



SALUS FATIGUE FOUNDATION ANNUAL REPORT 2023

Registered Charity 1151924

salus.org.uk

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH JUNE 2023

The Trustees present their annual report and financial statements for the year ended 30th June 2023 and confirm they comply with the Charities Act 2011, the trust deed and have been prepared in accordance with all statutory and regulatory requirements.

Reference and Administrative information

Charity Name	Salus Fatigue Foundation
Charity Registration Number	1151924
Registered Office	Salus Fatigue Foundation C/O Bissell & Brown Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ
Board of Trustees	Damion Latham (Chair) (appointed 10/11/2020) Dr Christine Lloyd (appointed 06/12/2012) Mark Holmshaw (appointed 29/04/2021) Jacqui Holland (appointed 21/02/2022)
Bankers	HSBC 67 S Parade The Parade Sutton Coldfield West Midlands B72 1PA
Independent Examiner	Bissell & Brown Ltd Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ

CHAIR'S OVERVIEW OF THE PERIOD ENDED 30TH JUNE 2023

Salus Fatigue Foundation has continued to have another outstanding year to provide Fatigue Management support, advice and education to help improve the lives of people who are affected by Fatigue. We are still evolving in new ways after the effect of the pandemic, and we give a huge thank you to our committed team at Salus including Health Practitioners, volunteers, Board, Partners and Funders.

The Salus Team have remained compassionate and focused, providing their expertise in supporting our member's needs. We have continued to raise awareness through a hybrid delivery model, working closely with Birmingham City Council, Neighbourhood Network Schemes and commissioning bodies.

We have started a new exciting two year project in partnership with BVSC and Disability Resource Centre (Birmingham) to support Menopause for individuals in and out of the workplace. The project is funded through the VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health and Social Care, NHS England and UK Health Security Agency.

We continue with our omni channel services to deliver maximum reach, supporting virtual and physical sessions throughout Birmingham and utilising our Welling Hub to provide online content to offer support and education on a wider level.

The Salus Community continues to be user led and we are constantly reviewing and evaluating our services. Our activities give individuals choice and easy pathways to gain the knowledge and support for all needs.

We have had another successful year in achieving our outcomes to improve many people's lives affected by Fatigue and allowing individuals to be healthy, active, independent, and socially connected through accessing our services. Our personalised, interactive, and engaging approach across Birmingham will enable us to be future ready to scale up for a national reach.

We have increased demand of our peer led support groups in our local communities this year, we have seen success in providing face to face weekly support, this included walking groups, yoga, nutrition & Long Covid sessions. Our activities have increased online and in person with a high level of networking with key partners who work in the Birmingham area. Extending our reach on a national and global level, our TEDx talk from 2020 has received over 290,611 views so far and interactions across social media and email marketing has also grown.

Salus has continued to build on relationships, our CEO Linda has continued to be part of Thriving Communities, a group of activity providers on the Learning Together Programme who have come together to collectively support each other to connect with Social Prescribing Link Workers across Birmingham. Linda has also been part of the Population Health Management Board for Birmingham and is critical to the success of every Integrated Care System (ICS). Team Salus has had regular attendance within virtual ICS meetings to remain up to date and connected.

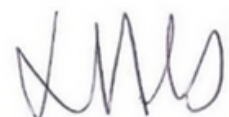
Summary of Annual Accounts

Our main source of income for the year to 30th June 2023 was restricted grant funding amounting to £135,681, with an additional £9,027 unrestricted. This comprised of many grants from Birmingham City Council / NNS Groups, Local Trusts and additional funders. The income and expenditure account for the period shows expenditure of £128,731 against receipts of £144,708. This shows a surplus for the year of £15,977 offsetting the deficit for the previous year of £13,474.

*Damion Latham, Chair of
Trustees*



Linda Jones, CEO



STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Salus Fatigue Foundation is constituted as a Charitable Incorporated Organisation (CIO) registered with the Charity Commission on 7th May 2013 under charity number 1151924. It is governed by the Foundation Model Constitution and its only voting members are its charity trustees.

