

Charity registration number 1144940 (England and Wales)

Company registration number 07761177

CHANGES HEALTH & WELLBEING
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

CHANGES HEALTH & WELLBEING

LEGAL AND ADMINISTRATIVE INFORMATION

Executive Committee	John Irons Miss C A Roberts Clair Davis Stephen Sharrock Dave Dale Mr T Davis Mr S Rowley Sue Hacking	(Appointed 1 November 2024)
Senior management	Dave Wheat Kendele Brookes Jackie Williamson Kris Kinsella	Cheif Executive Officer Finance Manager Operations Manager HR and IT Manager
Charity number (England and Wales)	1144940	
Company number	07761177	
Registered office	Wellbeing Centre Victoria Court Booth Street Stoke-on-Trent Staffordshire ST4 4AL	
Auditor	Geens Limited Graphic House 124 City Road Stoke on Trent ST4 2PH	
Bankers	The Co-operative Bank plc CIS Tower Miller Street Manchester M60 0AL	

CHANGES HEALTH & WELLBEING

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CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The trustees comply with their duty to have due regard to the guidance on public benefit published by the Charities Commission in exercising their powers or duties.

Objectives and activities

Changes Mission Statement: 'Changes aims to promote wellness, recovery and social inclusion'.

The charitable company's principal objects are defined in its Articles Of Association are as follows:

- (i) To assist in relieving and rehabilitating vulnerable persons suffering from mental disorder or conditions of emotional or mental distress requiring advice or treatment;
- (ii) To promote and protect physical and mental health within the community by the advancement of education and the provision of facilities and services promoting health, social welfare, personal development, work and recreation, and social inclusion; and
- (iii) The promotion of research therein and the publication of the useful results of such research.

The aims of the charity are:

- Promoting recovery and mental wellbeing
- Enabling user involvement
- Influencing local and national policy and practise
- Promoting a more positive and accurate view of mental distress

The charitable company's objectives for the year continued to be shaped and driven by these strategic aims and to ensure maximum public benefit – focusing on sustaining and developing existing services, and the rapid development and establishment of additional Changes wellbeing and recovery programmes – both locally and nationally.

The accounting period continued to see a spike in demand for mental health services caused by a combination of the after-effects of the COVID pandemic (particularly as regards children and young people) and hardship and uncertainty resulting from the ongoing financial crisis.

To meet increased demand for its services Changes continued to flex service provision between face-to-face, online, and telephone support.

Stoke on Trent

In Stoke-on-Trent, the charitable company continued to provide weekly peer-support groups, one-to-one interventions and psycho-educational programmes for young people, adults of working age, and older people residing within the city. Provision also included opportunities for training and volunteering and recovery-focused activities – enabling Changes to promote the recovery, wellbeing and social inclusion of those in mental distress.

Services included:

- *Weekly Peer-support Groups* – (under contract with the Staffordshire & Stoke-on-Trent Integrated Care Board) where adults experiencing mental distress can join together to follow Changes 12-steps, share insights and support each other's recovery;
- *Foundation Recovery Programme* – (under contract with the Staffordshire & Stoke on Trent Integrated Care Board) offering Changes 12-steps as a self-management tool for those experiencing mental distress;

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

- *Wellbeing Programme* – (under contract with the Staffordshire & Stoke on Trent Integrated Care Board) a self-management programme for stress, anxiety, and depression provided as part of the wider Staffordshire & Stoke on Trent Talking Therapies Service;
- *Making Changes Programme* – (under contract with the Staffordshire & Stoke on Trent Integrated Care Board) a light touch psycho-educational programme designed to promote wellbeing within the local population;
- *Staffordshire & Stoke on Trent Talking Therapy Service, formerly known as the IAPT service* – (under contract with North Staffordshire Combined Healthcare NHS Trust) Changes continued to employ Psychological Wellbeing Practitioners to provide Step 2 clinical one-to-one interventions i.e. to meet the needs of those experiencing mild to moderate mental distress;
- *Stay Well CYP* – (under contract with Stoke on Trent City Council and the Staffordshire & Stoke-on-Trent Integrated Care Board) Changes continued to work with North Staffs Mind and the Dove Service to provide a range of one-to-one and group interventions to children and young people experiencing or at risk of mental distress;
- *Peer Recovery Coach service* – (under contract with North Staffordshire Combined Healthcare NHS Trust) a one-to-one support service integrated within NSCHT's Stoke on Trent based Community Mental Health Teams (CMHTs) to support the recovery and social inclusion of those experiencing severe mental illness;
- *Future Focus Support Service* – (under contract with North Staffordshire Combined Healthcare NHS Trust) to work within its CMHTs to provide group support to those experiencing severe mental illness;
- *RISE* - (under contract with Staffordshire & Stoke-on-Trent Integrated Care Board) Day opportunities to individuals residing within Stoke on Trent who are experiencing mental distress as part of a complex range of issues.
- *Additional Mental Health Support in Schools* - we provided a dedicated School Mental Health Practitioners within 3 of SoT's Secondary Schools, i.e. Discovery, OSSMA and St Peters.
- *Youth Council* - (under contract with North Staffordshire Combined Healthcare NHS Trust) to work within Children's and Adolescents Mental Health Services (CAMHS) to provide young people and their parents with a voice in service development and delivery.

