

Supporting **everyone** to achieve better mental health



Annual Report and Accounts
2024/25

 **Mind**
Rotherham
and Barnsley



“ Rising demand and falling real-term funding are colliding with deepening deprivation to create a soaring mental health crisis. ”

Demand is rising sharply while local systems are overstretched.

South Yorkshire faces surging mental health need across all age groups, with long waits, high clinical thresholds, and overstretched NHS pathways. This is particularly acute in deprived areas like Rotherham and Barnsley, where more people are falling through the gaps and relying on community-based charities for support.

Deprivation, poverty, and economic instability are driving complexity in mental health needs.

Rotherham and Barnsley remain among the most deprived areas in England, with entrenched poverty, low income, and unemployment contributing to higher rates of anxiety, depression, trauma, and crisis presentations. Cost-of-living pressures and inflation are intensifying these challenges while simultaneously constraining charitable and public funding.

Workforce shortages and fragmented local provision are limiting access to timely support.

National staffing shortages, local recruitment challenges, and fragmented coordination between statutory and voluntary services mean people often cannot get the support they need when they need it. This creates inconsistent care pathways, longer waits, and increased pressure on community organisations like Rotherham and Barnsley Mind to bridge the gaps.

The shift to digital mental health support risks widening inequalities with risk of unethical care.

The shift to digital mental health support risks widening inequalities without locally tailored solutions. While digital services are expanding rapidly, significant parts of South Yorkshire remain digitally excluded - particularly older adults, low-income households, and rural communities. At the same time, the rise of unregulated and potentially unethical online therapy models poses new risks to safety and accountability, meaning digital-first approaches could deepen inequalities in who can access trustworthy, effective help.

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We are Rotherham and Barnsley Mind

“We are committed to supporting those in need by promoting good mental health and offering high quality support so that no-one feels alone when dealing with mental health problems.”

1565

Referrals for
Therapeutic
Counselling Sessions

8

Workplace Referrals
Therapeutic
Counselling Sessions

632

Children and Young
People Referrals for
Therapeutic Counselling
Sessions

7910

Sessions Offered for
Therapeutic
Counselling

33

Workplace Sessions
Offered for Therapeutic
Counselling

4822

Children and Young
People Sessions
Offered for Therapeutic
Counselling

9

Community Campaigns

7

Community Engagement





Welcome from the chair

As Chair of Rotherham and Barnsley Mind, I am pleased to present this report for 2024/25.

This year has brought significant challenges and reflection as the mental health landscape across South Yorkshire has continued to shift rapidly.

Communities in Rotherham and Barnsley have faced sustained economic hardship, widened health inequalities, and increased psychological distress. High thresholds and long waits for statutory mental health services have reinforced the essential role of our preventative, place-based support.

Demand across all our services has remained high, with increasing complexity evident in adult mental health, children and young people's services and workplace wellbeing.

This year also marked an important turning point for the organisation. The Board commissioned an independent organisational review to assess our position and shape a clear, future-focused direction.

This work directly informed our new Strategy 2025–2028, which strengthens our focus on impact, sustainability and the needs of the communities we serve.

This year also marked an important turning point for the organisation. The Board commissioned an independent organisational review to assess our position and shape a clear, future-focused direction. This work directly informed our new Strategy 2025–2028, which strengthens our focus on impact, sustainability and the needs of the communities we serve.

Financially, 2024/25 has required realism and careful stewardship. Like many charities, we have experienced income volatility and uncertainty around commissioning and grants. Through prudent management and strengthened oversight, the organisation has remained stable, with work underway to further diversify income while protecting quality, access and equity.

A key strategic priority for the year ahead is strengthening our leadership capacity, including the recruitment of a Director of Services to support service development, quality and operational delivery. This investment will ensure that our ambition translates into measurable impacts for local people.

We are proud of the progress made in governance, quality, and culture. Achieving the Mind Quality Mark and receiving nominations for national Mind Excellence Awards reflect the dedication and professionalism of our staff and volunteers. Recent trustee recruitment has also enhanced the skills and capacity of the Board at a crucial time.

I would like to thank my fellow trustees for their commitment, and to express sincere appreciation to our Chief Executive, staff, and volunteers for their resilience and compassion.

As we enter the next phase of our journey, Rotherham and Barnsley Mind do so with a clear strategy, a strong sense of place and a shared determination to ensure no one faces mental health challenges alone.



Angela Bland
Chairperson
Rotherham and
Barnsley Mind





Chief executive's report

The 2024/25 financial year has been one of significant reflection, transition and preparation for Rotherham and Barnsley Mind. Against a challenging mental health and funding landscape, we have remained focused on delivering high-quality support while laying the foundations for a more sustainable and strategically aligned future.

Context and community need

Across both boroughs, demand for mental health support continues to rise. We have seen increasing complexity linked to poverty, insecure work, social isolation and long-standing health inequalities.

Children and young people continue to face heightened anxiety, distress and unmet need, while adults are presenting later and often in crisis. With statutory services across South Yorkshire stretched to capacity, the role of local Mind services in prevention, early intervention and recovery has never been more essential.

Throughout the year, our teams have responded with compassion, professionalism and agility. Demand for adult counselling, children and young people's services and workplace wellbeing support has remained high. Despite operating within capacity constraints, we have worked hard to keep services accessible, rooted in place and responsive to the distinct needs of Rotherham and Barnsley communities.

Service delivery and place-based impact

Our delivery in 2024/25 has remained firmly shaped by local need.

In Barnsley, strong partnerships with schools, colleges and community organisations have enabled us to support children and young people at a time when early intervention is critical.

In Rotherham, collaboration with housing providers, employers and primary care has widened access for those who may otherwise struggle to seek mental health support.

Children and young people's services have continued to be a strategic priority, reflecting both local demand and national concern around youth mental health. Despite financial pressures within education and local authority systems, our CYP services have delivered strong outcomes and received consistently positive feedback from families and partners.

Adult counselling services have experienced sustained and growing demand, particularly from individuals affected by financial stress, bereavement, trauma and long-term health conditions. The conclusion of some funded programmes required us to review delivery models, and we have continued to explore blended approaches and sliding-scale options to maintain access for those most in need.

Strategy, leadership and organisational development

A defining aspect of the year has been the development of our new organisational strategy. Beginning in 2024, we undertook an independent review involving trustees, staff and partners. This provided valuable insight and direction, culminating in the creation of our Strategic Plan 2025–2028.