Organisational structure

Trustees

The charity Trustees are responsible for the general control and management of the charity. The Trustees give their time freely and receive no remuneration or other financial benefits.

The Trustees meet as a body quarterly and are responsible for the strategy, general control, and management of the charity, taking decisions about what is to be done, how money is to be raised and spent. Amongst these responsibilities is that of identifying and managing any risks to the charity's assets or to the efficient and safe undertaking of its responsibilities.

The existing Trustees are responsible for the recruitment of new Trustees in line with our governing document and the National Council for Voluntary Organisations (NCVO) guidelines. Selection criteria for

Trustee appointment is based on ensuring the right balance of the board based on past experiences, skills, knowledge, strong leadership, the understanding of good governance and individual and teamwork.

Following appointment, new Trustees are inducted into their role and are given copies of the trust deed, the Salus Strategic Plan, and Project Delivery Plans. They are made aware of the Policies and Procedures relating to the Charity. This ensures that new Trustees are aware of the scope of their responsibilities under the Charities Act.

Employed Roles

Our funding was sought to enable Salus to continue offering our free support, advice and education services through the Salus Community.

At the end of June 2023, the team consisted of the following:

- Chief Executive Officer
- Strategic Development Manager
- Project Development Lead

Health Practitioners

The team are supported by a team of 10 qualified Health Practitioners that support us in the delivery of our services and content to our beneficiaries. Their specialism covers subjects including Pain Management and Rehabilitation Management, Nutrition, Counseling, Clinical Hypnotherapy, Pilates, Yoga, Sleep and Mindset.

Volunteers

We have a team of 10 volunteers that offer their support throughout our delivery services. They come with their own lived experiences to provide peer support to give hope and inspire our members.

Risk Management

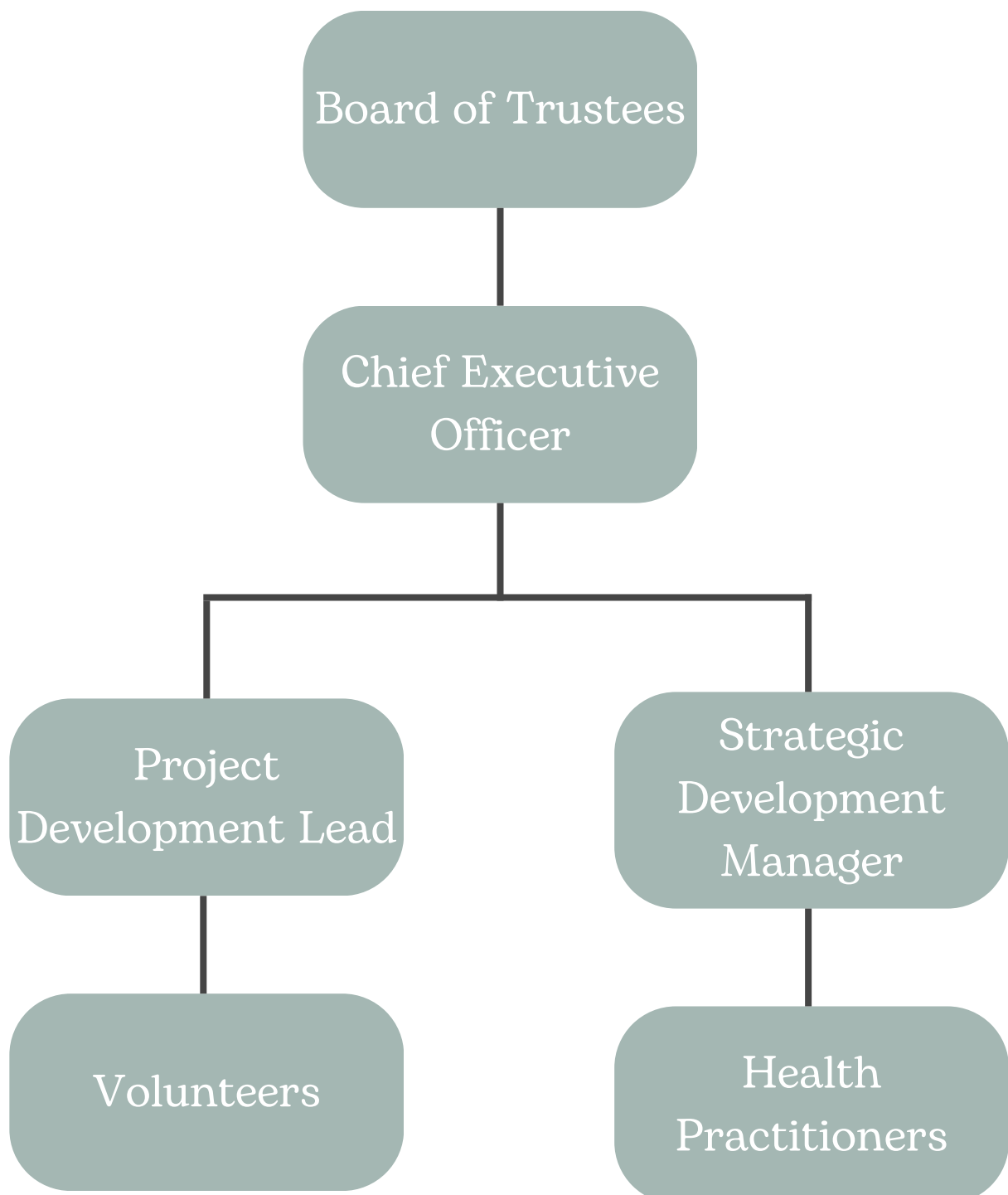
The Trustees have assessed the risks the charity faced with respect to the strategy and delivery plans and have identified the major areas of risk, the likelihood of these risks occurring, the impact and contingency plans to address them. These are monitored and reviewed regularly at the trustees' meetings. The trustees are satisfied that systems are in place to manage the risks that have been identified.