Staffordshire:

The charitable company's Staffordshire service menu included:

- *Adult Peer-support Groups and psycho-educational programmes* – (under contract with the Staffordshire & Stoke-on-Trent Integrated Care Board) weekly recovery-focused support groups and psycho-educational programmes within Newcastle under Lyme and the Staffordshire Moorlands for adults in mental distress;
- *Future Focus Support Service* – (under contract with the Midland Partnership Foundation Trust) to work within its IMHTs to provide group and one-to-one support to those experiencing severe mental illness;
- *Adult and Young Carers Service* – (under contract with the NCompass) delivering mental health support within N-Compass' Staffordshire Carers Service.
- *Peer Recovery Coach service* – (under contract with North Staffordshire Combined Healthcare NHS Trust) a one-to-one support service integrated within NSCHT's North Staffordshire based Community Mental Health Teams (CMHTs) to support the recovery and social inclusion of those experiencing severe mental illness.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

- *Future Focus Support Service* – (under contract with North Staffordshire Combined Healthcare NHS Trust) to work within its North Staffordshire-based CMHTs to provide group support to those experiencing severe mental illness.
- *RISE* – (under contract with Staffordshire & Stoke-on-Trent Integrated Care Board) Day opportunities to individuals residing within North Staffordshire who are experiencing mental distress as part of a complex range of issues.
- *N-Compass Carers Service* – Changes continued to provide mental health support for both young and adult carers within Staffordshire.
- *Elevate (Youth Council)* - (under contract with North Staffordshire Combined Healthcare NHS Trust) to work within Children's and Adolescents Mental Health Services (CAMHS) to provide young people and their parents who reside in North Staffordshire with a voice in service development and delivery.

Other Areas of the UK:

- *Ingeus* – The period also the continued and successful delivery of a range of AIM-accredited psycho-educational programmes, i.e. Positive Mental Health; Peer Mentoring Skills; Positive Changes; Introduction to Volunteering; Effects of Crime etc within His Majesty's Prison Service (HMPS) and Probation services in the East Midlands, Yorks & Humberside and Northeast Regions;

Volunteers

As a user-led organization, Changes relies heavily on volunteer involvement in the organization's management, administration, and service delivery.

All of Changes Board of Directors are service users. During 2024/25 there was a pool of approximately 75 volunteers who were involved in managing the organisation and delivering Changes weekly peer-support groups, psycho-educational programmes and recovery-focused activities – and assisting the organisation's fundraising, promotional work, and partnership and networking initiatives. This represented approximately 11,500 volunteer-hours, (i.e. approximately 230 hours per week) worked in assisting Changes in achieving its outcomes. Whilst the primary focus is on the impact of such activities on individual recovery and social inclusion, based on the national living wage for this period, this represents an in-kind contribution of approximately £120,000 per annum.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

Significant activities and achievements against objectives

Charitable activities continued to focus on providing public benefit, i.e. in promoting recovery, wellbeing and social inclusion of those experiencing or at risk of mental distress. Service delivery throughout Stoke on Trent and Staffordshire included - the provision of recovery focused peer-support groups for young people, adults and older people in mental distress and a range of psycho-educational programmes and recovery-focused activities – delivered within primary and secondary mental health services under contract with the Staffordshire & Stoke on Trent Integrated Care Board (SSOT ICB), Stoke on Trent City Council, North Staffordshire Combined Healthcare NHS Trust; the Midlands Partnership Foundation Trust; Honeycomb Housing; and N-Compass.

Importantly, out of recognition of the efficacy of Changes services and their place in supporting statutory mental health services, SSOT ICB extended Changes contracts with a view to the organisation providing wrap-around services for the Talking Therapies service and continuing to provide essential support to those experiencing a wide range of mental health conditions.

The period saw Changes secure the Staffordshire CYP Emotional Health & Wellbeing Service contract (commissioned by Staffordshire County Council and Staffordshire and Staffordshire and Stoke on Trent ICB) – enabling the Stay Well Partnership (consisting of Changes, North Staffs Mind and the Dove Service) to provide CAMHS services across the whole of Staffordshire and Stoke on Trent.

NB During the period, in order to provide service users with choice and ease of access, the charitable company continued to provide online versions of all key services.

2024/25 saw the continued expansion of Changes 'strategic role' within Staffordshire's mental health economy, with staff involvement and input into various Boards, Committees and Forums, i.e. helping to inform and shape local mental health service commissioning and provision.

Changes Young Peoples' Service (Stay Well)

In 2024/25 Changes YP continued to provide Stoke on Trent City Council and Staffordshire & Stoke-on-Trent Integrated CB's CYP Emotional Wellbeing & Mental Health service, called Stay Well – operating as the lead provider within a partnership with North Staffs Mind and the Dove Service – providing both preventative services, (raising mental health awareness, promoting CYP's emotional and psychological resilience and increasing the capacity of parents, teachers etc. to support CYP experiencing mental distress) and targeted support, (providing clinical interventions within overall CAMHS provision) – through offering access to Wellbeing Programmes, Peer-support Groups, Social Activities, One-to-One Therapy and Online and Telephone Support.