The strategy sets out a clear ambition to:

- care for our people and our communities
- be an outstanding organisation
- build sustainable partnerships
- harness our full potential

It places emphasis on understanding place-based need, addressing inequality, strengthening governance and securing diverse and resilient funding.

Recruitment of a Director of Services is central to delivering this strategy. This new leadership capacity will support service leads, embed quality, strengthen operational delivery and ensure services evolve in line with local need and strategic priorities.

We have also continued to strengthen internal systems and performance management. Achieving the Mind Quality Mark this year provides assurance around safeguarding, governance and service quality, and gives us a solid platform for future growth.

Financial position and sustainability

The financial environment in 2024/25 has been extremely challenging across the VCSE sector, particularly for organisations delivering preventative and early-intervention mental health support. Rotherham and Barnsley Mind has experienced income volatility, rising costs and uncertainty around future commissioning, all requiring proactive financial management.

While some services have continued to generate stable income, others—particularly within adult mental health—have required subsidy and strategic review. In response, we have strengthened business development, prioritised relationships with commissioners and funders, and begun to build a more robust and diversified income pipeline.

Despite the challenges, the organisation has remained financially stable through prudent management and strong trustee oversight. We remain realistic about the financial environment and committed to adapting, prioritising and investing wisely to ensure long-term sustainability.

People, culture and community

Our staff and volunteers continue to be our greatest strength. Their resilience, compassion and professionalism have enabled us to deliver high-quality support during a year of pressure and change. We have continued to invest in wellbeing, learning and development, reflecting both our values and the demands of working in mental health.

Recognition through Mind Excellence Award nominations and the achievement of quality standards highlight the positive culture we are building—one where people feel valued, supported and able to do their best work. Community engagement remains central to our identity. Local fundraising, awareness-raising and partnership activities across Rotherham and Barnsley have strengthened visibility, trust and connection, while also generating vital income.

Looking ahead

As we move into 2025/26, Rotherham and Barnsley Mind enters the year with clarity, purpose and a strong strategic foundation. We continue to be a key VCSE partner within the South Yorkshire Integrated Care System, contributing to population mental health, prevention and community resilience.

Although the challenges facing mental health services remain significant, so too does the opportunity to make lasting impact through strong partnerships, effective leadership and a clear, place-based strategy.

Our priorities for the coming year include:

- Embedding and delivering the Strategy 2025–2028
- Appointing and supporting a new Director of Services
- Strengthening sustainable funding and commissioning relationships
- Deepening our impact in communities facing the greatest inequality
- Supporting and retaining our workforce during a period of sector-wide pressure

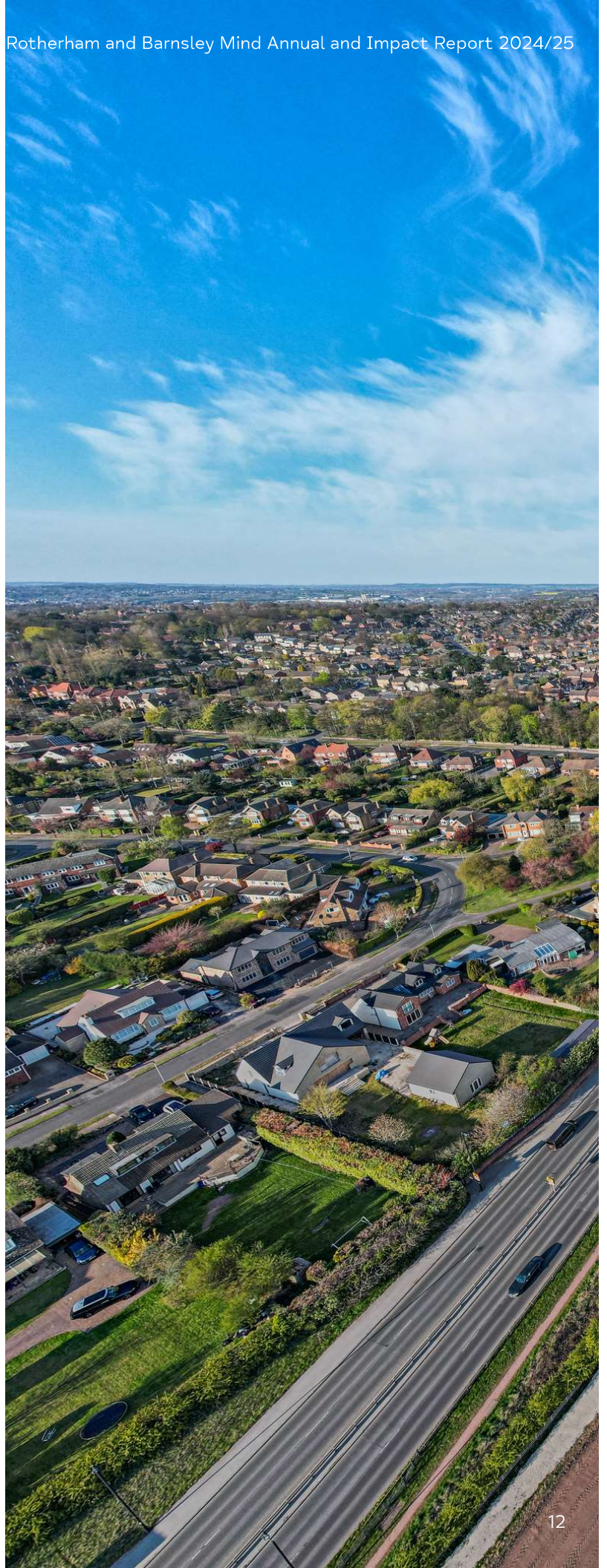
I would like to extend my thanks to our trustees for their support, to our partners for their ongoing collaboration, and to our staff and volunteers for their unwavering dedication. Together, we will continue to ensure that people across Rotherham and Barnsley can access the mental health support they need, when they need it.



Rachel Siddall

CEO

Rotherham and Barnsley Mind



Who We Are

Vision

**We won't give up until everyone
experiencing a mental health problem gets
both support and respect**

Ambition

**Supporting everyone to achieve better
mental health**

Our Values

Caring

We are caring, Kind, and fair
We show compassion, encouragement, and support
We want our people and community to feel HELD

Teamwork

We foster a spirit of collaboration and partnership
We are flexible to everyone's needs
We will always champion equality, diversity, and inclusion

Trust

We are trustworthy, honest, and respectful
We are sincere and act with integrity in everything we do
We will always try to do the right thing (at all times)

Learning

We adopt an open mind to continuous learning and development
We are agile, reflective, adaptable, and committed to excellence
We will strive to be relevant and always make a measurable
difference



**Providing high quality,
impactful mental health
support to children and
young people**

Delivering mental health support in schools

Support to schools continues to be a significant area of delivery for us. The number of referrals have increased, as well as the severity and complexity of mental health and wellbeing needs. While there are always other underlying issues identified as part of the initial assessment, the most common issues reported by children and young people are self-esteem, sleep and anger.