We have sought independent HR support to advise on our staffing processes and policies. All of our policies have been independently reviewed and updated by BVSC in June 2023.



ORGANISATION CHART

The management of the Charity is overseen by a Board of Trustees. Our work is carried out by an experienced and dedicated team, volunteers and qualified Health Professionals who offer a diverse range of functions in the management and delivery of our work.



VISIONS AND VALUES

Our Vision

Our vision is a world in which every person affected by Chronic Fatigue has access to positive support and the opportunity to participate in all aspects of life.

“To promote and protect the good health of people who live with Chronic Fatigue and related conditions, their families, friends and carers in particular but not exclusively through advice, support, counselling and educational workshops”

Our Purpose

We inspire people to live a happy and healthy life.

*People, Inspire, Empower, Compassion,
Results*

Our Mission

To promote and protect the good health of people who live with Chronic Fatigue and Related Conditions, their families, and carers in particular but not exclusively through advice, support, counselling and education workshops.

OBJECTIVES AND ACTIVITIES

1

Our Approach

Salus takes a five-step approach – we: share, understand, support, learn and engage. We believe that taking positive steps together is what matters, and this extends through everything we do from first contact all the way through peoples ongoing Journey to Wellness. A tremendous amount of attention, passion, thought, and care goes into everything we do at Salus. We believe we can help people improve their life by joining The Salus Community accessing expert support, guidance, and education.

2

What we do

At Salus we inspire and share our compassion to make a positive difference to people's lives who suffer and are affected by Fatigue. We work directly with individuals, and we know what our local communities need through our past work of almost 14 years providing support, education, and awareness reaching over 60,000 people per year. We help to improve people's lives and build sustainable healthy and happy communities.

Nobody understands Fatigue like we do – we know that our work is needed more now than previously due peoples lives impacted by Long Covid. We are the perfect organisation to provide solutions for one of the key symptoms of long term Covid Fatigue. At Salus we provide a unique service, our team come from their own lived experience affected by Fatigue. The charity started from the CEO own lived experience of suffering from Chronic Fatigue Syndrome in 2009.