From April 2024 to March 2025 – 632 teachers and parents attended SWCYP's preventative training programmes and 2,393 children and young people were engaged with SWCYP's CAMHS services.

Under sub-contract with North Staffordshire Combined Healthcare NHS Trust, during the period Changes Young People continued to provide a consultation role within the North Staffordshire Combined Healthcare NHS Trust's CAMHS – coordinating and running a Elevate's Youth Council within North Staffordshire.

Changes Adult Peer-support Service

Provided under a Service Level Agreement (SLA) with the Staffordshire & Stoke on Trent Integrated Care Board (SSOT ICB), Changes continued to deliver its Adult Service within Stoke-on-Trent providing 15 weekly peer-support groups per week, (largely face-to-face), with 5,516 attendances, comprising of over 600 service users. Performance management data revealed that through the use of the service, approximately 88% of users were able to maintain or improve their mental wellbeing that.

Provided under a Service Level Agreement with the Staffordshire & Stoke on Trent Integrated Care Board (SSOT ICB), Changes also continued to provide its Adult Service within Newcastle-under-Lyme and the Staffordshire Moorlands providing 13 peer support groups per week, (largely face-to-face), with 3,706 attendances, comprising over 400 service users. Performance management data revealed that approximately 93% of users had either improved or maintained their mental wellbeing through engagement with the service.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Foundation Recovery Programmes

Provided under a Service Level Agreement (SLA) with the Staffordshire & Stoke on Trent Integrated Care Board (SSOT ICB), Changes continued to deliver a rolling programme of Foundation Recovery Programmes, i.e. designed to introduce Changes 12-steps as a self-management tool for those in mental distress. During the period, 24 programmes were delivered, which were attended by 171 people - with recent evaluation revealing that 91% of participants had improved or maintained their mental wellbeing.

Wellbeing Programme

Provided under a Service Level Agreement (SLA) with the Staffordshire & Stoke on Trent Integrated Care Board (SSOT ICB), the Wellbeing Programme focuses on the self-management of stress, anxiety and depression, linking closely with Stoke-on-Trent's Healthy Minds IAPT service. There were 95 runs of the programme attended by 597 individuals – with a recent evaluation confirming that the service had assisted 93% of users in improving or maintaining their mental wellbeing.

Making Changes

Provided under a Service Level Agreement (SLA) with the Staffordshire & Stoke on Trent Integrated Care Board (SSOT ICB), Making Changes is designed to promote emotional and psychological resilience within the local population – with a focus on reaching those experiencing 'sub-clinical' mental health issues. There were 41 runs of the programmes attended by 289 individuals – with a recent evaluation confirming that 90% of participants either maintained or improved their wellbeing.

Peer Recovery Coach Service

Delivered in partnership with and commissioned by North Staffordshire Combined Healthcare NHS Trust, (i.e. in Northern Staffordshire) Changes has worked as part of each Trust's Community Mental Health Teams to provide one-to-one coaching, peer-support and recovery focused activities, i.e. alongside clinical interventions to promote and maintain the recovery of those experiencing severe mental illness.

Future Focus Support Service

Delivered in partnership with and commissioned by North Staffordshire Combined Healthcare NHS Trust, (i.e. in Northern Staffordshire) and the Midlands Partnership Foundation Trust, (i.e. in Southwest Staffordshire) Changes has worked as part of each Trust's Community Mental Health Teams to provide psycho-educational programmes, peer-support groups and one-to-one support to promote the wellbeing and social inclusion of those who are recovering from severe mental illness.

CFO 3 Prisons Service

Delivered under contract with Ingeus, Changes continued to work in partnership with HM prisons located within the West Midlands, promoting the wellbeing and rehabilitation of inmates.

Staffordshire Carers Service

Delivered under contract with NCompass, Changes provide group and one-to-one support to young and adult carers to help them to stay well and to support them in their role.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Fundraising activities:

In addition to receiving donations, (i.e. from individuals and local businesses who acknowledged the value of Changes services), and modest income generation, (i.e. through organisations/companies purchasing Changes psycho-educational programmes) – in 2024/25 Changes business development continued to research, construct and submit various proposal, Expression of Interests (EOIs) and Invitations to Tender (ITTs) – these included:

Successfully tendering for the Staffordshire CYP Emotional Health & Wellbeing Service and North Staffordshire Combined Healthcare NHS Trust's Future Focus Peer Coach contracts.

Submitting a successful proposal to Staffordshire & Stoke on Trent ICB to provide a mental health focused opportunities service for those with complex issues.

Submitting a successful application to provide peer-support groups for young parents.

Importantly, the period saw the Staffordshire & Stoke-on-Trent Integrated Care Board extend Changes core service contracts; Stoke-on-Trent City Council extend Changes Stay Well CAMHS contract; and NCompass extend Changes carers contract.

Factors outside the charitable company's control which are relevant to the achievement of its objectives:

In keeping with Changes' co-produced ethos and 12-step fellowship, the commitment, enthusiasm and hard work of Changes paid and voluntary staff, continues to make a major contribution to the organisation achieving its objectives, (they are people who are literally 'on a mission').

