockdown. From the first week of April to the first week of May, the number of calls – not including Safespace - rose by over 500% (17 to 89 calls), with calls peaking at 133 per week in July; in total for the year of this report, staff made 2,600 calls, with 702 people receiving individual support. This marked a change in the support relationship we generally have with people – which has been mainly through groupwork - but meant that we met our purpose of ensuring people have access to support. It's also a more time-consuming and emotionally-demanding way of working, especially as staff were themselves trying to make sense of what the pandemic meant for them and their families; delivering support from home doesn't offer the same level of "decompression" as travelling to and from a workplace. Our adaptability and resilience as a team and service received praise from other providers and health commissioners as Healthy Minds filled urgent gaps in mental health provision.

This has not been an easy year for anyone. It has been difficult to plan ahead as the long-term outlook remains uncertain, with restrictions changing, lockdowns imposed-lifted-repeated, and vaccinations only beginning to make a difference in the period this report covers. Whilst we have still had to respond to changes and uncertainty, we have sought to re-establish our regular activities as soon and as much as we've been able. Groups were held online or by telephone conference; similarly, workshops and courses re-started online; when we could, we re-opened our allotments as safe, outdoor venues; walking groups met again. A new programme emerged in response to what people wanted, and we have learnt so much in being forced to remodel how we do what we do, all whilst remaining true to our mission.

Overall, during the 2020-21 year, we worked with 1,123 individuals across our services, with over 7,300 contacts. Compared to 2019-20, the impact of the Covid pandemic on service delivery is plain to see: we worked with 8,400 people last year. The effect on Time Out's work in schools was a big factor (Time Out represented 53% of last year's total); it's also the case, however, that we have worked with fewer people but more intensively. The necessity of remote delivery rather than in-person has been a barrier for some (those without the equipment and/or technical know-how to access online activity) and a bonus for others (those who find meeting in-person daunting, for example). The next section will explain more about how each service has responded to the year's challenges. The future for us is to take stock of this experience, to maintain the positive aspects and rebuild what has been missed.

Recovery and Support

The year brought a number of changes in recovery and support: as well as the necessary move to remote working, there were staffing changes and funding cycles for the Todmorden and Hebden services ended during the year, prompting us to bring forward a long-term plan to restructure services from January 2021. Recovery & Support now comprises a Halifax-based team and a combined Todmorden and Hebden team (the Upper Calder Valley team). This has meant losing capacity equivalent to 1 full-time worker across the teams (redundancies were not necessary as some staff chose to leave during this time and others took on roles elsewhere in Healthy Minds).

The shift to online activity meant that the location of groups, workshops and courses was of less importance, so the R&S activity programme was accessible across the borough. Workshops also offered paper-based activities for those who could not, or did not wish to, join online, with workers contacting people to go through the activities. A varied programme included workshops on anxiety management, coping with Covid, arts sessions, yoga, mindfulness, writing haikus and even bird-watching. Altogether, despite the challenges, the team ran 94 workshops, 83 support group sessions, 11 virtual drop-ins, 52 courses and 70 activity group sessions – a triumph of creativity and ingenuity on the part of the staff and volunteers who developed the programme.

The R&S teams collectively worked with 244 people through the programme (almost 1,700 contacts) as well as the individual telephone support calls as described above, clocking up almost 750 hours of calls.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

Beneficiaries are asked to complete a set of wellbeing measures, describing how they feel they're doing on such areas as coping with life's ups and downs, feeling isolated, confidence and contentment. 60% of R&S beneficiaries reported an improvement across the 8 measures, with a further 35% saying support had kept them stable (i.e. neither worse nor better); significantly, the outstanding area of improvement was on feeling less isolated (86%), reflecting the impact of lockdown and the importance of connecting with others, albeit online or by telephone.

We describe the recovery & support service as the "spine" of Healthy Minds: it reflects the ethos of the organisation and practically applies the central approach that informs all we do. Over the course of a difficult year, the service has proven its worth not only within Healthy Minds but as a key element in Calderdale's mental health system, complementing and serving as an alternative for people who can't or choose not to enter statutory services like NHS mental health services. Despite this, funding for the service has become more precarious through the year. The Todmorden and Hebden services, for example, were originally established and funded in response to the emotional impact of floods in those areas, and dedicated funding came to an end in December 2020.

With support from the Community Foundation for Calderdale (Covid emergency response), and National Lottery's agreement to reallocate Reaching Communities funding to include the restructured Upper Calder Valley team, we have been able to eke out funds to maintain the two teams within recovery and support until December 2021 so that other funding avenues can be pursued.