Our services are open to all and this year we have continued to have a strong focus to extended our support to some of the hard to reach areas of Birmingham. We have provided support for individuals to healthy living, mental / physical health, encourage movement, feel socially connected and feel confident to live independently.

There are four specific areas we have been focusing on:

- Individuals who are affected by Fatigue through an illness
- Individuals who need menopause support in and out of the workplace
- Individuals who affected by Long Covid
- Fatigue awareness, knowledge, and education within our local communities

3 Our Objectives

1. Individuals affected by Fatigue will have improved health and wellbeing through access to online and face to face support / education to self-manage the condition.
2. Individuals affected by Fatigue will have reduced isolation as a result of engaging with on-line and face to face activities.
3. Through access to increased knowledge, communities of interest will have greater understanding of Fatigue Management.
4. Individuals will be informed and feel supported through engaging in community menopause workshops and events.

4 Our Activities and Achievements

HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

The charity carries out a range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised in the section below, provide benefit both to those who access our services directly, GPs, health professionals, clinicians, and the wider community of Birmingham and Solihull, and increasingly across the UK through our on-line and face to face support.

Our activities are undertaken to further our charitable purposes for the public benefit and all our charitable activities during the period provided a much-needed range of advice and support for people (and their families, friends, and carers) with severe physical and psychological needs caused by ME/CFS and related conditions, who face a lack of resources to support their recovery or have fallen through the net of support systems from the NHS and other statutory bodies. The multiple disabling symptoms often result in people suffering from social isolation, loss of employment, lack of confidence and self-management.

This has a huge impact on their and their families' lives.

Our awareness raising work with GPs, health care professionals, stakeholders and communities of interest in the area is essential to improving understanding of this very misunderstood condition and ultimately to increasing the number of people referred to our services. All staff and volunteers have had the condition, or have supported people affected by it, ensuring that an immediate understanding and compassion is reached with everyone. This has shown to be critical not only in supporting members but also for educating health professionals, encouraging them to have increased confidence in diagnosing and referring for support.

Our Services

FATIGUE WELLBEING HUB

The Hub provides specialist educational content to allow people to feel supported through their own journey to wellness. We take our 8 Core Modules to provide a balanced platform. Members also have access to more specialised courses i.e., stress, movement, nutrition, menopause, sleep, Pilates, yoga. The education is delivered through over 100 professional videos, educational content, blogs all giving simple effective strategies to improve their health & wellbeing. A Long Covid course has been launched to support the lasting symptoms presented by people suffering from Post Covid.

A £10 monthly donation subscription fee is charged to help support the sustainability of the charity. We accommodate people's financial needs - for students, NHS, and financial hardship - the charity will provide financial support.

FREE ONLINE COMMUNITY HUB

We offer a platform to give people the experience of what type of support and education we provide. Blogs, fact sheets, top tips and short videos can be accessed.

FREE ONLINE & FACE TO FACE SUPPORT GROUPS

Our online support groups and face to face groups are supportive, friendly, and safe environment for people to share experiences, encourage in open discussions, learn, and take away things they can implement to help manage and overcome their fatigue to ultimately improve the quality of their, and their families lives. This year we have phased returned our face to face support groups across the city including regular walking groups.

FREE ONLINE EDUCATIONAL WORKSHOPS

Our online education workshops offer sharing information, strategies, tips, exercises, and practical approaches for people to take away and implement to start to improve their wellbeing. We took our 8 Core Modules: Nutrition, Sleep, Stress, Relaxation, Immunity, Movement, Pacing and Pain Management to form the structure of each education workshop.

The Educational Workshops were delivered live and included the opportunity for people to ask questions throughout via the chat function, as well as ending with a live Q+A. This gave an individual personal approach to learning and feeling supported.

FREE ONLINE FITNESS CLASSES

Providing monthly restorative Yoga and Pilates classes which are recorded for people to access when is most convenient to them working around their health needs.

All our Online Events were facilitated by our team of health practitioners and staff members.