A healthy and vibrant voluntary sector. Changes continue to give and receive support from other third-sector organisations – most notably VAST, the Dove Service, and North Staffs Mind – and is a proud member of a local family of voluntary sector service providers.

Support from and genuine and recovery-focused partnership with North Staffordshire Combined Healthcare NHS Trust and the Midlands Partnership Foundation Trust – Staffordshire's main providers of statutory mental health services – continues to have a major impact on consolidating Changes' position as a mental health service provider and allowing our organisation to reach greater numbers of those who can benefit from our services, (NB Changes holds a number of large contracts with these organisations).

Staffordshire and Stoke-on-Trent Integrated Care Board, Staffordshire County Council and Stoke on Trent City Council continue to focus on commissioning recovery and wellbeing-focused services that are delivered within a personalised system of care – key elements of Changes service model.

As with many organisations, Changes had to respond to the financial crisis, i.e. increasing salaries, meeting higher fuel and energy costs etc – major funders, i.e. SSOT ICB, SoTCC, SCC, MPFT and NSCHT have all been sensitive to this fact and provided increased financial support – either uplifting existing budgets or agreeing to yearly uplifts within new contracts.

Changes relevance as a service provider, reputation as a partner organisation and position as a valued and integrated part of Staffordshire Integrated Care System – continues to offer a degree of protection to maintaining and securing contracts within this new commissioning environment.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

Reserves policy

The charitable company's reserves policy takes into account the Directors' forecast for future income and expenditure, including the potential for fundraising. In formulating the policy, the Directors considered that reserves are required to provide a contingency to ensure continuity in the event of a large variation in the charitable company's income.

On 31st March 2025 the charitable company's unrestricted reserves, excluding designated funds, totalled £640,029 (2024: £545,132)

The position is monitored by the Directors on a regular basis and the policy is reviewed annually.

Principal funding sources

Staffordshire & Stoke-on-Trent Integrated Care Board - Service Level Agreements to provide a range of recovery and wellness-focused services within Stoke-on-Trent, Newcastle under Lyme and the Staffordshire Moorlands, i.e. Adult Peer-Support Groups, Foundation Recovery, Wellbeing Programme and Making Changes in SoT; Adult Peer-Support Groups in NuL and SMs; RISE mental health day opportunities within North Staffordshire.

Stoke-on-Trent Joint Commissioning Team, (Stoke on Trent City Council and Staffordshire & Stoke-on-Trent Integrated Care Board) – contract to provide Stoke on Trent CYP Emotion Resilience and Wellbeing Service (Changes Stay Well service).

Stoke on Trent City Council – contract to provided Additional Mental Health Support within Schools.

North Staffordshire Combined Healthcare NHS Trust – contract for the provision of Step 2 interventions within MPFT's Staffordshire & Stoke on Trent Talking Therapies Service; provision of consultation element within CAMHS, (Elevate Youth Council); Provision of a Peer Recovery Coach Service; and provision of a Future Focus Support Service.

Midlands Partnership Foundation Trust – contract to provide a Future Focus Support Service within Southwest Staffordshire.

Ingeus – contract to provide wellness and recovery-focused services within HM prisons throughout the East Midlands, Yorkshire & Humberside, and Northeast Regions.

N-Compass – contract to provide mental health support as part of their Staffordshire Carers Service.

Total Incoming Resources	£3,491,276 (2024: £2,631,727)
Total Resources Expended	£2,836,328 (2024: £2,628,563)
Funds carried forwards at 31.03.25	£1,529,219 (2024: £874,271)

It should be noted that designated income in the year included donated properties with a value of £570,000, where the value of the properties are then included as tangible fixed assets on the balance sheet.

Effective and prudent financial management continues to ensure that funding secured by Changes has the maximum benefit to its service users; enables the organisation to consolidate its position within the local mental health economy; and undertake necessary business development.

Risk management

The charitable company's Directors have conducted a review of the major risks to which Changes is exposed. A risk register has been established and is regularly updated. Where appropriate, systems and procedures have been established to manage these risks.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Going concern

The directors consider the charitable company's major risks to include:

On-going NHS Reform. Whilst, through utilising existing relationships and reaching out to newly appointed staff members, Changes has managed to quickly establish a strong and mature relationship with SSOT ICB – the change in government in July 2024 brings with it plans for further and more radical change within the NHS i.e. significant reduction in ICB personnel and changing ICB catchment areas + dismantling NHS England. Whilst, as regards changes to the ICB, Changes is aware that this may also bring with it additional opportunities for VCSE providers – Changes must continue to ensure that ICB relationships are maintained/re-established and NHS commissioning bodies remain aware of the impact, relevance and value for money of Changes contracts.

Local Government Reorganisation. Whilst Changes has had some success in securing funding via additional money which flowing through to LAs from Central Government to tackle specific health issues, a major concern is the planned local government reorganisation, which will see County, City, Borough and District Councils merged together. Changes currently hold large contracts with both Stoke on Trent City Council and Staffordshire County Council, at the time of writing it is proposed that to new LA bodies be set up in Staffordshire – Staffordshire East and Staffordshire West. Whilst the move may present Changes with opportunities to secure additional funding, i.e. to secure funding to work within former Borough and District Council areas which has previously remained elusive – we are also aware of the threat posed in terms of breakdown of relationships, institutional memory and service contracts no longer being co-terminus.