- 18 schools across Rotherham engaged in our services
- We delivered 3861 sessions
- 644 young people accessed our services
- Of which, 364 females, 244 males, 19 non-binary, 17 identifying as transgender

Young people said

“Been able to speak to someone who listens and actually understands”

“...I’ve spoken about my problems and not just kept it to myself”

“A space to talk about my angry feelings towards my dad”

“...Feel validated on how I feel through speaking has really helped me”

“being able to talk about what is happening in my life”

“Being able to talk to someone without feeling judged or like a burden for opening up and looking like an attention seeker”

Finding their way back to hope

Alex came to us feeling overwhelmed by anxiety, stress, and emotions they couldn’t make sense of. As a full-time student, the pressure of daily life felt heavy, and their mind was crowded with worry, self-doubt, and constant tiredness. By the time they reached out, Alex described feeling unhappy, depleted, and unsure how to move forward.

judgement. Working with a Young Person’s Mental Health Worker, they began exploring their thoughts, worries, and what they needed to cope day-to-day. Early sessions focused on exhaustion and stress, using a simple “self-care battery” tool to help Alex recognise what drained them and what helped them recharge.

These small check-ins became the foundation for growing self-awareness and compassion.

As the weeks passed, Alex learned to soften a harsh inner voice and replace self-criticism with kinder, more supportive thoughts. Visual tools helped them name feelings like overwhelm and pressure, making anxiety easier to understand and manage. A turning point came when Alex described feeling happy for the first time in months.

By the final session, Alex’s wellbeing rating had risen from 2 to 9 out of 10. Worry had eased, sleep had improved, and they felt hopeful about the future. Most importantly, Alex felt heard, supported, and no longer alone.

Delivering mental health support with the Smiles for Miles project

Following success of the pilot programme, we were honoured to be invited by Voluntary Action Rotherham, to continue as a delivery partner for this Rotherham wide project that provides positive activities and specialist support for children and young people.

We work in collaboration with 10 other voluntary sector organisations to deliver coordinated support.

We delivered 145 individual counselling sessions and 8 group sessions.

The project has been recognised locally, as an excellent example of the compound impact of collaborative working.

The project has also enabled us to support other projects within the partnership.

Street League supports young people not in education, employment or training (NEET). They deliver a 12 week programme aimed at supporting the development of employability skills. We were asked to add value to their programme by delivering 2 sessions on 'how to keep yourself mentally healthy and ways to do this.'

Coordinated support for Jess

We received a referral for 'Jess' who was feeling isolated and suffering with anxiety. We were able to help Jess by providing 6 sessions of counselling for anxiety, before processing a seamless referral to Rush House, a Smiles for Miles delivery partner, to access a girls group to help 'Jess' find friends and reduce feelings of isolation.

What our delivery partner, Street League had to say about us

"...We really appreciate her knowledge and expertise, and the workshops form an important part of our Academy programme in Rotherham helping to raise awareness about mental health as well as giving young people coping strategies to manage any mental health issues they may have."



**Providing essential and
accessible therapeutic
counselling services
embedded in local
communities**

Delivering high quality person-centred therapeutic counselling support

This reporting year demonstrates that RB Mind's Counselling Service delivers meaningful, measurable, and life-changing impact. Through accessible, person-centred therapy, we improve emotional wellbeing, reduce crisis demand, and strengthen both individual and community resilience..

COPE Project

Providing a valuable alternative to CBT, our person-centred therapy enabled individuals to explore triggers, behaviours, coping mechanisms, and techniques to manage future episodes independently. This approach helped to reduce the likelihood of re-referral to crisis services, supporting long-term mental wellbeing.

We delivered support to 253 individuals, enabling quicker access to therapy than traditional NHS pathways

Social Prescribing Service (SPS)

2024/25 marked the 9th year of delivery of vital therapy to clients living with long-term mental and physical health conditions. Most referrals being for clients aged 55 and over.

We delivered support to 90 clients

Barnsley and Rotherham Colleges

The projects continued to deliver timely and accessible 121 counselling sessions to students with a range of mental health and wellbeing issues outside of the education environment.

80 students attending Barnsley College supported

60 students attending Rotherham College supported

Cloverleaf - Carers Support (Barnsley)

24/25 represented our last year of delivering the project, which targeted counselling support to unpaid carers in Barnsley. Clients reported feeling listened to and supported, being helped to manage the emotional challenges of caring, highlighting the importance of accessible mental health support for unpaid carers of all ages.

South Yorkshire Housing Association (SYHA - Workwell)

In Q4 we began delivering 121 counselling support for participants in SYHA's Workwell programme. Workwell offers employment support for people aged 16+ across South Yorkshire who live with a mental or physical health condition and require assistance to start, stay, or return to work.

We received 20 referrals during Q4, with projected growth

Supported Self Help (SSH)

Supported Self completed in March 2025, and was delivered in partnership with national and local Minds across England and Wales. It was a free, six-week guided self-help programme designed to give people rapid access to practical mental health support. Using Mind's evidence-based materials, clients worked through structured resources in their own time. Throughout the programme, a trained practitioner provided weekly one-to-one support, helping clients to apply the tools, build confidence, and develop strategies.

We reached 224 clients

Client feedback

“I feel more confident in coping with both my mental health and physical symptoms because I’ve learned practical strategies.”

“The counselling helped me understand my anxiety and gave me tools to cope better in daily life.”

“These sessions have been a lifeline for me.”



Talk and train

In 2024/25, the Talk & Train non-contact boxing programme at Unity Boxing Centre (legacy-funded) combined structured physical activity with embedded mental-health support.

Delivered by qualified boxing coaches alongside a mental-health therapist, it offered a safe, inclusive setting that reduced barriers to support—particularly for men from Asian and British Asian communities who are traditionally less likely to access formal services.

