



University Mental Health Advisers Network (UMHAN)

Charity No: 1155038

Annual Report 2024/2025

About UMHAN	2
Aims and Objectives	2
Key Activities	3
Funding	3
Public Benefit	3
Organisational Developments 2024/2025	4
Governance	4
Trustees	4
Recruitment	4
Meetings	4
Staffing	5
Membership	5
Members	5
Value	6
Engagement	7
Meetings and Continuing Professional Development (CPD) sessions	7
Survey	9
Feedback	10
Celebrating Members	12
Other Work	12
Publications	12
Research	12
Newsletters and external communications	13
External Representation	13
Partnership Working	14
Bid Development	14
Regular Attendance	15
Ongoing/Ad-hoc	15
Impact of our work	15
Impact evaluation	16
Key Developments for 2025/26	18
Name Change/Rebrand	18
Staff	18
Membership	18
Financial Review	19
Overview	19



About UMHAN

Originally founded by mental health professionals, the University Mental Health Advisers Network (UMHAN) has been crucial in advancing the professional development and standards of mental health specialists and services within Higher Education (HE). UMHAN began in 2001 as an information-sharing network for HE mental health specialists and gained registered charity status in 2003.

UMHAN played a pivotal role in several HE breakthroughs, such as championing practical and whole-institution approaches to mental health, fostering the creation of mental health-specific services, promoting mental health awareness, and increasing the uptake of Disabled Students' Allowances (DSAs) for students with mental health conditions.

Even as UMHAN has expanded its membership to encompass various mental health specialist roles, its fundamental aims have endured. These aims address the needs of education-based specialists, the requirements of individuals with mental health conditions pursuing education, and the broader societal benefits of proactive mental health support in education for students, institutions, and society as a whole.

Aims and Objectives

The object of the charity is to advance the education of people with mental health conditions through improving access to HE.

Our aims are to:

- Influence policy development in the fields of education, mental health, disability, and beyond, to proportionately and accurately represent the needs and interests of people with mental health conditions.
- Ensure mental health support staff working in education are equipped with the tools, support, and empowerment to best support students, and ensure national representation to influence the sector for good.
- Remove the barriers to the full participation of people with mental health conditions in HE and beyond, encouraging the development of a culture in which people with mental health conditions studying in HE is a mainstream notion.

Key Activities

As a membership organisation, UMHAN achieves its goals by fostering the sharing of best practice and promotion through its networks, keeping members informed of the latest sector developments. We provide online meetings, a Forum, and customised resources to our members.

We actively collaborate with key stakeholders and influencers to advocate for the needs and interests of individuals with mental health conditions, aiming to achieve optimal educational outcomes for students.

Funding

Our work is funded almost exclusively through membership fees. This income largely pays the salaries of our three staff all of whom work part time and undertake all day to day development and administration work:

- Charity Manager
- Head of Research and Engagement
- Social Media and Administration Executive.

Public Benefit

The trustees have had regard to the Charity Commission's guidance on public benefit. We believe that by empowering mental health professionals working in education to develop their skills and expertise, and practice safely by providing networks, training and resources, we advance the inclusion of people with mental health conditions in education, positively affecting health outcomes and life opportunities.

Organisational Developments 2024/2025

Governance

Trustees

This report covers the period September 2024 to the end of August 2025. This year, there have been several changes to the Board of Trustees due to evolving circumstances.

We started the year with seven trustees led by Hannah Borkin who took over as interim Chair in July 2024. While Hannah was on maternity leave the Chair was shared between Anna Matthews and Andrew Plumtree. Following Andrew's departure, Anna has continued to act as Chair.

The Board of Trustees included:

- Tessa Bartlett (Marketing and Communications) (stepped down December 2024)
- Hannah Borkin (leave from September 19 2024, stepped down July 8 2025)
- Matt Kempen (Marketing and Communications)
- Anna Matthews
- Lydia Pell
- Andrew Plumtree (Treasurer) (stepped down July 8 2025)
- Leonie Roberts (appointed March 28 2025)
- Kristy Robinson (appointed March 28 2025).
- Phil Scarffe.