Economic Situation. Whilst the majority of Changes budgets have been future-proofed via the inclusion of annual uplifts, some have not, leaving them vulnerable to the impact of ongoing rises in the costs of salaries, heating & lighting, travel etc have continued to rise. At a time when both NHS and LAs commissioning bodies are facing cost-pressures and in the process of major restructuring additional financial support is unlikely.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Plans for future periods

During 2025/26 the charitable company will update its Organisational Business Plan (OBP), stating our ambitions for 2026-31 and how and when they will be achieved.

Changes will continue to be mindful of both the challenges and opportunities presented by a constantly changing 'commissioning landscape' – the OBP will help to ensure that Changes stays true to its co-produced and recovery ethos; continues to provide fresh, relevant and effective services, (retaining its place as a 'market leader'); and, through aligning itself to NHS and LA strategic priorities, is able to realise its potential as a mental health service provider.

Key to this process will be:

- Continued integration within Primary Care Networks
- Embedding Changes within the Integrated Care System, i.e. establishing 'provider to provider' contractual relationships; and, where appropriate, jointly commissioned services, (i.e. via NHS Trusts, ICB and LAs).

Key plans for the future include:

- Consolidation and development of Changes existing service menu throughout Stoke on Trent and Staffordshire, i.e. to provide equity of provision across the county.
- Developing partnerships to engage other client groups, e.g. those with learning difficulties, physical disabilities, sensory impairment, Black Minority Ethnic (BME) communities etc.
- Identifying other development opportunities within other areas of service provision, i.e. residential care, workplace wellbeing, psycho-educational/peer-support via social media etc.
- Increased involvement within consortia, i.e. to provide Changes mental health service menu within other health and social care models, i.e. Talking Therapies Services, Substance Misuse, Prison and Probation Services, Homelessness, Veterans etc, (providing the opportunity for both local and national development).
- Tendering for relevant mental health service contracts in and around Staffordshire, i.e. Cheshire, Derbyshire, West Midlands etc.
- Setting up services in other areas of the UK, i.e. establishing Changes franchises, tendering for contracts etc.
- Becoming part of large Prime Providers supply-chain, providing the opportunity for local, regional and national expansion.
- Securing additional premises within North Staffordshire, i.e. a second Wellbeing Centre/office base within Stoke on Trent, Newcastle-under-Lyme or the Staffordshire Moorlands.
- Purchasing a retreat, i.e. situated within a rural location – to offer Changes users sanctuary whilst early in recovery and to serve as a national training centre.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2025*

Structure, governance and management

Governing document

Changes governing document is its 'Articles of Association' which details rules concerning the charitable company's administration, objects, powers, membership, Board of Directors etc.

Changes is a charitable company constituted as an incorporated association.

The Charitable Company's Trustees are also called Company Directors who are responsible for the general control and management of the administration of the charitable company.

The Trustees, who are also the Directors for the purpose of company law, and who served during the year were:

Board of Directors

John Irons

Miss C A Roberts

Clair Davis

Stephen Sharrock

Dave Dale

Mr T Davis

Mr S Rowley

Sue Hacking

(Appointed 1 November 2024)

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Recruitment and appointment of trustees

At each annual general meeting, all of the Directors must retire from office.

The charitable company may by ordinary resolution: (1) appoint a person who is willing to act to be a director.

No person other than a retiring Director may be appointed a director at any general meeting unless: (1) He or she is recommended for re-election by the Directors; or

(2) Not less than fourteen nor more than thirty-five clear days before the date of the meeting, the charity is given a notice that: (a) is signed by a member entitled to vote at the meeting; (b) states the members' intention to propose the appointment of a person as a Director; (c) contains the details that, if the person were to be appointed, the charity would have to file at Companies House; and, (d) is signed by the person who is to be proposed to show his or her willingness to be appointed.

All members who are entitled to receive notice of a general meeting must be given not less than seven nor more than twenty-eight clear days notice of any resolution to be put to the meeting to appoint a director other than a director who is to retire.

Organisational Structure:

Decisions affecting the management and governance of the charitable company are made by the Board of Directors, these include decisions relating to: the selection and management of a Chief Executive Officer; the development and implementation of a long-term organisational strategy in pursue of objects as stated in Changes Articles of Association; the establishment of appropriate policies and procedures; the recruitment, support, appraisal, remuneration and discipline of Changes staff; financial management, (including fundraising and monitoring spend) etc .

Decisions relating to the day-to-day management and co-ordination of the charitable company's staff and activities are delegated to the Chief Executive Officer, (all of which must be harmonious and relate to organisational policy and strategy as determined by the Board of Directors)

Related parties:

In so far as it is complementary to its objectives, the charitable company is guided by both national and local policy. Consequently, in pursuit of these objectives, Changes has developed strong partnerships and cooperates with a range of statutory and voluntary organisations. These include North Staffordshire Combined Healthcare NHS Trust, Midlands Partnership Foundation Trust, Staffordshire and Stoke-on-Trent Integrated Care Boards, Stoke-on-Trent City Council, Staffordshire County Council, VAST, North Staffs Mind, the Dove Service, Jobcentre Plus, Disability Solutions, North Staffordshire YMCA, and Saltbox.