Programme reach:

- 46 participants engaged
- 8–12 attendees per weekly session
- 84% Asian/British Asian heritage
- Age range: 18–62

Outcomes achieved

Mental wellbeing

- 72% reported improved mood and emotional regulation
- 68% reported reduced stress and anxiety
- 61% reported increased self-confidence and personal control
- One in three disclosed challenges for the first time

Physical wellbeing

- 78% reported increased fitness and stamina
- 54% noted improvements in sleep, weight or general health
- 92% completed full sessions consistently (sustained engagement)

Community and social

- 70% felt less isolated
- 58% formed new social connections
- Mixed-heritage participation supported intercultural cohesion

Talk & Train engaged a predominantly male Asian cohort, using a familiar, community-based setting to build trust, reduce stigma and encourage early help-seeking. Alongside group activity, participants received:

- brief therapeutic input
- 32 developed personalised wellbeing plans
- 18 were signposted to additional services

The programme strengthened mental health, improved physical wellbeing and reduced isolation, while advancing our inclusive, place-based ambitions.



Service user feedback

“Through peers at S62 Community Together, I heard about the mental health boxing sessions at Unity Boxing Gym. When I first started, I was clumsy and anxious and didn’t believe I could do it properly. As the sessions continued, I felt calmer, more focused, and far less anxious. The support helped me believe in myself again.”

“The mental health sessions at Unity have had a huge positive impact. They got me out of the house, meeting new people and improving my fitness. Before I started, I was in a real slump — now I feel so much better.”

What our delivery partner, Unity Boxing Centre, had to say about us

“You are a great asset to the team, bringing physical and mental health together. We are seeing clear, positive individual outcomes among those attending the Talk and Train sessions.”



**High quality scaled
private counselling
services to ensure
accessibility for all**

Private therapy sessions for children, young people, and adults

To ensure everyone has access to 121 counselling services, we offer a scaled - means tested payment structure to accommodate clients with various levels of income.

This service has proven to be critical to those clients whose 'funded' counselling comes to an end but would still benefit from additional 121 therapy sessions.

We offer bespoke services for:

- Couples Therapy
- Anger Management
- Private Counselling
- Bereavement Counselling

Our private counselling service supported adults experiencing:

- Anxiety
- Depression
- Trauma
- Emotional Distress
- Bereavement

Clients often face multiple, intersecting challenges, including long-term health conditions, social isolation, bereavement, neurodivergence, and barriers to accessing statutory services.

We delivered 140 private counselling sessions for adults, supporting 82 clients. Of these 34 couples were supported, and 14 clients were supported to address anger management

Finding peace after 50 years

'Jan', a 73-year-old female self-referred for counselling due to bereavement and unresolved grief. 'Jan' presented as emotionally exhausted, overwhelmed, and lonely, with a long-standing sense of purposelessness. Early sessions revealed persistent grief linked to a major life event: at age 20, she gave birth outside of a relationship and, under family pressure, placed the child for adoption.

This secret had caused decades of guilt and emotional pain. Therapy initially focused on stabilising emotional wellbeing and coping with bereavement.

Following the disclosure, sessions shifted to processing guilt, exploring identity beyond past decisions, and supporting decision-making around contacting the adoption agency. Approximately 20 sessions included emotional regulation strategies and planning for potential reunion.

'Jan' successfully located and reunited with her son abroad, describing the experience as transformative. She reported a profound sense of peace, improved self-esteem, and renewed purpose, stating she felt "alive again." Counselling provided a safe space to navigate complex emotions and empowered her to take steps she had avoided for 50 years. 'Jan' continues occasional sessions to maintain emotional balance in her new life chapter.

We delivered 54 couples counselling therapy sessions.

We delivered 27 anger management counselling sessions.

Client feedback

"I was nervous about starting therapy, but from the first session, I felt understood and supported. The tools I've learned have helped me manage my anxiety and regain confidence. It's been a life-changing experience."

Private counselling services for children and young people continue to increase.

The most common issues for accessing our services were:

- Self Esteem
- Childhood Trauma
- Anger
- Self Harm

We delivered 154 private counselling sessions for children and young people, supporting 25 clients

‘Jamie’ and ‘Sarah’s’ story

Jamie and Sarah, a couple in their early 30s sought counselling due to communication difficulties, frequent arguments, and growing emotional distance.

Both individuals reported feeling frustrated and unsure how to reconnect. Over a series of ten structured sessions, our therapist provided person-centered and solution-focused support, helping the couple to identify underlying issues affecting their relationship, develop effective communication strategies and explore coping mechanisms to manage conflict constructively.

At the end of sessions, the couple reported significant improvements in communication and gained an understanding of each other's needs reducing conflict and tension in their relationship which gave them a renewed sense of connection.

Turning Anger into Control: ‘Dan’s’ Journey to Wellbeing

Dan, a 34-year-old self-referred client, sought help for frequent anger outbursts affecting work and home life.

Through six CBT-based sessions incorporating mindfulness, cognitive restructuring, and communication skills, ‘Dan’ learned to identify triggers, manage physical tension, and respond assertively.

His wellbeing score improved from 32 to 48, reflecting significant progress. ‘Dan’ reported feeling “more in control and less reactive,” and workplace relationships improved.

This case highlights the transformative impact of structured anger management interventions, empowering individuals to regulate emotions and build healthier connections.



**Developing the next
generation of therapists
through the provision of high
quality student placements**

Student counsellor placements

We remain one of the region's leading placement providers, offering high-quality learning experiences that cultivate ethically competent, compassionate counsellors.

Our strong reputation among partner colleges continues to attract a high volume of exceptional applicants.

This academic year, we received 40 applications and offered placements to 8 students following a rigorous, values-led recruitment process.

Student counsellors significantly expand our counselling capacity, enabling us to respond more effectively to rising demand and reduce waiting times for adults accessing our services. Their contribution strengthens both our current delivery and the future sustainability of our workforce.

Two students from the 2024–25 cohort have already progressed into paid or voluntary roles within the organisation, demonstrating the programme's value as a proven pathway into employment and continuity of care for clients.

Our student counsellors bring diverse lived experiences that enrich the cultural competence of our counselling offer. This diversity allows us to engage more meaningfully with a wide range of clients and to deliver support that is inclusive, responsive, and rooted in respect for individual identities and experiences.

Students benefit from robust professional supervision and mentorship, developing core therapeutic skills such as active listening, empathy, risk awareness, and ethical decision-making. Their placement provides an essential bridge between academic learning and real-world practice, embedding them within a well-established counselling team committed to high standards of care.

By supporting both the development of emerging practitioners and the wellbeing of our clients, the student counsellor programme continues to embody our vision, values, and commitment to building a resilient, skilled, and compassionate future workforce.