This experience – one that is familiar enough in the voluntary sector – highlights the volatility of grant funding, and this has been exacerbated by the pandemic. We have sought support from local councillors, emphasising that recovery and support contributes significantly to Calderdale's mental health system and strategic priorities; whilst there is much agreement with the case for support, this has yet to translate into financial support and discussions are ongoing.

Roshani

Now in its sixth year, Roshani remains the only service in Calderdale that has a specific, culturally-aware focus on mental health, primarily working with South Asian women in Park Ward, Halifax. The service has been funded for the previous three years through Calderdale Council, and funding was extended to grant-holders for a further 12 months so as not to disrupt services during the pandemic.

As with all our services, Roshani had to switch quickly to remote delivery, with the women in the group choosing phone-calls and WhatsApp to maintain contact. The project worker, Neelam, has delivered 1-1 and group support to existing and newly-referred group members; interestingly, this year has seen some men connect with Roshani for individual support. This has been an essential source of support for people who have felt isolated and fearful, with Covid-19 seen as particularly high risk in the Asian population.

1-1 support has highlighted huge unmet needs, particularly for the women supported by Roshani: a sense that statutory services do not meet their mental health needs and do not understand the social and cultural context of their lives has brought up complex and distressing issues that women feel safe to share with Neelam. Health inequalities are well-researched in communities, with race, gender and poverty among the factors. There are excellent services like Halifax Opportunities Trust and St. Augustine's Centre addressing many issues in Park Ward, but inequality has been further prised open by Covid and the scale of need, as we experienced in Roshani, is far greater than limited resources can meet.

Undaunted, Neelam has continued to support 15 people (3 male, 12 female) with weekly calls and group sessions developed on WhatsApp.

100% Roshani beneficiaries reported positive improvements across all areas of the wellbeing measures, with **copng / resilience** and **isolation** showing the greatest improvements.

"I am very happy with the weekly telephone support - Roshani is the only service I use now and feel I am making progress coming to terms with my trauma. This service helps me as it is culturally sensitive towards my needs and I feel like it is my only life line some weeks." (Roshani participant)

We are pleased that Roshani was awarded another year's funding (2021-22) through Calderdale Council's Stronger Neighbourhoods programme, with a delivery model that reflects the experience and priorities from the past year.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

Safespace

Safespace has been running since 2018, offering 1-1 emotional support in evenings and weekends. With lockdown many services came to an abrupt halt and Safespace really came into its own: we established quickly that Safespace could remain available by telephone as a port of call for anyone who needed support with their mental health and diverted capacity across the Healthy Minds team into extending Safespace capacity. A terrific response from staff throughout Healthy Minds saw people shift some of their working time to Safespace so that we could deal with the rapid increase in demand. Within a month, demand on Safespace increased by 118%. Calderdale CCG asked us to extend to seven evenings a week, recognising the urgent need to ensure people had access to support while other services, including in the NHS, adapted to new ways of working. During this period, we were successful in securing the tender for longer-term provision of Safespace as a 7-days a week service with a 2-year contract. Having good connections with the NHS Intensive Home-Based Treatment Team (informally known as the crisis team) and Yorkshire Ambulance Service, Safespace is established as a vital element in Calderdale's crisis provision and its worth has certainly been highlighted during the pandemic.

Safespace supported 149 people through the year, with a significant number (97) contacting the service for the first time. During lockdown, calls averaged 59 per week, peaking at 80 in one week. In total, there were 3241 support calls covering all sorts of support issues: anxiety, loneliness and low mood through to complex trauma and suicidal ideation. Safespace does what it says: the team gives people the time and space to talk through what's happening so that they are kept safe.

Time Out

With a delivery model heavily reliant on being physically present to deliver emotional health workshops in schools, Time Out has suffered a turbulent year. Planning ahead in uncharted territory proved difficult: nobody could say how long schools would be shut; schools themselves had to find ways to manage and external visitors were the least of their concerns, as worries grew about what it meant for children and young people to be plunged into isolation. Most of us have gained more from school than education: the social learning, responsibilities and rites of passage that form us are often rooted in our schooldays, and all of these things just couldn't happen. It is a sad fact that home is not a place of safety for some children: when the nation is being told to "stay home, stay safe", not everyone feels it. At precisely the time when parents, carers and professionals – as well as young people themselves – recognised heightened anxieties and isolation, the support networks to help young people manage weren't there.

The team received a lot of calls from parents and teachers seeking advice on how to support young people in their care, and sought to find alternative ways to deliver support: drop-in sessions transformed into the Listening Line, a text-based service for emotional support. Activity sessions went online via Zoom, with cartooning and illustration proving particularly popular. The Time Out programme, however, was scaled down on previous years and we decided to offer partial or full furlough to the team for 7 weeks in the early part of 2021, on the basis that service delivery could not be maintained with restrictions and resources risked being wasted. The impact on service delivery is reflected in the numbers: Time Out reached 470 beneficiaries this year compared to 3,885 in 2019-20. We agreed with Calderdale Council that the project would extend to the end of the Summer school term in 2022 to mitigate the hiatus.