Recruitment

A recruitment exercise for a new Treasurer commenced in July 2025.

Meetings

During the year, we adjusted the frequency of our trustee meetings from monthly to quarterly. This change has allowed for longer, focused sessions that support deeper, more strategic discussions. As a result, our meetings have become more effective, providing a greater opportunity to address key issues in depth and make decisions that better serve the organisation and its members. We had three monthly meetings from September to December 2024 and have had three meetings in 2025 so far as per our change in frequency. We are due to have our fourth and final Trustee Meeting of 2025 in November.

Staffing

This year has seen numerous changes in charity personnel. In September 2024, David Barker began as UMHAN Charity Manager, working four days a week. UMHAN's former Administrator, Michelle Davies left UMHAN in early September 2024 and was replaced by Keeley Robertson (November 2024 to April 2025). A post for social media intern was also created and recruited in November 2024 when Tess Hodgson-Sakamoto was appointed. This role assisted the team with social media/marketing. In June 2025, Tess was successful in securing the role of Social Media and Administration Executive following Keeley's departure.

Dr. Rachel Spacey continued to be employed as Policy and Engagement Officer working four days a week for much of 2024/25. In October 2024, Rachel's role was reclassified as Head of Research and Engagement, acknowledging her expanded responsibilities. Both the roles of Social Media and Administration Executive and Head of Research and Engagement were made permanent in August 2025.

Membership

Members

We have seen a steady increase across all of our membership types and across geographical locations. This reflects our unique position representing multidisciplinary mental health practitioners in education. We hope to continue to develop and increase our inclusive community over the next year, while upholding our key principles as described in our Conduct & Capability Framework.

At the end of August 2025 we had:

- 400 Accredited Practitioner (Adviser)
- 185 Accredited Practitioner (Mentor)
 - 110 Associates
 - 77 Managers

Total = 772 members

There has been an increase across all membership types from 691 members in September 2024 to 772 members in August 2025. Our most popular form of referral is by word of mouth mainly via other members including peers and managers. A small but significant proportion find out about membership via a search engine or LinkedIn.

The Memberwise Retention Calculator calculates the following figures for UMHAN membership*:

Membership recruitment rate: **20.4%**

Membership retention rate: **91.3%**

How do we compare with other UK membership organisations?

Average member recruitment rate = **12.5%**

Average member retention rate = **86.0%**

* Figures from September 2024 - August 2025.

This year's retention rate is higher than for 2023/24 (82.7%) although the recruitment rate is slightly lower than it was for 2023/24 (27.1%) which may be an indication of well publicised financial pressures on the HE sector resulting in widespread staff redundancies and organisational restructures but is still very high when compared with other membership organisations. Our recruitment rate reflects work done to highlight our value to members, and raising our profile more generally. It also indicates members' satisfaction with UMHAN, as the majority of new members find us through word of mouth/colleague referral.

Value

Our annual member surveys show that UMHAN members highly value the networking opportunities offered by membership, specifically the Community Forum, members' meetings and Lunch & Learn sessions - all of which are hosted online. This gives members an opportunity to share best practice, ask questions, share resources and ideas and help improve the support provided to students with mental health conditions, and thus their educational opportunities and outcomes.

UMHAN also provides up to date resources and information about sector developments relevant to mental health and education:

I have gained most of my CPD through UMHAN as well as a sense of community, something which I haven't always experienced directly from the university of agency I work for as a mentor.

(Quote from Member Survey, 2024)

All Accredited Practitioners (currently Mental Health Advisers and Specialist Mental Health Mentors) are subject to audit after one year's membership. This is a quality

assurance measure and focuses on our Supervision and CPD requirements. Our audit takes place annually, with 10% of each membership type subject to audit. During the academic year 2024/25 we have carried out two audits of randomly selected Accredited Practitioner members who are eligible for audit - Specialist Mental Health Mentors in December 2024 and Mental Health Advisers in July 2025.