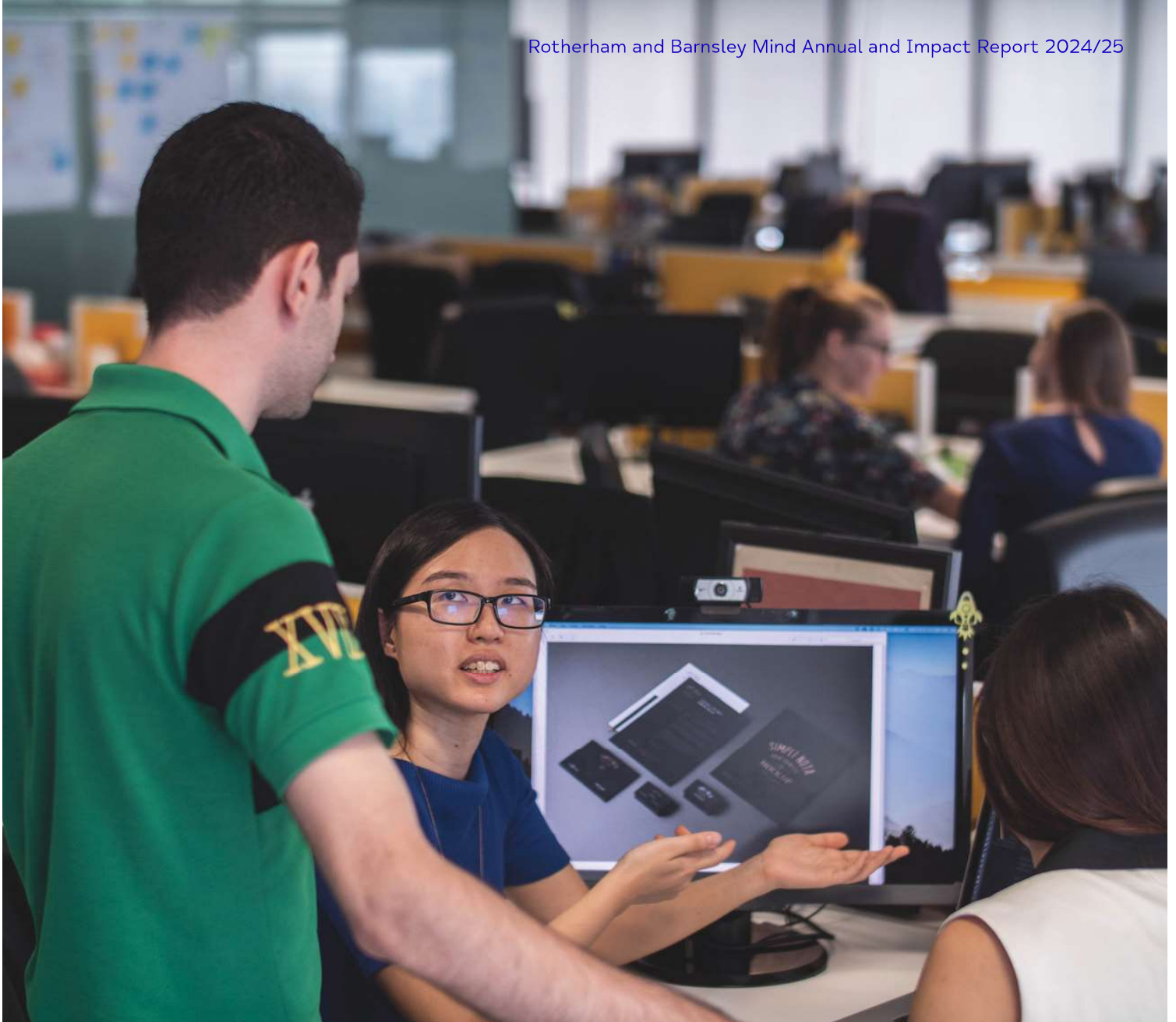


Student feedback

“I’m grateful to the Rotherham & Barnsley Mind team for making my placement positive and enriching. Their support and guidance were invaluable.”

“Thank you to the team for a supportive and rewarding placement. Tracey’s clinical guidance and feedback strengthened my counselling skills and confidence, preparing me for a future in mental health.”





**Helping employers to
support employees stay in
work through high quality
training, counselling and
wellbeing interventions**

Workplace wellbeing service delivery

During 2024/25, we delivered a comprehensive Workplace Wellbeing programme supporting local employers to create mentally healthy, resilient and supportive working environments. Our approach focuses on early intervention, prevention and equipping both employees and managers with practical tools to protect and improve mental wellbeing.

Over the course of the year, our Workplace Wellbeing service supported 127 employees across five partner organisations: New York Bakery (Rotherham and Maidstone sites), Premier Foods (Barnsley), Yorkshire Premier Meat Ltd (Wakefield), Dyce Utilities Ltd (Rotherham), and Winterhill School (Rotherham).

Through a blend of training, 121 support and workplace drop-ins, we helped organisations identify issues earlier, reduce stigma and strengthen their internal wellbeing cultures.

Our offer and delivery

The programme combined a range of evidence-based interventions:

- Mental Health Awareness and Stress Management training
- Workplace wellbeing drop-ins
- Targeted 121 interventions for staff experiencing stress, anxiety or workplace-related pressures
- Accredited Mental Health First Aid training
- Introduction to Workplace Action Plan (WAP) training
- 121 therapeutic counselling sessions

Feedback indicates improved wellbeing, increased confidence in seeking support, earlier identification of mental-health needs and enhanced communication between staff and managers.

‘Sam’s’ story

‘Sam’, a 34-year-old production worker was referred to Rotherham & Barnsley Mind’s workplace wellbeing support after experiencing increasing stress, low confidence and difficulties coping with changes to shift patterns. He reported disrupted sleep, headaches and growing anxiety, which were beginning to affect his attendance and confidence in raising concerns with his manager.

Over four structured 121 sessions, he received targeted support including stress-management techniques,

confidence-building strategies and guidance on recognising early signs of overwhelm. A facilitated discussion with his line manager further helped to address workplace pressures and improve communication.

As a result, he reported reduced stress levels, improved confidence when speaking with supervisors and regular use of coping tools. His engagement at work increased, and he sought additional support from his GP for ongoing sleep difficulties.



Governance and management

Rotherham and Barnsley Mind is a registered charity with the Charity Commission and a company limited by guarantee.

The affairs of the charity are governed by its Memorandum and Articles of Association, dated March 2012, and most recently amended May 2022. Under those Articles the trustees are responsible for the management of the affairs of the charity, for which purpose they may exercise all powers of the charity.