Although unable to deliver the same level of activity, the team took the opportunity to review workshop content and co-produce new workshops with volunteers in readiness to launch a new programme. The Time Out website (www.timeoutcalderdale.co.uk) and social media were also overhauled. The result is a planned, revitalised programme and we look forward to next year's report, which we expect to show how Time Out bounced back with gusto as soon as circumstances allowed.

Money in Mind

Healthy Minds has been lead partner in the Money in Mind consortium, with Noah's Ark Centre, St. Augustine's Centre and Christians Together Calderdale, to support people to address financial issues that have an impact on mental health. The formal partnership was to end in March 2020 and was extended for a further 12 months by Calderdale Council to ensure some continuity in the midst of the pandemic.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

Across the partnership, over 4 years, over 32,000 support contacts were made, resulting in £760,000 income gains (e.g. through maximising benefits entitlements) and £7.9 million debt write-offs. Worrying about how to pay the bills and feed families has a profound effect on mental health and these outcomes represent a huge relief for people sometimes "stuck" in their predicament.

Healthy Minds' elements to the partnership have included specialist welfare rights advice and support, and Always much in demand but with limited resources, we were pleased to be able to increase capacity in the welfare rights team thanks to Covid emergency funds from Lloyds Foundation and Jane Griffiths joined Billy in the service from November 2020. The team has worked with 456 people this year, enabling over £560,000 income gains.

The experience in the welfare rights team informs developments such as Calderdale's anti-poverty strategy and ensures that people have the advice and support to navigate a welfare system that can be perplexing and intimidating.

Volunteers

We started the year with 56 volunteers. As the pandemic took hold, 17 stepped back from volunteering for understandable reasons, leaving us with 39 volunteers who participated in Healthy Minds activities in some way throughout the course of the year. From coproducing to co-delivering activities, including walking groups and allotments as safe, outdoor venues when lockdown allowed, volunteers contributed 637 hours: that's equivalent to an extra third of a project worker every week.

A major development that emerged from lockdown was a volunteer-run telephone befriending service to address loneliness and isolation, starting in June 2020. 7 volunteers had regular contact with 9 people, who described the service as a "lifeline". This formed the basis of a new service, Like Minds, offering peer support (delivered by trained volunteers) for people who have accessed the NHS Intensive Home-Based Treatment Team (informally known as the crisis service).

Like Minds is a new approach, joining Healthy Minds' peer support expertise with IHBTT in a partnership model. Starting with 8 volunteer peer supporters in September 2020, the focus has been on developing the team with training, support and supervision so that they are prepared to receive clients as restrictions allow. As well as creating new opportunities for volunteers to build skills and confidence, this recognises the value of peer support and trials a new model of working in partnership with the NHS mental health provider (South West Yorkshire Partnership NHS Foundation Trust). Next year's report will cover more of this new service's journey.

Core team

We've had the opportunity this year to expand capacity in the core team that supports frontline activities and tends to the stuff that has to happen in a busy, growing organisation.

New roles brought much-needed capacity to keep in step with the pace of change:

Additional Operational Manager – Peter Boyle, joined January 2020. Peter has oversight of Time Out and Roshani as well as premises and facilities. This would prove very timely as we had to enable remote working across the organisation in a very short space of time. Peter works alongside Dianne Darby, Operational Manager overseeing the many aspects of recovery and support, with both taking on line management for team leaders.

Data Administrator – Ivan Gardiner had been volunteering time and expertise to help develop bespoke databases to strengthen monitoring and reporting across services. Volunteers make a huge contribution to Healthy Minds that is very welcome but this role being voluntary meant that we risked losing a vital function, and we decided to convert this to a paid role during the year. As work has progressed, we are in a better place than ever before in terms of data collection and analysis.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

Marketing and Communications. We have muddled along with the team producing their own publicity materials, with varying degrees of success, for many years since Healthy Minds started. We have lots of creative and artistic people in the team but we were missing a consistent look, branding and capacity to keep the website and social media up to date. The need for a dedicated role has long been recognised but it hadn't been possible within limited resources until this year. Recruitment got underway just before lockdown and plans had to be shelved for several months. Fortunately, those who had already been shortlisted understood the situation and we were grateful for their patience when we were able to restart the process.

Georgia Lomax-Thorpe accepted the role of marketing and communications officer from March 2021. During the recruitment process, it became clear that the scope of the role was broad and some of the functions were shifted into a new role of community fundraiser, with Vicky Garrod accepting that position from April 2021, just after the period this report covers. Both roles have made a huge impact in the organisation already, which will be covered more in next year's report.