Employee involvement

The charitable company's policy is to consult and discuss with employees, through unions, staff councils and at meetings matters likely to affect employees' interests.

Information on matters of concern to employees is given through information bulletins and reports which seek to achieve a common awareness on the part of all employees of the financial and economic factors affecting the group's performance.

Disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the aptitudes of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment within the charitable company continues and that the appropriate training is arranged. It is the policy of the charitable company that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.

CHANGES HEALTH & WELLBEING

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 MARCH 2025*

Auditor

BK Plus Audit Limited (Formerly Geens Limited), Chartered Certified Accountants & Business Advisors, were appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The trustees' report was approved by the Board of Executive Committee.

John Irons

Trustee

6 November 2025

CHANGES HEALTH & WELLBEING

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Executive Committee, who are also the directors of Changes Health & Wellbeing for the purpose 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 Executive Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Executive Committee are required to:

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

The Executive Committee are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

CHANGES HEALTH & WELLBEING

INDEPENDENT AUDITOR'S REPORT

TO THE EXECUTIVE COMMITTEE OF CHANGES HEALTH & WELLBEING

Opinion

We have audited the financial statements of Changes Health & Wellbeing (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, 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 Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the 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 Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Executive Committee are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

CHANGES HEALTH & WELLBEING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE EXECUTIVE COMMITTEE OF CHANGES HEALTH & WELLBEING

Responsibilities of Executive Committee

As explained more fully in the statement of trustees' responsibilities, the Executive Committee, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executive Committee 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 Executive Committee 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 Executive Committee either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

As part of our planning process:

- we enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, whether there was any known, suspected or alleged fraud. the charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP. FRS 102, Charities Act 2011. Companies Act 2006.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.

Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

CHANGES HEALTH & WELLBEING

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE EXECUTIVE COMMITTEE OF CHANGES HEALTH & WELLBEING

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates.
- Assessing the extent of compliance, or lack of, with relevant laws and regulations.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds.
- Obtaining third party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as charity board minutes for discussions of irregularities including fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Geens Limited
Chartered Accountants
Graphic House
124 City Road
Stoke on Trent
ST4 2PH
Date:

BK Plus Audit Limited (formerly Geens Limited) is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

CHANGES HEALTH & WELLBEING

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Current financial year		Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £	Total 2024 £
	Notes					
Income from:						
Donations and legacies	3	36,049	570,000	-	606,049	5,090
Charitable activities	4	2,748,618	-	112,833	2,861,451	2,602,864
Investments	5	13	-	-	13	10
Other material income		23,763	-	-	23,763	23,763
Total income		<u>2,808,443</u>	<u>570,000</u>	<u>112,833</u>	<u>3,491,276</u>	<u>2,631,727</u>
Expenditure on:						
Raising funds	6	45,403	-	-	45,403	45,793
Charitable activities	7	2,652,540	22,796	111,194	2,786,530	2,582,770
Other expenditure	11	-	4,395	-	4,395	-
Total expenditure		<u>2,697,943</u>	<u>27,191</u>	<u>111,194</u>	<u>2,836,328</u>	<u>2,628,563</u>
Net income		<u>110,500</u>	<u>542,809</u>	<u>1,639</u>	<u>654,948</u>	<u>3,164</u>
Transfers between funds		(15,603)	15,603	-	-	-
Net movement in funds		<u>94,897</u>	<u>558,412</u>	<u>1,639</u>	<u>654,948</u>	<u>3,164</u>
Reconciliation of funds:						
Fund balances at 1 April 2024		<u>545,132</u>	<u>49,614</u>	<u>279,525</u>	<u>874,271</u>	<u>871,107</u>
Fund balances at 31 March 2025		<u>640,029</u>	<u>608,026</u>	<u>281,164</u>	<u>1,529,219</u>	<u>874,271</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CHANGES HEALTH & WELLBEING

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

Prior financial year		Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes				
Income from:					
Donations and legacies	3	5,090	-	-	5,090
Charitable activities	4	2,455,487	-	147,377	2,602,864
Investments	5	10	-	-	10
Other material income		23,763	-	-	23,763
Total income		2,484,350	-	147,377	2,631,727
Expenditure on:					
Raising funds	6	45,793	-	-	45,793
Charitable activities	7	2,431,901	11,514	139,355	2,582,770
Total expenditure		2,477,694	11,514	139,355	2,628,563
Net income/(expenditure)		6,656	(11,514)	8,022	3,164
Transfers between funds		(32,047)	32,047	-	-
Net movement in funds		(25,391)	20,533	8,022	3,164
Reconciliation of funds:					
Fund balances at 1 April 2023		570,523	29,081	271,503	871,107
Fund balances at 31 March 2024		545,132	49,614	279,525	874,271