The Board of Trustees, consisting of a minimum of 3 members, meet quarterly and under the new Memorandum and Articles of Association are no longer required to hold an AGM.

The Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Executive has delegated authority, within terms of delegation, approved by the trustees, for operational matters including finance, property issues, employment, and other day to day activities.

Appointment of trustees

The trustees are also directors of the company for the purpose of company law. Recruitment of new trustees is carried out in accordance with our trustee recruitment policy (which is reviewed biennially). Biennial appraisals of the Board are carried out, which include a skills audit to identify areas where the Board could be strengthened. In the Articles of Association, the Board has the authority to appoint any person who is capable and willing to do so to be a trustee. All trustees complete eligibility, disqualification and DBS checks at the time of their appointment, with periodic re-checks carried out during their tenure. Trustees are also required to declare any actual or potential conflicts of interest.

The trustee recruitment process follows current best practice and advice from the Charities Commission, NCVO and National Mind. From the adoption of the new Articles of Association all current and future trustees shall serve a three-year term of office and be eligible for re-appointment for up to two further terms, after which period they shall automatically vacate their office. Trustees then become eligible for re-appointment after a one-year break in service.

New trustees complete a structured induction programme covering their role, legal duties and essential training in areas such as safeguarding, governance, data protection, cyber security and health and safety. They also engage with the Chief Executive and staff and are expected to familiarise themselves with the charity's operating model, strategic priorities, financial framework, risk management processes, and monitoring and reporting systems.

Our people

Board and committee members

The trustees listed below served on the board between 1 April 2024 and 28 November 2025, the date of signing the trustees' report and accounts.

Trustee	Year appointed	Finance
Angela Bland (chairperson)	2016	◊
Christine Ainsbury	2021	
Ian Garlington	2021	
Mark Jones	2016	
Michael Marks (treasurer)	2000	◊ ◊
Barry Whittles	2018	
Emma Dallimore	2024	

Non-trustee members	Year appointed	Finance
Rachel Siddall	2016	◊
Alla Raka (finance manager)	2021	◊

Committees

Finance

Key

- ◊◊ Committee chair
- ◊ Committee member
- ◊ Non-trustee committee member

Note

1. Barry Whittles resigned on 24 June 2024

Executive team

Rachel Siddall

Chief executive officer

Professional advisors

Independent examiner: HSL Accountancy Solutions Ltd, Enterprise House, 4-6 Thorne, Doncaster, DN1 2HS

Bankers: CAF Bank, Cambridge and Counties Bank, The Cooperative, Hampshire Trust Bank, Redwood Bank Limited

Workforce development and practice improvement

As part of our commitment to supporting our people in their personal and professional development, we strengthened our learning offer across 2024/25 to ensure staff are confident, skilled and well-supported in their roles.

Neurodiversity

In response to a sustained rise in referrals from neurodivergent clients, all counselling staff completed neurodiversity awareness and support training led by our Equality, Diversity and Inclusion (EDI) Lead. This has enhanced practice, ensuring services remain inclusive, accessible and person-centred for neurodivergent individuals.

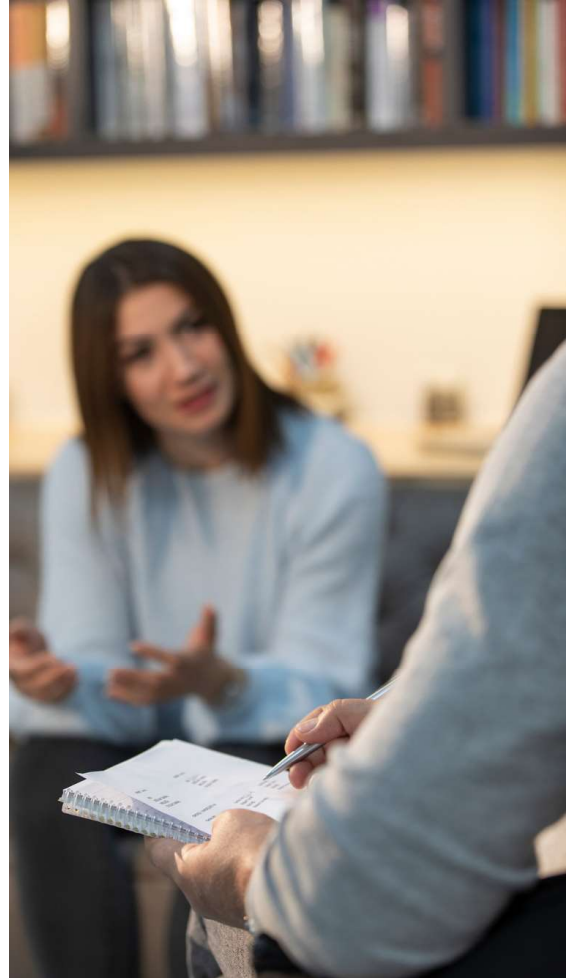
Bereavement

To increase our capacity to respond sensitively to loss and trauma, staff undertook Grief First Aid training with Cruse Bereavement Support. Colleagues are now better equipped to hold compassionate conversations about grief, understand the needs of those who are bereaved and provide timely, appropriate support.

Safeguarding

All staff completed Prevent training, strengthening our safeguarding culture and ensuring colleagues can identify risks related to radicalisation and act in line with national guidance and organisational policy.

Together, these investments build professional confidence, improve the quality and safety of our services, and demonstrate our commitment to a supportive workplace where colleagues can develop, excel and deliver the best possible outcomes for the people of Rotherham and Barnsley.



Risk management

In line with National Mind's Quality Mark standards, the trustees seek to effectively identify and manage organisational risk and take a risk-based approach to planning and managing the organisation's business. This is achieved by ensuring that there is an up-to-date organisation wide risk register which assesses and addresses risks in relation to issues of governance, finance, operational issues, external influences, reputation and the loss of key staff and trustees.

There are plans in place to avoid, mitigate and/or manage serious risk and actions are implemented as appropriate. These plans are monitored on a regular basis. The risk register framework is a working document that informs decisions and plans. It is reviewed at least annually.

Financial and other indicators of the performance of the organisation are monitored on a regular basis by management, half yearly by the finance sub-group and at least quarterly by the trustees at board meetings. The board assigns responsibility for risk management to a trustee who works alongside the Chief Executive.

The risk management policy comprises:

- A monthly review of the organisation's financial situation and any potential risks faced by it.
- The implementation of systems and procedures to mitigate the risks identified.
- The implementation of procedures designed to minimise any potential impact on the charity should these risks materialise.