3. Financial Review

The net income for the year after transfers was £72,414, including net income of £23,962 on unrestricted funds and net income of £48,452 on restricted funds.

Unsurprisingly, the Covid pandemic has impacted funding for the charity sector and remains a challenge. Whilst income from donations has not been a major source of funding for Healthy Minds, among the strategic objectives for this year was to diversify income, with public and corporate fundraising one element. We entered this year as Charity Partner for Woolshops Shopping Centre and Covea Insurance; as people were not going shopping and Covea's staff were working from home, fundraising opportunities were unavoidably restricted and these relationships did not prove as fruitful as all involved hoped.

On grant funding, most services were mid-way through funding cycles during this period and having secure funding in the short-term meant that we did not qualify for many of the Covid emergency funds established for the sector. It was later in the year, as it became apparent that this pandemic was going to last much longer than anyone imagined, that the scarcity of funding started to become an issue: funders had released huge amounts already so there was less available; competition was greater as more charities historically supported by public fundraising came forward in urgent need; funders' priorities had changed in response to the pandemic, so some planned funding applications no longer met the criteria; and timescales for funding applications suffered delays. Like many others in the sector, we found ourselves coming out of a secure position from earlier in the year just at the point when it became harder to source funding.

The Chief Officer and Board of Trustees maintain Healthy Minds' strategy and risk register which inform the annual business plan and operational plans for services. During this year, we have also developed a funding strategy that runs alongside the others, identifying actions to diversify income as well as plans to ensure ongoing funding for each service.

As is the case with many in the voluntary sector, sustainability remains the greatest challenge. Grant funding, usually short-term and rarely recurring, is inherently unsustainable as the aim is to arrive at zero: we receive grants with the expectation that there is no money left at the end of the project. Grant funding accounts for 93% of our income for 2020-21. Sustainability is about growing income – moving in the opposite direction from zero – so that we can better bridge funding gaps to reduce risk and achieve more stability. The funding strategy aims to broaden our income sources to be less reliant on the stop-start of grant funding, with increased commissioning and contracts for services, building community and corporate support through donations, and exploring potential for earned income.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

Reserves policy

Healthy Minds Trustees exercise their power to hold income in reserves, in accordance with our constitution, which states:

the Charity has the following powers in order to further the Objects ... To set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves [4(1)(k)]

and in line with Charities Commission guidance CC19 (5.2):

Some charities have a power to hold reserves in their governing document – all others can rely on powers implicit in the law. Trustees can use these powers where they are satisfied that to do so is in the best interests of the charity: their charity's reserves policy should reflect their reasoning.

Our policy is that, where possible, project budgets will include a proportionate contribution to reserves; this is stated in budgets submitted in funding applications and in subsequent reports to funders. When the purpose for which grants received has been discharged, any small residual balances may be transferred into reserves, with funders' agreement (implicit or explicit) as grants are finalised or signed-off on acceptance of a final grant report, which includes a detailed breakdown of expenditure showing the contribution to reserves.

'Free' reserves are held to mitigate risks against loss of income or unforeseen adverse events which could mean we need extra flexibility temporarily or longer-term to meet increased demand for services and/or redeploy staff; they might also be used for cash-flow in the event that we expect to receive funds but there is a shortfall between existing and imminent resources.

Once a year the Board will consider the level of reserves that it is prudent for the organisation to hold. Consideration will be given to redundancy liabilities, lease agreements, cash flow requirements, significant factors and key risks that should be taken into account if the organisation were to close. This will be reviewed annually before the AGM, and agreed as part of the budget setting for the next financial year.

We calculate that the minimum level of reserves that we need to hold is £25,000. The trustees have placed an upper limit on the reserves to be held at 3 months of future budgeted expenditure. This is in the region of £125,000.

The charity's actual free reserves at the year end were £113,310.

Funds held as agent on behalf of others

Grant income was received from the Bearders Charitable Trust for people to start their own businesses and get back into work. Calderdale Wellbeing acts as an agent in relation to these funds and therefore the income and expenditure is excluded from the accounts. Note 13 provides further information in relation to these funds.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

4. Future Plans

Although we are still affected by the uncertainty of living through a pandemic and any strategy is tentative, we have tested and learnt a lot by having to be creative. We know that there are benefits as well as challenges in remote working: some people find online groups more accessible, for example. We probably would not have discovered some possibilities if we hadn't been forced to experiment. Whilst there is an appetite to return to in-person activities and we'll continue to reinstate activities as, when and where we can, the future for activities and work is a hybrid of in-person and remote delivery. As described above, the team's determination, flexibility and ingenuity has seen us through a very tough year but has ensured that people who need it have had access to support. The coming year is about establishing newer activities alongside those that people value and have missed the most.