Engagement

Meetings and Continuing Professional Development (CPD) sessions

Our meetings and CPD sessions for members are varied, and form a core benefit of membership with UMHAN. In **2024/25** we held **53** separate meetings for members, with **807** attendees. Members have been able to watch the recordings of these meetings at a later date if unable to attend in person. An additional **621 individual views** of meeting recordings also took place during the year. The top 5 most watched videos included four Lunch & Learns and the session held on University Mental Health Day 2025.

We hold regular meetings for individual role types - Mental Health Advisers, Specialist Mental Health Mentors, Managers and Associates. Topics discussed in member meetings this year have included:

- Supporting students who are struggling financially
- Supporting students with chronic fatigue syndrome
- The use of AI and its impacts on student mental health
- A resource share
- National review of HE student suicide deaths
- Safeguarding
- Making support more accessible to students from different cultures/ethnicities
- Supervision
- Caseloads.

Our monthly Lunch & Learn sessions also continue to prove very popular. Topics are based on feedback and requests from members and we also approach academics, researchers, charities, and other professionals we feel are relevant to members' interests. This year we have held the following sessions:

- Supporting bereaved students
- Impact Measurement Scale - a practitioner-led tool which captures presenting concern data along with an impact rating
- SHARE study - the mental health and well-being experiences of university students and commonly used measures in university support services
- University sheds - an initiative from the Men's Sheds movement
- Supporting autistic students with their mental health

- Supporting racially and ethnically minoritised students with their mental health
- A UMHAN member's personal experiences of late diagnosed autism
- An introduction to Spectrum First's Neurodiversity Acceptance Training
- The Employment Outcomes and Career Journeys of Disabled Graduates

We also held a Lunch & Learn on University Mental Health Day which was open to all:

- 'Climbing for Wellbeing' with Andy Cross, University of Cumbria.

Many of these sessions were delivered by experts by experience reinforcing our inclusive approach where people with mental health conditions can thrive and their contributions are valued and respected. The best attended session was a Lunch & Learn in April 2025 where UMHAN member Martyn Brown presented an introduction to the Autistic Spectrum, the co-occurrence of mental health difficulties in autistic individuals and how to best support autistic students with mental health difficulties which had 69 attendees. Recordings of these sessions are edited and then hosted on the UMHAN Event Recordings page of the website which means that they can be accessed by members unable to attend.

We have also built on our specialist meetings for professionally registered staff, with regular termly meetings for Occupational Therapists, Social Workers and Nurses this year with the aim to ensure members can easily remain professionally registered through networking, sharing best practice and reflective sessions with peers.

Additionally, we provide opportunities for members to receive specialist training from partnerships with other organisations. This year members were able to access training from Ygam, a national charity with a social purpose to inform, educate, safeguard, and build digital resilience amongst young and vulnerable people; helping them to make informed decisions and understand the consequences around gambling and gaming. Ygam kindly provided FREE City & Guilds Assured Training for UMHAN members to enhance their knowledge on key topics surrounding gaming & gambling in the student population and promote early intervention to minimise harm over the course of two hourly sessions. Both sessions held in July 2025 were well attended.

During 2024/2025 the Advisory Group has continued to be involved in a number of consultative exercises including:

- Providing feedback on UCAS disability and mental health question adjustments (September 2024)
- UMHAN involvement in a bid to the Office for Students' Equality of Opportunity Risk Register invitation to tender on students with mental health conditions and intersections with neurodivergence and other disabilities with the Universities of Lincoln and Nottingham (November 2024)

- Work with AMOSSHE and the Student Support Champion Project Manager as part of the Higher Education Mental Health Implementation Taskforce (HEMHIT) case management interview questions (December 2024).