FREE FACEBOOK COMMUNITY

We continued to provide and facilitate a peer support platform to our Facebook Community and our Facebook Group of over 1000 members. People interact and engage to support one another.

BLOGS

Simple effective information to implement into daily living with top tips on all subjects of wellbeing and managing fatigue. We keep things simple and information relatable giving incentives for people to start creating a change into their lives.



Partnerships

BVSC (Birmingham Voluntary Service Council), DRC (Disability Resource Centre), and Salus Fatigue Foundation are working in partnership to develop a new service to support people with menopausal health issues to remain in or return to the workforce.

Salus are hosting free workshops across Birmingham and Solihull. The workshops aim to provide holistic support to individuals experiencing menopausal health issues, helping them to remain in or return to the workforce. The FREE two-hour workshops are informative, engaging, and practical. To discover new self care techniques and strategies, as well as learn how to talk to your GP and find out what treatments are available. A comprehensive booklet is provided for individuals to track their progress through peri-menopause and post-menopause. Our workshops will complement DRC activities to support individuals and employers within SMEs.

BIRMINGHAM NNS GROUPS

We have partnered with 4 of the Birmingham City Council's NNS Groups working together with the adult Social Care Teams, Social Prescribing Link workers and Mental Health teams. We have also worked on developing a Referral Pathway to make it easier for the Teams to refer the people they care for to access our services.

SERVOL COMMUNITY SERVICES

We have partnered with Servol Birmingham to run a pilot project in one of the Birmingham respite units. We are working together towards supporting mental wellness with individuals to help them fulfil their aspirations.

LONG COVID

We delivered a workshop to Long Covid Clinic Leads in Birmingham and continue to strengthen these relationships to become a Referral Partner and make our services more widely accessible.

AWARENESS STAFF TRAINING EVENTS

We proactively networked to build relationships with Social Prescribing, Adult Social Care, and Mental Health teams. A combination of online and face to face events were held and will be the main conduit to bring people to us. Email marketing through our community partners were a useful channel for referrals to complement our daily marketing and social media processes.

MONITORING AND EVALUATION

We ensure regular evaluation, monitoring and feedback is embedded in all our work and used to change, develop, and make our services even more effective. Through our delivery of online and face to face, we have utilized online forms, surveys, and pre and post event questionnaires to understand better our members and receive vital feedback to enable us to continually develop our online and face to face services. During our face to face events a QR code has been shown to be effective in collating the data we need to capture to shape our future services.

QUALITY

Quality remains a firm focus in planning all our activities, setting, and maintaining high standards across all our work.

A comprehensive review of our policies and procedures has been completed externally in June 2023 by BVSC.

THE SALUS BRAND

We feel particularly proud that the Salus 'brand' continues to become firmly established based on our expertise in fatigue, with a reputation for delivering a unique and professional service.

We are continuing to collaborate with and raise greater awareness to how Salus can be a support to the health service providers across Birmingham, developing closer relations with Birmingham City Council, Birmingham's NNS Group Social Care, Mental Health Care Teams, Community assets and Birmingham's Long Covid Clinical Leads.

Salus' Chief Executive Officer and the Salus Team has continued to be invited as a guest speaker to share our expertise on fatigue and showcase how Salus can be a valuable Partner to other organisations.

We continue to maintain our website and all social media channels to grow our brand awareness and make our services accessible for all. The Salus brand has been refreshed again and marketing material updated.

Everything we do and deliver, is with a Team of professionals who are absolute experts in their fields. We are very careful and follow a rigorous vetting process to ensure anyone involved with the charity is credible, appropriately experienced and will ultimately enhance our delivery to our beneficiaries and partners.

FUNDING SUMMARY

Funding Summary

Our main source of income for the year to 30th June 2023 was restricted grant funding amounting to £135,681, with an additional £9,027 unrestricted. This is comprised of many grants from Birmingham City Council and Local Trusts. NNS Selly Oak, Sutton Coldfield, Hodge Hill and Perry Barr have all provided funded to support delivery of our services within each of the constituencies. Salus has also been awarded a two-year grant funded through the VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health and Social Care, NHS England and UK Health Security Agency.