We had aimed to progress significant new strategies in the past year and these have stalled due to other pressures but are not forgotten. In the coming year, we hope to revitalise our membership base to engage more people in Calderdale's communities and demonstrate that people value and support Healthy Minds.

We say that Healthy Minds is available to everyone in Calderdale and this is an important principle. We need, however, to examine how available and accessible we really are, and to be honest about what needs to be done to ensure that Calderdale's diversity is truly reflected in what we offer.

The past year has been challenging in many ways and we anticipate that next year will bring more challenges as funding cycles end for some services and, as described earlier, the funding landscape has changed. Among the challenges are opportunities: NHS England's community mental health transformation initiative sets an expectation that the voluntary sector is given greater recognition for what we contribute to the mental health "system" – the people we reach that statutory services don't; the gaps we fill; the needs we address. Calderdale Council and Clinical Commissioning Group (CCG) have been at the forefront of moving in this direction in recent years and the transformation programme brings added impetus. The future looks likely to bring closer working alongside NHS and Local Authority services and may offer some solutions for sustainability in the voluntary sector. We already have good examples of more integrated working in Safespace and Like Minds, and will look to develop those and other opportunities as a key VCS provider in Calderdale's mental health offer.

Healthy Minds has long argued for cross-system working and this requires trust and respect between all partners for what each contributes. Although transformation creates opportunities to realise this long-held ambition, we must also be cautious to retain the values and character that make Healthy Minds what it is. There are many things we can't control at present. Being anchored to our core values as an organisation gives us stability in dealing with uncertainty. In the coming year, we want to work with the Healthy Minds team, people who come to us for support, the wider community and partners to strengthen and update our values.

Calderdale Wellbeing

Trustees' report (continued) for the year ended 31 March 2021

Statement of trustees' responsibilities

The trustees (who are also the directors for the purposes of company law) are responsible for preparing the Trustees report and the financial statements in accordance with the applicable law and UK Accounting Standards.

Company law requires the trustees to prepare financial accounts for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS102)), and in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees on 3/12/2021

Signed: PLH (Trustee)

Name: PAUL HUNT

Calderdale Wellbeing

Independent examiner's report to the trustees of Calderdale Wellbeing

I report to the charity trustees on my examination of the accounts of the charitable company for the year ended 31 March 2021, which are set out on pages 13 to 23.

Responsibilities and basis of report

As the charity's trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act.

I confirm that I am qualified to undertake the examination because I am a member of ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:  Name: Helen Galvin FCCA

7/12/2021

West Yorkshire Community Accounting Service

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Calderdale Wellbeing
Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2021

	Notes	2021 Unrestricted funds £	2021 Restricted funds £	2021 Total funds £	2020 Total funds £
Income and endowments from:					
Donations	(2)	25,286	20,291	45,577	15,093
Charitable activities	(3)	54,205	636,668	690,873	634,337
Bank interest		633	-	633	788
Total income		<u>80,124</u>	<u>656,959</u>	<u>737,083</u>	<u>650,218</u>
Expenditure on:					
Charitable activities	(4)	<u>56,940</u>	<u>607,729</u>	<u>664,669</u>	<u>555,189</u>
Total expenditure		<u>56,940</u>	<u>607,729</u>	<u>664,669</u>	<u>555,189</u>
Net income		23,184	49,230	72,414	95,029
Transfers between funds		778	(778)	-	-
Net movement in funds		<u>23,962</u>	<u>48,452</u>	<u>72,414</u>	<u>95,029</u>
Fund balances brought forward		<u>89,348</u>	<u>182,434</u>	<u>271,782</u>	<u>176,753</u>
Fund balances carried forward	(5)	<u>113,310</u>	<u>230,886</u>	<u>344,196</u>	<u>271,782</u>

All incoming resources and resources expended derive from continuing activities.

Calderdale Wellbeing

Balance sheet

as at 31 March 2021

	2021	2021	2021	2020
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Current assets				
Debtors and prepayments	(6) 12,158	107,431	119,589	23,976
Cash at bank and in hand	(7) 136,911	133,544	270,455	271,411
Total current assets	<u>149,069</u>	<u>240,975</u>	<u>390,044</u>	<u>295,387</u>
Current liabilities:				
amounts falling due within one year				
Creditors and accruals	(8) 15,759	10,089	25,848	23,605
Deferred income	20,000	-	20,000	-
Total current liabilities	<u>35,759</u>	<u>10,089</u>	<u>45,848</u>	<u>23,605</u>
Net assets	<u>113,310</u>	<u>230,886</u>	<u>344,196</u>	<u>271,782</u>
Funds				
Unrestricted funds	113,310	-	113,310	89,348
Restricted funds	-	230,886	230,886	182,434
Total funds	<u>113,310</u>	<u>230,886</u>	<u>344,196</u>	<u>271,782</u>

For the year ending 31 March 2021 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476. The trustees (who also the directors for the purposes of company law) acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and with FRS 102 (effective January 2019).