Particular attention is focused on non-financial risks, for example, those related to health and safety. A key element in the management of financial risk is the setting of a Reserves Policy and its regular review by the Treasurer and Finance sub-committee, which also oversees the setting and monitoring of the annual budget.



Plans for the future

Rotherham and Barnsley Mind has been working hard over recent years to seek out and take advantage of new opportunities and partnerships. We will strive to position the organisation so that it can capitalise on new opportunities as they present.

The current strategic plan, agreed at Board on 06/02/2020, covers the financial years 2020/21 to 2024/25. Recent growth has shown a need to review our current strategy, and work is underway with the team and stakeholders to have this embedded by April 2025.

Our key strategic priorities have continued to be:

- To improve financial sustainability by securing a range of funding to cover core costs.
- Improving monitoring of spend against budgets and developing a more robust financial reporting system for stronger governance.

We will seek to delivery these priorities through the following 4 objectives.

increase diversity of income by:

1. seeking new commissioning opportunities
2. engaging with local CCGs and Commissioners
3. seeking to provide services in Wakefield and Kirklees
4. prioritising strategic bids and fundraising strategy

identify and develop new opportunities for service delivery by:

1. partnering and collaborating with other organisations
2. building up the sliding scale counselling service
3. improving organisational capacity
4. developing a CYP service in all areas of operation

build on and develop our unique selling points by:

1. influencing commissioners
2. collaborating with other providers
3. adopting a targeted approach to marketing
4. increasing networking and awareness
5. building on our presence in all areas of operation
6. playing a full role in the response to the increase in mental health issues arising because of the Covid-19 pandemic

maintain and expand high quality services by:

1. developing robust KPIs and data analysis
2. continuing to develop service user input and feedback
3. identifying gaps in provision and developing innovative delivery models
4. succession planning
5. achieving relevant accreditations

Statement of trustees' responsibilities

The trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' Annual 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 trustees 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 the group and of the incoming resources and application of resources, including the income and expenditure of the charitable company and the group for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and of the group 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approval of the report

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006. The directors declare that they have approved the directors' report above. Signed on behalf of the company's directors: The trustees declare that they have approved the above report on 28 November 2025.

Signed on behalf of the trustees.



Angela Bland
Chair of trustees
Director

Accounts

Examiner's report to the trustees of Rotherham and Barnsley Mind

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors of the Company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

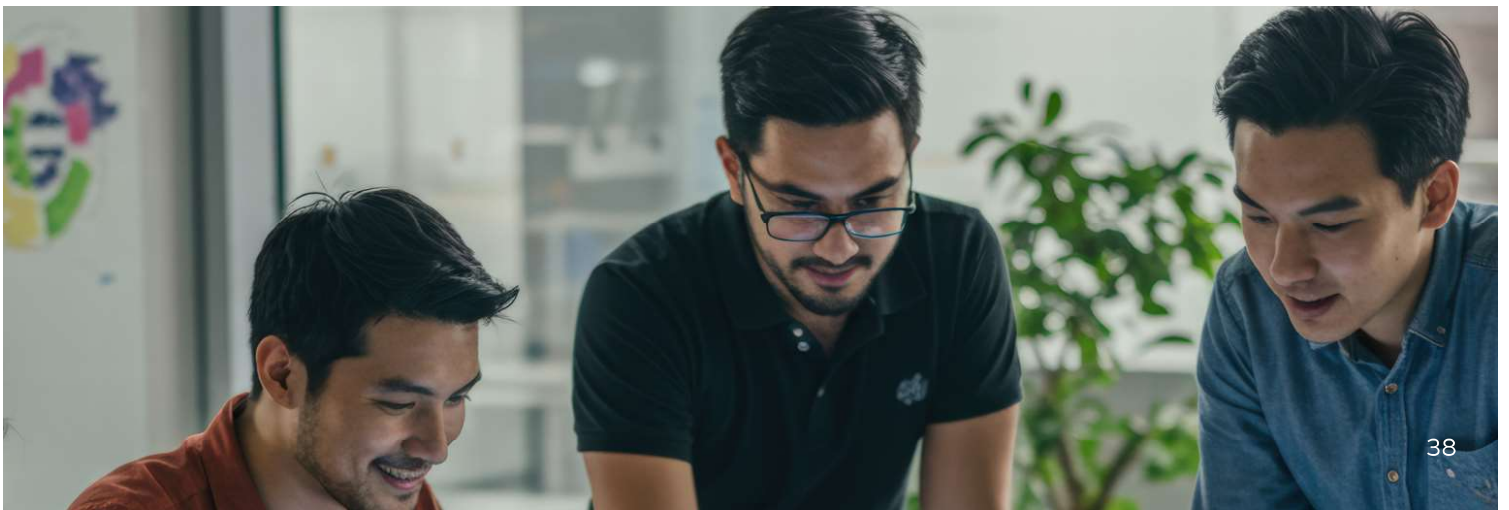
Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.



Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:

- accounting records have not been kept in accordance with section 386 of the Companies Act 2006;
- the accounts do not accord with such records:
 - where accounts are prepared on an accruals basis, whether they fail to comply with relevant accounting requirements under section 396 of the Companies Act 2006, or are not consistent with the Charities SORP (FRS102)
 - any matter which the examiner believes should be drawn to the attention of the reader to gain a proper understanding of the accounts.

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Mr Heera Singh FMAAT



HSL Accountancy Solutions Ltd

Enterprise House

4-6 Thorne

Doncaster

DN1 2HS

Date: 8th December 2025

Statement of financial activities

		Unrestricted fund	Designated fund	Restricted fund	Total 2025	Total 2024
Income from:	Notes	£	£	£	£	£
Donations and legacies		78	0	36,027	36,105	72,823
Income from charitable activities		288,499	0	369,111	657,609	739,568
Income from charitable trading		1,226	0	0	1,226	1,225
Investment income		12,750	0	2,570	15,320	13,750
Total	2	302,553	0	407,708	710,261	827,366
Expenditure on:						
Cost of raising funds		30,641	0	75	30,716	72,931
Charitable activities		324,077	4,347	408,674	737,098	723,449
Total	3	354,718	4,347	408,749	767,814	796,380
Net income (expenditure)		-52,165	-4,347	-1,040	-57,553	30,986
Transfers between funds		25,255	-25,255	0	0	0
Net movement in funds after transfers		-26,910	-29,602	-1,040	-57,553	30,986
Total funds brought forward at 1st April 2024		126,489	502,608	100,329	729,427	698,441
Total funds carried forward 31st March 2025	12	99,579	473,006	99,289	671,874	729,426

The above statement includes all gains and losses recognised during the year. All activities are regarded as continuing. Prior years income included Restricted Grants of £433,222, and Restricted Donations of £27,407. All other income was Unrestricted. Prior years expenditure includes £15,964 depreciation charges to the Designated Funds and the total of £459,560, charges to the Restricted Funds (Cost of fundraising £43,923, Staff costs £308,676, Telephone and internet £2,748, Advertising £2,428, Affiliation fees £ 276, Sundry expenses £6, Cleaning and hygiene £ 1,219, Office supplies £9,779, Light and heat £5,384, Repairs and maints £1,789, Room rent £9,634, Staff expense and training £5,794, Volunteer expenses £3,048, Client support £61,601, Delivered training £2,790, Professional fees £168). All other expenditure was Unrestricted.