The income and expenditure account for the period shows expenditure of £128,731 against receipts of £144,708. This shows a surplus for the year of £15,977, offsetting the deficit for the previous year of £13,474.

Reserves Policy

We have not so far enjoyed sufficient cash flow to enable us to implement a reserves policy. The Trustees' objective is to implement such a policy as soon as practicable.



PLANS FOR THE FUTURE



Our key focus will be to continue developing and scaling our services to respond to the growing need and for long term sustainability. We will continue to build on the Salus brand, and work towards a sustainable model through private investment to create a long-lasting change that outgrows and outlives the charity's involvement.

Building upon the transformative year we have had in building and delivering all the new products and services available today, our future growth will be delivered through the following ways:

1. Having our services commissioned by local and national government
2. Identify and build relationships for future partner co production opportunities
3. Continuing to build collaborative relationships with Health service providers to refer people to us
4. Working with Private Medical Insurers to have our services offered as part of their Wellbeing packages
5. Continue to apply for small and large funding opportunities

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the charity's Trustees

Signature		
Full Name	Damion Latham	Linda Jones
Position	Chair	CEO

Date	20/10/2023
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TESTIMONIALS

"You've changed my life! Without Salus I would never have considered looking at changing things in my life. It was an early session with Linda that set me on a podcast series I've learned an unbelievable amount from, it was the nutrition sessions that completely rescued my eating habits and toolkit for self-care, it was the peer support that had me revisit support from GPs, take a fresh look at what I thought 'good' looked like and start tracking my habits. I could go on, but in short -thank you so so much!"

'It's [Salus] changed my life, because if I hadn't have gone there I think I'd still be how I was five years ago sitting at home being taken out in a wheelchair a couple of times a week. Because if I think of what I do in my day to day routine, it impacts what I eat, how I think, all the different things I do to help myself stay well...So it's just impacted everything, everything in my life.'

'I just can't thank them enough for what they're doing for everyone.'

'Salus is thought-provokingly positive and empowering. I have managed to lose over two stone in weight and live a healthier, more balanced lifestyle.'

'Thank you for your support! It's helped family members massively to understand my condition and support me.'

MEET THE TEAM



LINDA
JONES



JANE
LOEWY



EMILY
JONES

+ our team of 10
Health Practitioners
and Board of Trustees



CONTACT US



<https://salus.org.uk>



SalusFatigueFoundation



info@salus.org.uk



2023

**Financial Report of the
Trustees and Independently
Examined Financial
Statements for the year
ended 30th June 2023**

Registered Charity No: 1151924
Salus Fatigue Foundation

Contents of the Financial Statements for the year ended 30th June 2023

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The Trustees present their financial statements for the year ended 30th June 2023 and confirm they comply with the Charities Act 2011 and the Trust Deed, and have been prepared in accordance with all statutory and regulatory requirements.

Reference and Administrative Information

Charity Name	Salus Fatigue Foundation
Charity Registration Number	1151924
Registered Office	C/O Bissell & Brown Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ
Board of Trustees	Damion Latham (Chair) Dr Christine Lloyd Mark Holmshaw Jacqui Holland
Bankers	HSBC 67 S Parade The Parade Sutton Coldfield West Midlands B72 1PA
Independent Examiner	Bissell & Brown Midlands Ltd Charter House 56 High Street Sutton Coldfield B72 1UJ

Report of the Trustees of Salus Fatigue Foundation for the year ended 30th June 2023

Our Purpose

We inspire people to live a happy and healthy life.

Our Vision

A world in which every person affected by Fatigue has access to positive support and the opportunity to participate in all aspects of life.

Our Mission

To promote and protect the good health of people who live with Chronic Fatigue and Related Conditions - their families and carers in particular but not exclusively - through advice, support, counselling and education workshops.

Our Values

People
Inspire
Empower
Results
Compassion

Our Approach

Salus takes a five-step approach – we: **share, understand, support, learn and engage**. We believe that taking positive steps together is what matters, and this extends through everything we do from first contact all the way through people's ongoing Journey to Wellness. A tremendous amount of attention, passion, thought, and care goes into everything we do at Salus. We believe we can help people improve their life by joining **The Salus Community** accessing expert support, guidance, and education.