The Advisory Group is an important mechanism whereby a small and engaged group of members are more involved in the charity by sharing insight, ideas and their specialist knowledge in relation to a range of activities (research, collaboration, sector expertise) facilitated by the Head of Research and Engagement.

Survey

At UMHAN we regularly survey our members on issues such as caseload, working conditions and their membership. Results are presented to the Board of Trustees to inform development work.

This year we delved further into research and evaluation practices particularly in relation to the use of Routine Outcomes Measures and we also asked about NHS waiting times and current sector initiatives.

Headline findings from the Member Survey 2024 include:

- A total of 92 members completed the survey, a response rate of 13%, consistent with prior member survey response rates from 2023, 2022 and 2021
- The percentage of mentors' students who are considered 'high risk' varied with the majority supporting a caseload of up to 50% (81%). For most mentors, this proportion had stayed about the same over the last year (68%)
- SMHMs commented that the complexity of need amongst the students they support had increased as had the numbers of students they support who are neurodivergent and experiencing mental health issues
- It was clear that what works best for the student is being listened to as part of a regular, personalised, empathetic and one-to-one relationship in which the student and mentor come up with practical strategies to support the student
- In terms of the percentage of their caseload that was considered 'high risk' this varied greatly but taken together, for 67% of MHAs this was between 10% and 50% and for 33% of MHAs it was between 60% and 100% of their caseload. For almost half of MHAs this proportion had stayed about the same (48%) but had increased for 44%
- Complexity of issues amongst students was another common theme. It was observed that there had been changes in risk, possibly as a result of the current cost of living crisis with more students using coping mechanisms such as drinking

- MHAs tended to favour the one-to-one nature of the support they provide which is personalised whilst being responsive (where possible). It was also important that students were supported to think about their personal goals and what success might look like for them. Helping students develop their confidence to approach/communicate with others including health professionals external to the university or advocating on behalf of the student to professionals and/or teams was an important approach. Psychoeducation (learning about and understanding mental health and wellbeing) was also an important component of much of MHA's work with students
- For most Managers the service caseload had increased by some degree since the last academic year
- NHS waiting times: Long waiting times for NHS services, particularly for specific cohorts (e.g., those awaiting ADHD/ASC assessments or gender affirming care), put additional pressure on university services.
- The majority of respondents are collecting, monitoring and evaluating data in relation to their support for student mental health. Lack of time and multiple data collection systems hamper efforts to successfully measure the impact of interventions and activities
- A flexible working environment was favoured by the majority of survey respondents (61%) whilst over half work from home for a set number of hours (56%)
- While 34% of UMHAN members intend to stay in their roles for the near future and 24% are undecided, 23% are contemplating leaving within the next two years. The key factor was pay for 44% of members whilst lack of progression was also a motivating factor for 40% of respondents.
- The majority of members feel that UMHAN meetings, training and CPD are useful to them (73%) but at the same time, 63% struggle to fit in CPD, although they do manage to do some

Feedback

Overwhelmingly, there are three key aspects of membership that members value:

- **Continuing Professional Development (CPD) opportunities** provided by UMHAN including Lunch & Learns, training, members' meetings, the monthly newsletter & the Community Forum
- **Information, advice and guidance** including online resources, sector news, peer advice, discussion topics, best practice, research

- **Community of Practice** - feeling part of a community of peers which is supportive and hearing and learning from others in a friendly, welcoming environment.

Indeed, members were asked if they feel like part of a community at UMHAN. This was a new question for 2024. Over half of members said 'yes' and 30% of members said 'sometimes'.

I love the Lunch and Learns, as well as the diversity of how to engage with the service such as by reading blogs, by attending sessions, by using the forum etc.

It feels like UMHAN are the only people who actually give updates about the sector/role, I'm not sure I would hear about this otherwise e.g. government plans/changes etc.

Being able to reach out to the community for advice.

Sharing of resources and news about topics affecting us all.

Meeting with mental health professionals from other universities and hearing about different ways of working, discussing ideas, talking through challenges, etc.