Balance sheet

		2025		2024
Fixed assets	Notes	£		£
Tangible assets	4	213,006		222,608
Current assets	5			
Debtors		63,520		49,373
Cash at bank and in hand		458,237		553,911
		521,757		603,284
Creditors (amounts falling due in one year)	6	-62,889		-96,466
Net current assets		458,868		506,818
Net assets		671,874		729,426
Reconciliation of funds				
Unrestricted funds		99,579		126,489
Designated funds - fixed assets		213,006		222,608
Designated funds - other		260,000		280,000
Restricted funds		99,289		100,329
Total funds		671,874		729,426

For the period ended 31st March 2025, the company is entitled to the audit exemption under section 477 (2) of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- a) ensuring the company keeps accounting records which comply with section 386; and
- b) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year, and its profit or loss for the financial year, in accordance with the requirement of the companies Act 2006 relating to accounts, so far as is applicable to the company.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies' regime. The directors declare that they have approved the accounts above on 28 November 2025 and were signed on behalf of the company's directors by:



Angela Bland
Chair of trustees / Director



Thank you



The companies, trusts, special individual supporters and statutory bodies that funded our work

Schools

Bader Academy
 Coleridge Primary School
 Craggs Community School
 Darton Academy
 Herringthorpe Junior School
 Horizon Community College
 Kirk Balk Academy
 Maltby Academy
 Mexborough St John's C of E Primary School
 Milton School
 Newman School
 Oakwood High School
 ROC (Rotherham Opportunity College)
 Thrybergh Fullerton Primary School
 Treeton C of E Primary School
 Winterhill School
 Willowtree Academy comprising:

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 Barnsley Council for Voluntary Services
 Toms Talks Limited
 Rotherham JustGiving
 Hoyland Belmont W.M.C
 Hays Travel Wombwell
 Townend Darts
 Dinnington Snooker Bar
 Dinnington Village Golf Club
 South Yorkshire Housing Association
 Sheffield Mind
 Doncaster Mind
 Gist Limited
 Hull and East Yorkshire Mind
 Dyce Utilities Limited
 Yorkshire Premier Meat Ltd
 Grupo Bimbo UK Limited
 National Mind
 Nicholas Associates Group
 Wickersley Partnership Trust

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 Children Young People & Families Consortium
 Rotherham Metropolitan Borough Council
 Barnsley Metropolitan Borough Council



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everyone to achieve better
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To donate to our work and
join the fight for better
mental health please visit
[www.rbmind.co.uk/get-
involved/donate/](http://www.rbmind.co.uk/get-involved/donate/)

Rotherham and Barnsley Mind

Registered office:
Osborne House 1-2 Highfield
Doncaster Road
Rotherham
S65 1DZ

01709 919929
www.rbmind.co.uk

<https://www.instagram.com/rbmind/>
<https://www.facebook.com/rotherhamandbarnsleymind>

Registered as a charity in England and Wales under number 1147740 and
as a company limited by guarantee in England and Wales under number
03616409

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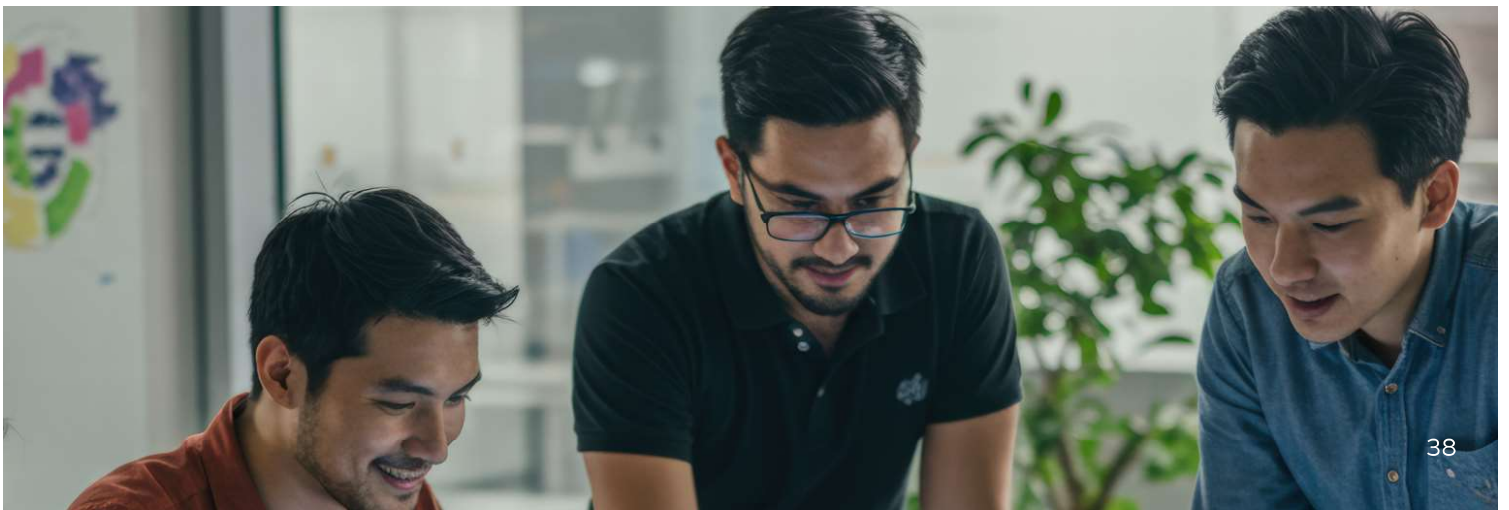
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Rotherham and Barnsley Mind

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S65 1DZ

01709 919929
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Registered as a charity in England and Wales under number 1147740 and as a company limited by guarantee in England and Wales under number 03616409