The financial statements were approved by the board of trustees on 3/12/2021

Signed: Paul Hunt (Trustee)

Name: PAUL HUNT

Calderdale Wellbeing
Statement of cash flows
for the year ended 31 March 2021

	2021 £	2020 £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	<u>(21,589)</u>	<u>87,889</u>
Cash flows from investing activities:		
Dividends and interest	633	788
Purchase of tangible fixed assets	<u>-</u>	<u>-</u>
Net cash provided by (used in) investing activities	<u>633</u>	<u>788</u>
Change in cash and cash equivalents in the reporting period	(956)	88,677
Cash and cash equivalents at the beginning of the reporting period	<u>271,411</u>	<u>182,734</u>
Cash and cash equivalents at the end of the reporting period	<u>270,455</u>	<u>271,411</u>
Reconciliation of net movement in funds to net cash flow from operating activities	2021 £	2020 £
Net movement in funds for the reporting period (as per the statement of financial activities)	72,414	95,029
Adjustments for:		
Depreciation charges	-	-
Other interest receivable and similar income	(633)	(788)
(Increase) / decrease in debtors and prepayments	(95,613)	(11,687)
Increase / (decrease) in creditors and accruals	<u>2,243</u>	<u>5,335</u>
Net cash provided by (used in) operating activities	<u>(21,589)</u>	<u>87,889</u>
Analysis of cash and cash equivalents	2021 £	2020 £
Cash in hand	50	322
Notice deposits (less than 30 days)	<u>270,405</u>	<u>271,089</u>
Total cash and cash equivalents	<u>270,455</u>	<u>271,411</u>

Calderdale Wellbeing

Notes to the accounts

for the year ended 31 March 2021

1 Accounting policies

Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)

The charity constitutes a public benefit entity as defined by FRS 102.

There has been no change to the accounting policies since last year.

No changes have been made to the accounts for previous years.

Going concern

The trustees are satisfied that there are no material uncertainties about the charity's ability to continue.

Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, it is more likely than not that the trustees will receive the resources and the monetary value can be measured with sufficient reliability.

Grants and donations

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Where grants are related to performance and specific deliverables, they are accounted for as the charity earns the right to consideration by its performance.

Donated goods for resale are valued at the amount actually realised upon their sale.

Donated assets, facilities or services are valued at their estimated value to the charity. This is the price that the charity estimates it would pay in the open market for equivalent items; or services and facilities of equivalent utility to the charity.

Expenditure and liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out the resources and the amount of the obligation can be measured with reasonable certainty.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

Calderdale Wellbeing

Notes to the accounts

for the year ended 31 March 2021

1 Accounting policies continued

Tangible fixed assets

Tangible fixed assets costing more than £1,500 are capitalised and included at cost including any incidental expenses of acquisition. Gifted assets are shown at the value to the charity on receipt.

Pensions

The charity operates a defined contribution scheme for the benefit of its employees. The costs of contributions are recognised in the year they are payable.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

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

Leases

Rents under operating leases are charged on a straight line basis over the lease term or to an earlier date if the lease can be determined without financial penalty.

Calderdale Wellbeing

Notes to the accounts continued

for the year ended 31 March 2021

2 Donations	2021	2021	2021	2020
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Gift aid	2,405	-	2,405	-
Maureen Brassington Childhood fund	-	17,243	17,243	-
The Forum	-	3,018	3,018	3,000
General donations	22,881	30	22,911	12,093
	<u>25,286</u>	<u>20,291</u>	<u>45,577</u>	<u>15,093</u>

3 Charitable activities	2021	2021	2021	2020
	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Grants for charitable activities				
Community Foundation for Calderdale (CFFC)	-	168,331	168,331	119,152
Calderdale MBC (CMBC)	-	129,046	129,046	134,902
Clinical Commissioning Group (CCG)	-	196,243	196,243	67,500
National Lottery Community Fund	-	61,834	61,834	124,654
BBC Children in Need	-	9,903	9,903	9,708
Together Housing	-	-	-	2,732
Co-operative Community Fund	-	500	500	8,659
Crookhill Windfarm	-	-	-	5,000
Henry Smith	50,000	-	50,000	60,000
Lloyds TSB	-	31,426	31,426	33,333
Police and Crime Commissioner for West	-	-	-	6,000
Northpoint Wellbeing Ltd	-	31,081	31,081	30,728
Todmorden Town Council	-	550	550	-
HMRC	-	7,755	7,755	-
Other small grants	4,205	-	4,205	-
Kings Fund Award	-	-	-	30,000
Room hire income	-	-	-	1,969
	<u>54,205</u>	<u>636,668</u>	<u>690,873</u>	<u>634,337</u>