Lunch and Learns are excellent and encourage open and honest conversations.

(Quotes from Member Survey, 2024)

The benefits rated as 'extremely important' by the largest proportions of members include the recordings of Lunch & Learn sessions which are available on the website to members; the resources pages on the website (many of which are members-only); Lunch & Learn sessions where external speakers present on a student mental health related topic to members, and recordings of members' meetings which include meetings for Advisers, Mentors, Managers and Associates as well as profession specific meetings for members with an Occupational Therapist, Nurse, Social Worker, Counsellor and Psychologist background.

We first generated a Net Promoter Score (NPS) in 2023 and this year we repeated the question in order to provide some comparable data. NPS is a market research metric which measures customer experience by asking a single question of members - would they recommend the organisation to a colleague. It is generated by calculating the percentage of members who are 'promoters' (those who select a 9 or 10 in response to this question) minus the percentage who are 'detractors' (those who select between 0 and 6).

Promoters are understood to be loyal enthusiasts who will keep buying and help fuel growth by recommending your product whilst detractors are unhappy customers and can damage your brand. Passives (those who select a 7 or 8 in response to this

question) are satisfied but unenthusiastic which makes them susceptible to rival brands (Qualtrics, 2025).

The NPS for 2024 is 62%. Last year it was 70%. What does this mean? *“it is generally acknowledged that a positive score is good, a score of +50 or more is excellent and a score of +75 or more is exceptional”* (DataKindUK, 2025).

Celebrating Members

UMHAN's first Awards were set up during 2023/2024 by former Charity Manager Sam Gamblin. The awards consisted of 9 categories recognising and celebrating the range of work that UMHAN members do to support student mental health. The Awards ceremony was held online in November 2024. Winners received certificates and a £50 e-shopping voucher. The Awards were accompanied by an active social media campaign. Following the success of the inaugural awards, they will be continued with this year's ceremony taking place online in December 2025.

Other Work

Publications

During this period we published a number of reports and blogs including our annual report on the UMHAN member survey:

Member Survey 2024: Insights into student mental health support in higher education (January 2025).

We were also pleased to publish a Mentor Handbook on our website (July 2005). This had been written by a UMHAN member, Hannah Facey who had been commissioned by former manager, Sam Gamblin, to undertake this work. Following a period of editing this guide was included in the Resources section of the UMHAN website and its purpose is to support members who are experienced mental health professionals but may be new to specialist mental health mentoring and unfamiliar with the HE context and supporting students.

Research

A report detailing the findings of a small-scale research study on the role and impact of Mental Health Advisers (MHAs) in UK Higher Education (HE) which consisted of a review of the literature, focus groups with MHAs and a survey of students who had received support from a MHA whilst at university was published. It was written by UMHAN's Head of Research and Engagement, Dr. Rachel Spacey, in September 2024. A summary version was also produced and is available online and its release was accompanied by

a blog on the UMHAN website and promoted on our social media channels and in the newsletters.

Newsletters and external communications

We have two monthly newsletters - one for UMHAN members and one for newsletter subscribers (non-members). Our monthly newsletter is sent to all current members and approximately 800+ non-members.

The open rate for the newsletter for 2024/25 is **39%** for members and **34%** for non-members (calculated as yearly averages). The benchmark rate for email marketing is 36%.

We use the newsletter and our social media channels to increase awareness of the work done by our members, to report current trends and themes and to engage in relevant sector topics. This helps to not only increase UMHAN's profile and our key principles, but that of our members.

External Representation

UMHAN is represented on a number of key sector working groups by staff and by the Trustees. During this period, UMHAN was represented at the following:

- The Mental Wellbeing in Higher Education Expert Group (MWBHE) by Dr. Anna Matthews
- National Review of HE Student Suicides Expert Advisory Group (HEMHIT working group) by Phil Scarffe
- Disabled Student' Allowances (DSA) Operations Group by Rachel Spacey
- Disabled Students Stakeholder Group (DSSG) by Rachel Spacey

UMHAN was also one of the signatories to the AGCAS co-ordinated statement on the HESA staff record consultation released on Friday 21st March 2025. We also supported a letter led by the British Assistive Technology Association to the Minister for Social Security and Disability regarding recent funding cuts to assistive technology for students in HE and its broader implications for disabled students.