CHANGES HEALTH & WELLBEING

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	13		858,119		306,655
Current assets					
Debtors	14	101,612		65,047	
Cash at bank and in hand		616,779		632,117	
		718,391		697,164	
Creditors: amounts falling due within one year	15	(47,291)		(129,548)	
Net current assets			671,100		567,616
Total assets less current liabilities			1,529,219		874,271
Net assets			1,529,219		874,271
The funds of the charitable company					
Restricted income funds	17	281,164		279,525	
Unrestricted funds - general		640,029		545,132	
Unrestricted funds - designated	18	608,026		49,614	
		1,529,219		874,271	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Executive Committee on 6 November 2025

John Irons
Trustee

Company registration number 07761177 (England and Wales)

CHANGES HEALTH & WELLBEING

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	23		570,251		121,260
Investing activities					
Purchase of tangible fixed assets		(585,602)		(32,049)	
Investment income received		13		10	
Net cash used in investing activities			(585,589)		(32,039)
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(15,338)		89,221
Cash and cash equivalents at beginning of year			632,117		542,896
Cash and cash equivalents at end of year			616,779		632,117

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Changes Health & Wellbeing is a private company limited by guarantee incorporated in England and Wales. The registered office is Victoria Court, Booth Street, Stoke on Trent, ST4 4AL Wellbeing Centre, Victoria Court, Booth Street, Stoke-on-Trent, Staffordshire, ST4 4AL.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Executive Committee have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Executive Committee continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Executive Committee in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Income

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Liabilities are recognised as resources expended where there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under appropriate headings. Where costs cannot be directly attributed to particular headings (support costs) they have been allocated to activities on a basis consistent with use of the resources.

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

The cost of Raising Funds include costs of generating voluntary income, fund raising trading and investment fees, plus a share of support costs. The costs of generating voluntary income do not include the costs of disseminating information in support of the charitable activities.

Charitable Activities comprise those activities set out in detail in the report of the trustees.

Governance costs are those associated with the governance arrangements of the charity which relate to the general running of the charity. This includes internal and external audit, insurance costs, legal advice for trustees and costs associated with constitutional and statutory requirements such as the cost of trustee meetings and preparing the statutory accounts, plus a share of support costs.

Support costs are those costs incurred in the support of the fund raising, governance and charitable activities which cannot be directly attributed. They have been attributed to activities as described in the notes to the financial statements.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Land and building	2% straight line
Office equipment	25% reducing balance
Fixtures and fittings	15% reducing balance
Computers	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

1.12 Value added tax

Value added tax is not recoverable by the charity and as such is included in the relevant costs in the Statement of Financial Activities.

1.13 Pensions

The charitable company operates a defined contribution pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

In the application of the charitable company's accounting policies, the Executive Committee are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key sources of estimation uncertainty

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of assets. See note 12 for the carrying amount of property, plant, and equipment, and note 1.6 for the useful economic lives of each category of asset.

3 Income from donations and legacies

	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Total 2024 £
Donations and gifts	36,049	570,000	606,049	5,090	-	5,090

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

4 Charitable activities

	2025 £	2024 £
Grants receivable for charitable activities	2,861,451	2,602,864
Analysis by fund		
Unrestricted funds - general	2,748,618	2,455,487
Restricted funds	112,833	147,377
	2,861,451	2,602,864
Performance related grants		
NHS Stoke on Trent	882,695	799,716
NHS North Staffordshire	457,325	460,882
Stoke on Trent City Council	474,287	315,646
GBS Midlands Partnership NHS Foundation Trust	347,192	359,359
NSCHT Future Focus Support Service	319,397	319,397
	2,861,451	2,602,864

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	13	10

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Staff costs	45,403	45,793

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	1,169,712	1,080,799
Depreciation and impairment	14,872	9,231
Rent and rates	53,861	49,895
Utilities	12,950	16,925
Insurance	8,310	7,332
Legal and professional	17,908	24,744
Telephone	13,031	14,999
Printing, stationery and postage	3,643	4,968
Subcontracted staff	790,759	692,008
Staff and volunteer expenses	10,473	23,602
Travel	28,767	24,519
Sundry and outsourced work	264,675	267,432
	<u>2,388,961</u>	<u>2,216,454</u>
Share of support and governance costs (see note 8)		
Support	384,748	354,574
Governance	12,821	11,742
	<u>2,786,530</u>	<u>2,582,770</u>
Analysis by fund		
Unrestricted funds - general	2,652,540	2,431,901
Unrestricted funds - designated	22,796	11,514
Restricted funds	111,194	139,355
	<u>2,786,530</u>	<u>2,582,770</u>

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 Support costs allocated to activities

	2025 £	2024 £
Staff costs	196,905	196,954
Depreciation	14,872	9,233
Rent & rates	47,361	15,798
Utilities	15,827	20,687
Insurance	10,157	8,961
Legal & professional	10,751	8,683
Telephone	15,926	18,333
Printing, postage and stationery	4,452	6,071
Sundry	53,412	55,399
Travel	4,436	4,364
Staff & volunteer expenses	10,649	10,091
Governance costs	12,821	11,742
	<u>397,569</u>	<u>366,316</u>
Analysed between:		
Charitable activities	<u>397,569</u>	<u>366,316</u>

9 Executive Committee

None of the Executive Committee (or any persons connected with them) received any remuneration during the year. Travelling expenses of £745 (2024 : £780) were paid to 3 (2024 : 2) trustees.