Calderdale Wellbeing
Notes to the accounts continued
for the year ended 31 March 2021

4 Charitable activities	2021	2021	2021	2020
	Unrestricted funds	Restricted funds	Total funds	Total funds
	£	£	£	£
Salaries and NI (4a)	17,758	552,375	570,133	442,277
Telephone and internet	2,562	8,376	10,938	8,767
Travel expenses	-	397	397	2,778
Venue hire and meeting expenses	1	3,109	3,110	11,178
Support group refreshments	-	256	256	2,560
Staff expenses	207	472	679	816
Printing and publicity	-	2,984	2,984	4,260
Postage and stationery	2	2,062	2,064	3,545
Legal fees	-	48	48	35
Consultancy fees	159	-	159	-
Independent examination	1,357	623	1,980	1,800
Equipment	892	8,914	9,806	9,082
Insurance	1,878	879	2,757	2,573
Office rent and service charges	8,346	16,391	24,737	23,867
Building alterations and repairs	-	809	809	4,919
Training	214	1,017	1,231	716
Website	10	151	161	215
Volunteer expenses	87	360	447	4,238
IT Support	4	203	207	566
Governance	397	651	1,048	125
Subscriptions	96	325	421	80
Bank and other charges	324	189	513	478
Utilities	388	1,228	1,616	4,869
Partnership working	18,924	5,159	24,083	22,872
DBS checks	60	118	178	1,000
Sessional workers and hired in services	3,274	633	3,907	1,573
	<u>56,940</u>	<u>607,729</u>	<u>664,669</u>	<u>555,189</u>

4a Staff costs and numbers	2021	2020
	£	£
Gross salaries	517,176	405,201
Social security costs	34,743	23,048
Employment allowance	(4,000)	(3,000)
Pensions	22,214	17,028
	<u>570,133</u>	<u>442,277</u>

The average number employees during the year was 31.2 (2020: 29.3.)
There were no employees with emoluments above £60,000.

Defined contribution pension scheme	2021	2020
	£	£
Costs of the scheme to the charity for the year	22,214	17,028
Amount of any contributions outstanding at the year end	3,527	1,486
Amount of any contributions prepaid at the year end	-	-

Calderdale Wellbeing
Notes to the accounts continued
for the year ended 31 March 2021

5 Restricted funds	Balance b/f	Incoming	Outgoing	Transfers	Balance c/f
	£	£	£	£	£
CMBC (1)	6,501	32,411	38,912	-	-
CMBC (2)	20,422	75,000	78,735	(236)	16,451
CCG (1)	13,228	153,944	128,392	-	38,780
CMBC (3)	466	21,635	20,439	(71)	1,591
CFFC - Flood Relief Fund (1)	11,930	57,975	55,528	(457)	13,920
National Lottery Community Fund	70,489	61,834	105,701	-	26,622
BBC Children in Need	5,660	9,903	7,409	-	8,154
Restricted donation (1)	8,860	3,018	59	-	11,819
CFFC - Flood Relief Fund (2)	-	73,748	48,748	-	25,000
Crookhill Windfarm	833	-	833	-	-
Todmorden Windfarm	12	-	12	-	-
Co-operative Community Fund	7,469	530	3,108	-	4,891
Northpoint Wellbeing Ltd (1)	7,532	28,000	27,860	-	7,672
Northpoint Wellbeing Ltd (2)	3,317	-	3,317	-	-
CFFC - Hardship	705	454	1,159	-	-
#iwill Fund	4,312	-	4,298	(14)	-
Todmorden Community Fund	1,200	-	-	-	1,200
Elphin Court	127	-	127	-	-
Lloyds TSB	19,371	31,426	36,511	-	14,286
Peer Support (1)	-	25,000	12,826	-	12,174
After the Floods	-	6,000	6,000	-	-
Restricted donation (2)	-	17,243	-	-	17,243
Upper Calder Valley	-	20,000	20,000	-	-
Peer Support (2)	-	17,425	-	-	17,425
Flood Support	-	13,658	-	-	13,658
HMRC - Coronavirus Job Retention Scheme	-	7,755	7,755	-	-
	182,434	656,959	607,729	(778)	230,886