Our input with external organisations tends to focus on the specialist roles which make up our membership, multidisciplinary team working, practical strategies for supporting students, the need for good data and evidence, mental health conditions through a disability lens and removing barriers to successful education for students with mental health conditions.

Partnership Working

As part of our vision to grow our membership, we have begun working more closely with a number of commercial partners. This year, we initiated discussions with Randstad, one of the largest recruiters in the sector, exploring opportunities to support their staff with ongoing professional development and CPD. We believe this collaboration has strong potential to benefit both parties and we have already seen membership rise from the referral process into UMHAN from Randstad. In addition, we have partnered with UMO to establish a similar support structure through engagement with their mentors, further strengthening an already positive and productive relationship.

We have also established a strong working relationship with Togetherall, who share the passion and commitment to supporting UMHAN's growth. Their openness to collaboration has been encouraging, and we welcome their support as we continue to move forward strategically into 2026.

More recently, we have been approached by CareScribe, who are interested in exploring potential collaboration with us. As interest from technology companies working in the mental health space continues to grow, we are pleased that organisations like these recognise UMHAN's role and importance in the sector, as well as wanting to aid us in achieving our goals.

Bid Development

UMHAN has made multiple bids for alternative funding in 2025 for core costs in particular as costs to run the organisation continue to rise.

- ★ The National Lottery: The UK Fund - £551,691. This is to cover all salaries over the next 6 years while we scale up our project to include those in FE, as well as to take the next step with our research network.
- ★ The National Lottery: The Community Fund - £20,000 - This was to cover core costs during the cost of living crisis.
- ★ The Allen Lane Foundation: £8,943 - This is to cover our Administrative Executive's salary for the next 12 months.
- ★ The Albert Hunt Trust: £5,000 for core costs.
- ★ The Pixel Fund: £5,000 for core costs.
- ★ The Postcode Community Trust: £67,405 - This is for core costs for our Administration Executive over the next three years.

UMHAN has also worked with partners to develop bids for research and development projects the largest of which was a bid with the Universities of Lincoln and Nottingham. The bid was led by Dr. Rebecca Sanderson, University of Lincoln and submitted to the Office for Students for the Supporting Neurodivergent Students Holistically in Higher

Education (SuNSHinE) project. Unfortunately the bid was unsuccessful - we were informed in December 2024.

Regular Attendance

There are a number of working groups/advisory boards/stakeholder groups at which UMHAN has a regular presence. During 2024/25 these included:

Disabled Students Stakeholder Group

DSA Operations Group

The Mental Wellbeing in Higher Education Expert Group

Student Counselling Research, Outcomes & Evaluation (SCORE)

Higher Education Mental Health Implementation Taskforce (HEMHIT)

Nurture-U (was the University Student Wellbeing Project) - UMHAN is on the External Advisory Board for this four-year research flagship project funded by UKRI

Ongoing/Ad-hoc

During 2024/25 we have had introductory meetings, catch ups and partnership meetings with the following organisations:

Universities and Colleges Application Service (UCAS)

Student Minds

Independent Higher Education (IHE) Research and Policy staff

Academic Registrar's Council (ARC)

AGCAS - the Association of Graduate Careers Advisory Services

Impact of our work

The impact of our work during 2024/2025 was gauged in a number of ways including our reach (e.g. by social media metrics), growth (e.g. membership numbers) and influence (e.g. collaboration requests/working arrangements). However, we appreciate that as UMHAN has grown we need to develop a more effective and rigorous way to demonstrate our impact.