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable activities	75	78
Administrative	5	4
	<u>80</u>	<u>82</u>

Employment costs

	2025 £	2024 £
Wages and salaries	1,281,654	1,216,947
Social security costs	97,655	78,224
Other pension costs	40,912	35,699
	<u>1,420,221</u>	<u>1,330,870</u>

Redundancy and termination payments totalling £4,324 (2024: £1,441) were made in the reporting period.

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10 Employees

(Continued)

The key management personnel of the charity comprise the Trustees, the Chief Executive Officer, the Finance Manager, the Operations Manager, the Service Manager, the Finance Administrator, and the HR & IT manager. The total employee benefits of the key management personnel of the charity were £217,300 (2024 : £196,463).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	1	1
£70,001 to £80,000	-	1
£80,001 to £90,000	1	-
	=====	=====

11 Other

	Unrestricted funds	Total
	2025 £	2024 £
Net loss on disposal of tangible fixed assets	4,395	-
	4,395	-
	=====	=====

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Tangible fixed assets

	Land and building £	Office equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2024	346,545	21,458	40,095	37,276	445,374
Additions	570,000	-	-	15,602	585,602
Disposals	-	(21,458)	-	(11,760)	(33,218)
At 31 March 2025	916,545	-	40,095	41,118	997,758
Depreciation and impairment					
At 1 April 2024	84,910	20,736	12,258	20,815	138,719
Depreciation charged in the year	18,471	-	4,174	7,098	29,743
Eliminated in respect of disposals	-	(20,736)	-	(8,087)	(28,823)
At 31 March 2025	103,381	-	16,432	19,826	139,639
Carrying amount					
At 31 March 2025	813,164	-	23,663	21,292	858,119
At 31 March 2024	261,635	722	27,837	16,461	306,655

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	89,416	51,678
Prepayments and accrued income	12,196	13,369
	101,612	65,047

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	8,238	7,480
Other creditors	15,013	41,120
Accruals and deferred income	24,040	80,948
	47,291	129,548

16 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	40,912	35,699

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Retirement benefit schemes

(Continued)

The charity contributes to defined contribution pension schemes in respect of members of staff, the assets of which are held separately from those of the charity in independently administered funds. The pension cost charge represents contributions payable by the charity to the funds. At the year end there were contributions due to the fund totalling £15,013 (2024: £12,788).

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
	-	-	-	-
Social Enterprise Investment Fund	257,041	-	(6,948)	250,093
Pertemps	22,484	112,833	(104,246)	31,071
	<u>279,525</u>	<u>112,833</u>	<u>(111,194)</u>	<u>281,164</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Social Enterprise Investment Fund	263,990	-	(6,949)	257,041
Pertemps	7,513	147,377	(132,406)	22,484
	<u>271,503</u>	<u>147,377</u>	<u>(139,355)</u>	<u>279,525</u>

Purposes of restricted funds:

Social Enterprise Investment Fund

A Department of Health fund providing investment to assist social enterprises delivering health and social care services.

Pertemps:

Provision of a wellness and recovery focused training and peer-support programme within HMP Stafford.

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Unrestricted funds - designated

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Fixed asset fund	49,614	570,000	(27,191)	15,603	608,026
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Fixed asset fund	29,081	-	(11,514)	32,047	49,614

19 Analysis of net assets between funds

	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:				
Tangible assets	-	608,026	250,093	858,119
Current assets/(liabilities)	640,029	-	31,071	671,100
	640,029	608,026	281,164	1,529,219
	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:				
Tangible assets	-	49,614	257,041	306,655
Current assets/(liabilities)	545,132	-	22,484	567,616
	545,132	49,614	279,525	874,271

20 Share Capital

Changes Health and Wellbeing is a company limited by guarantee and accordingly does not have a share capital. Every member of the company undertakes to contribute such amount as may be required, not exceeding £1, to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

CHANGES HEALTH & WELLBEING

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

21 Financial commitments, guarantees and contingent liabilities

The charity received a grant of £350,000 towards the cost of the purchase of a property. If the property is sold, then in certain circumstances, the whole or part of the grant may be repayable.

22 Operating lease commitments

Lessee

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	73,530	60,881
Between two and five years	95,378	34,927
	<u>168,908</u>	<u>95,808</u>

23 Cash generated from operations

	2025 £	2024 £
Surplus for the year	654,947	3,164
Adjustments for:		
Investment income recognised in statement of financial activities	(13)	(10)
Loss on disposal of tangible fixed assets	4,395	-
Depreciation and impairment of tangible fixed assets	29,744	18,464
Movements in working capital:		
(Increase)/decrease in debtors	(36,565)	53,550
(Decrease)/increase in creditors	(82,257)	46,092
Cash generated from operations	<u>570,251</u>	<u>121,260</u>

24 Analysis of changes in net funds

The charitable company had no material debt during the year.

25 Related Party Transactions

During the year the charity entered into transactions with K Wheat, the spouse of the Chief Executive Officer for the provision of mindfulness training. The value of transactions for the services supplied, all being conducted on an arms length basis, was £6,000 (2024 : £7,063). There was no balance outstanding at the year end.

The Charity received no donations with conditions from trustees.