Principle Funding Sources

Our main source of income for the year to 30th June 2023 was restricted grant funding amounting to £135,681. This comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders. We have also received a grant funded through the VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health and Social Care, NHS England and UK Health Security Agency.

Salus also generates its own income through the Wellbeing Fatigue Hub monthly donation subscriptions.

The income and expenditure account for the period shows expenditure of £128,731 against receipts of £144,708. This shows a surplus for the year of £15,977, which offsets the deficit for the previous year of £13,474.

Through another challenging year Salus has survived a pandemic, and continued to strengthen its product and service offering, added to the employed Team, Health

Practitioner Team, Board of Trustees, and Partners providing support, as well as broadening our source of funding opportunities to no longer be solely reliant on one large funding stream. We continue to review what we do and to seek other ways to fund Salus' operations to develop a sustainable charity.

The financial statements were approved by the Trustees on 20th October 2023 and signed on their behalf by:



Damion Latham
(Chair)



Mark Holmshaw
(Trustee)

Section A - Receipts and payments for the year ended 30th June 2023

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts				
Grants & Project Funding	-	135,681	135,681	101,512
HMRC Employment Allowance	4,992	-	4,992	-
Donations	77	-	77	920
Hub Platform	3,008	-	3,008	4,743
Other charitable activities & fundraising	950	-	950	1,650
Sub total	9,027	135,681	144,708	108,825
A2 Asset & Investment Sales	-	-	-	-
Total receipts	9,027	135,681	144,708	108,825
A3 Payments				
Salaries & NI	980	106,152	107,132	106,342
Training & Recruitment	-	585	585	276
Rent, Rates & Room Hire	-	92	92	-
Trainers' Fees	-	4,304	4,304	1,720
Insurance & Accounts	480	2,916	3,396	3,848
Marketing	-	3,187	3,187	2,381
Travel & Subsistence	389	1,435	1,824	600
Consultancy & Advice	1,364	2,250	3,614	4,290
General Running Expenses	131	717	848	306
Office & IT	237	3,285	3,522	1,572
Digital/Video Costs	-	227	227	299
Shop Distribution Costs	-	-	-	665
Sub total	3,581	125,150	128,731	122,299
A4 Asset and Investment Purchases - Equipment	-	-	-	-
Total payments	3,581	125,150	128,731	122,299
Net receipts/(payments)	5,446	10,531	15,977	(13,474)
A5 Transfers between funds	(1,527)	1,527	-	-
A6 Cash funds last year end	1,871	11,873	13,744	27,217
Cash funds this year end	5,790	23,931	29,721	13,743

Section B - Statement of assets and liabilities at 30th June 2023

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	HSBC Current Account	5,790	23,931
	Total cash funds (agree balances with receipts and payments account(s))	5,790	23,931
B2 Other monetary assets	Details	to nearest £	to nearest £
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)
	Computers and other equipment Furniture, fixtures and fittings Other assets used by the charity in delivering its objectives		
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name and Date of Approval

Thakker

M. Hoshur

<p>Damion Latham 20/10/2023</p>
<p>Mark Holmshaw 20/10/2023</p>

Independent Examiners Report to the Trustees of Salus Fatigue Foundation

I report on the accounts of the charity for the year ended 30 June 2023 which are set out on pages 2 to 5.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of the accounts. The 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.

It is my responsibility to:

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

Basis of independent examiner's report

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 next statement.

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:
 - to keep accounting records in accordance with section 130 of the Charities Act 2011; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act 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.



Paul Matthews FCCA
Bissell & Brown Midlands Ltd
Chartered Accountants
56 High Street, Sutton Coldfield, B72 1UJ

Date.....24/10/23.....



