

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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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
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HX1 5SP

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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.

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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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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.

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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

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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)

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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."

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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.

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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.

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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.

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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.

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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.

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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 Bearden Charitable Trust for people to start their own businesses and get back into work. Calderdale Wellbeing act as 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.

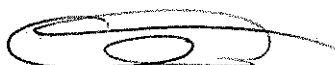
INDEPENDENT EXAMINER'S STATEMENT

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

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

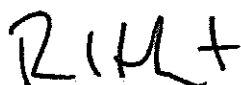
For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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	<u>(348,965)</u>	<u>158,516</u>
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	<u>754,853</u>	<u>596,337</u>
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
	51,735	1,078,857	1,130,592

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

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	<u>4,750</u>	<u>—</u>

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	<u>11</u>	<u>22</u>
	<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	1,000	—	(1,000)	—	—
Service User Welfare					
Fund	1,250	—	—	—	1,250
Core funding balance	—	—	—	—	—
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 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 and 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 Services – 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 –
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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.