Calderdale Wellbeing

Notes to the accounts continued

for the year ended 31 March 2021

5 Restricted funds

Fund name	Purpose of restriction
CMBC (1)	For welfare rights and employment support.
CMBC (2)	For children and young peoples emotional wellbeing.
CCG (1)	To provide mental health recovery and support sessions.
CMBC (3)	Support groups for BME's.
CFFC - Flood Relief Fund (1)	To run support groups, drop in advice and information, along with education projects in schools, which are all in Todmorden.
National Lottery Community	To provide a recovery and support service.
BBC Children in Need	For children and young people workshops.
Restricted donation (1)	For the Forum project.
CFFC - Flood Relief Fund (2)	To run support groups, drop in advice and information. Along education projects in schools in the Upper Valley.
Crookhill Windfarm	For local community emotional rights and employment support.
Todmorden Windfarm	Towards salaries for the Money In Mind project.
Co-operative Community Fund	For the Todmorden allotment and outdoor space.
Northpoint Wellbeing Ltd (1)	Towards the Time Out project.
Northpoint Wellbeing Ltd (2)	For parents and carers mental health awareness.
CFFC - Hardship	For people suffering hardship.
#iwill Fund	To help young people get involved in social action.
Todmorden Community Fund	For recovery and support workshops.
Elphin Court	To run activities fro the Elphin Court residents group.
Lloyds TSB	For salary costs.
Peer Support (1)	To deliver one to one peer support in crisis with the home based treatment team.
After the Floods	Towards drop in sessions from April to September.
Restricted donation (2)	To spend on children's support for mental health.
Upper Calder Valley	For emotional health and wellbeing support activities for Upper Valley residents.
Peer Support (2)	Training for volunteers to be peer support workers.
Flood Support	For emotional health and wellbeing support activities for Upper Valley residents.
HMRC - Coronavirus Job Retention Scheme	For staff who have been furloughed due to Covid-19.

The other transfer figures are in relation to the management charges on the individual projects.

6 Debtors and prepayments

	2021	2020
	£	£
Debtors	113,506	18,976
Prepayments	6,083	5,000
	<u>119,589</u>	<u>23,976</u>

7 Cash at bank and in hand

	2021	2020
	£	£
Current accounts	51,027	3,997
Saving accounts	219,378	267,092
Cash in hand	50	322
	<u>270,455</u>	<u>271,411</u>

Calderdale Wellbeing
Notes to the accounts continued
for the year ended 31 March 2021

8 Creditors and accruals	2021	2020
	£	£
Creditors	23,868	21,805
Accruals	1,980	1,800
	<u>25,848</u>	<u>23,605</u>

9 Trustee expenses

During the year no trustees were paid any expenses (previous year: 3 trustees and £983 in respect of travel).

10 Related party transactions

There were no related party transactions during this year or the previous year.

11 Related party transactions

Key management personnel

The key management personnel of the charity comprises the Chief Executive Officer only. The total employee benefits of the key management personnel of the charity were £45,102 (2020: £43,774).

12 Operating leases

Expected future minimum lease payments over the remaining life of the lease, analysed into the period in which the commitment expires:

	2021	2020
	£	£
Within one year	12,556	12,556
In the second to fifth years inclusive	8,408	11,465
Over five years from the balance sheet date	-	148
	<u>20,964</u>	<u>24,169</u>

13 Funds held for third parties

	Balance b/f	Incoming	Outgoing	Balance c/f
		£	£	£
Bearder Charitable Trust	<u>2,567</u>	<u>-</u>	<u>-</u>	<u>2,567</u>

Calderdale Wellbeing

Statement of Financial Activities including comparatives for all funds (including summary income and expenditure account) for the year ended 31 March 2021

	2021 Unrestricted funds £	2020 Unrestricted funds £	2021 Restricted funds £	2020 Restricted funds £	2021 Total funds £	2020 Total funds £
Income						
Donations	25,286	12,093	20,291	3,000	45,577	15,093
Charitable activities	54,205	91,944	636,668	542,393	690,873	634,337
Bank interest	633	788	-	-	633	788
Total income	<u>80,124</u>	<u>104,825</u>	<u>656,959</u>	<u>545,393</u>	<u>737,083</u>	<u>650,218</u>
Expenditure						
Charitable activities	56,940	52,864	607,729	502,325	664,669	555,189
Total expenditure	<u>56,940</u>	<u>52,864</u>	<u>607,729</u>	<u>502,325</u>	<u>664,669</u>	<u>555,189</u>
Net income	23,184	51,961	49,230	43,068	72,414	95,029
Transfers between funds	778	2,873	(778)	(2,873)	-	-
Net movement in funds	<u>23,962</u>	<u>54,834</u>	<u>48,452</u>	<u>40,195</u>	<u>72,414</u>	<u>95,029</u>
Fund balances brought forward	89,348	34,514	182,434	142,239	271,782	176,753
Fund balances carried forward	<u>113,310</u>	<u>89,348</u>	<u>230,886</u>	<u>182,434</u>	<u>344,196</u>	<u>271,782</u>