2023

**Financial Report of the
Trustees and Independently
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ended 30th June 2023**

Registered Charity No: 1151924
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Salus takes a five-step approach – we: **share, understand, support, learn and engage**. We believe that taking positive steps together is what matters, and this extends through everything we do from first contact all the way through people's ongoing Journey to Wellness. A tremendous amount of attention, passion, thought, and care goes into everything we do at Salus. We believe we can help people improve their life by joining **The Salus Community** accessing expert support, guidance, and education.

Principle Funding Sources

Our main source of income for the year to 30th June 2023 was restricted grant funding amounting to £135,681. This comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders. We have also received a grant funded through the VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health and Social Care, NHS England and UK Health Security Agency.

Salus also generates its own income through the Wellbeing Fatigue Hub monthly donation subscriptions.

The income and expenditure account for the period shows expenditure of £128,731 against receipts of £144,708. This shows a surplus for the year of £15,977, which offsets the deficit for the previous year of £13,474.

Through another challenging year Salus has survived a pandemic, and continued to strengthen its product and service offering, added to the employed Team, Health

Practitioner Team, Board of Trustees, and Partners providing support, as well as broadening our source of funding opportunities to no longer be solely reliant on one large funding stream. We continue to review what we do and to seek other ways to fund Salus' operations to develop a sustainable charity.

The financial statements were approved by the Trustees on 20th October 2023 and signed on their behalf by:



Damion Latham
(Chair)



Mark Holmshaw
(Trustee)

Section A - Receipts and payments for the year ended 30th June 2023

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts				
Grants & Project Funding	-	135,681	135,681	101,512
HMRC Employment Allowance	4,992	-	4,992	-
Donations	77	-	77	920
Hub Platform	3,008	-	3,008	4,743
Other charitable activities & fundraising	950	-	950	1,650
Sub total	9,027	135,681	144,708	108,825
A2 Asset & Investment Sales	-	-	-	-
Total receipts	9,027	135,681	144,708	108,825
A3 Payments				
Salaries & NI	980	106,152	107,132	106,342
Training & Recruitment	-	585	585	276
Rent, Rates & Room Hire	-	92	92	-
Trainers' Fees	-	4,304	4,304	1,720
Insurance & Accounts	480	2,916	3,396	3,848
Marketing	-	3,187	3,187	2,381
Travel & Subsistence	389	1,435	1,824	600
Consultancy & Advice	1,364	2,250	3,614	4,290
General Running Expenses	131	717	848	306
Office & IT	237	3,285	3,522	1,572
Digital/Video Costs	-	227	227	299
Shop Distribution Costs	-	-	-	665
Sub total	3,581	125,150	128,731	122,299
A4 Asset and Investment Purchases - Equipment	-	-	-	-
Total payments	3,581	125,150	128,731	122,299
Net receipts/(payments)	5,446	10,531	15,977	(13,474)
A5 Transfers between funds	(1,527)	1,527	-	-
A6 Cash funds last year end	1,871	11,873	13,744	27,217
Cash funds this year end	5,790	23,931	29,721	13,743

Section B - Statement of assets and liabilities at 30th June 2023

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	HSBC Current Account	5,790	23,931
	Total cash funds (agree balances with receipts and payments account(s))	5,790	23,931
B2 Other monetary assets	Details	to nearest £	to nearest £
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)
	Computers and other equipment		
	Furniture, fixtures and fittings		
	Other assets used by the charity in delivering its objectives		
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name and Date of Approval

Thakker

M. Hoshur

<p>Damion Latham 20/10/2023</p>
<p>Mark Holmshaw 20/10/2023</p>

Independent Examiners Report to the Trustees of Salus Fatigue Foundation

I report on the accounts of the charity for the year ended 30 June 2023 which are set out on pages 2 to 5.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of the accounts. The 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.

It is my responsibility to:

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

Basis of independent examiner's report

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 next statement.

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:
 - to keep accounting records in accordance with section 130 of the Charities Act 2011; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act 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.



Paul Matthews FCCA
Bissell & Brown Midlands Ltd
Chartered Accountants
56 High Street, Sutton Coldfield, B72 1UJ

Date.....24/10/23.....