Impact evaluation

Our new strategic plan (2025-30) sets out the impact we plan to make. We are committed to developing our understanding of our impact within the next five years through the creation of a UMHAN Impact Evaluation plan which will include our Theory of Change. This will be led by our Head of Research and Engagement.

In the meantime, the impact of our work can be partially demonstrated by the following:

Growth

- ❖ Between September 2024 and the end of August 2025 our membership grew from **691** to **793** members.
- ❖ We held **53** separate meetings for members, with **807** attendees.
- ❖ An additional **621** individual views of meeting recordings took place during the year.

Reach

- ❖ We saw **8.1k** X impressions in March 2025 for University Mental Health Day.
- ❖ Our best performing Tweet was in September 2024 with **1.6k** impressions. This was a repost from Dr Bethany Cliffe for a Call for Participants. It shows that when we are engaging with other specialists in the sector, our reach can be far greater overall.
- ❖ Our best performing LinkedIn posts were both related to changes at UMHAN. The announcement of the new Charity Manager gained **1219** impressions and this was followed by **772** impressions for the Administration Executive vacancy.
- ❖ Our best performing LinkedIn posts (in terms of both impressions and engagement) were in early November 2024 during the run up to the UMHAN 2024 Awards and the follow up posts which announced the winners. Impressions peaked at **583** on November 9th 2024 and to date have reached **1045** (a message the day after the awards).

Influence

During this year, our Head of Research and Engagement presented at the ARC (Academic Registrars' Council) Annual Conference in Leeds (November 2024) - *Supporting the supporters: Strategies for universities to support mental health professionals*. This was the first time UMHAN had worked with ARC.



We were also invited to speak on a panel at Randstad's Student Insights Report launch (July 2025).

UMHAN have also been involved in an output of the Higher Education Mental Health Implementation Taskforce (HEMHIT) working with the Project Manager, Ben McCarthy and Dr. Emma Maslin from AMOSSHE (the Student Services organisation) on a briefing paper about Case Management. This work involved interviewing a number of HE staff involved in case management including systems and promoting the call for participants via the UMHAN Community Forum.

Key Developments for 2025/26

Name Change/Rebrand

Members were consulted on a name change at the end of 2023 and were encouraged to vote for their preferred choice. A total of 220 votes were cast of which the winning name was 'Mental Health in Education' or MHinE (pronounced mine). Following a resolution at the AGM in December 2024 it was agreed that this change would be progressed. However, following a comprehensive review of our brand identity, we concluded that a full name change would risk losing the recognition and goodwill UMHAN has built over more than two decades. When our Charity Manager joined the organisation in 2024, it was decided following discussion with Trustees that a 'brand refresh' was a more appropriate approach. This preserves UMHAN's heritage while strengthening our visibility. The work that has gone into the 'brand refresh' will be implemented in Q1 2026.

Our analysis also highlighted that many organisations operate under similar names. At a time when distinctiveness in an increasingly crowded sector is essential, a name change would not necessarily support our goal of standing out. For these reasons, the Trustees agreed to pause the name change proposal for the foreseeable future and focus instead on refreshing the existing UMHAN brand.

Staff

Trustees agreed to the funding of both the Head of Research and Engagement (part time) and Administrator (part time) on a permanent basis from August 2025.

Membership

We will continue to aim our recruitment efforts at a wide range of staff, to promote the benefits of our network in supporting individuals and teams in particular at those HE institutions where we are not currently represented.

We will continue to develop our resources and training for members to ensure that their skills and knowledge are relevant and up to date.

Financial Review

Overview

Income has primarily increased due to membership development and some smaller one-off payments for consultancy and involvement in research projects.

Our accounts have been independently examined and can be viewed in a separate document. [See UMHAN Annual Accounts 2024/2025].

We are committed to expanding and enhancing both the UMHAN Awards and University Mental Health Day (UMHD) over the coming years. As part of this development, we hope to work more closely with our corporate partners to create opportunities that are mutually beneficial and financially sustainable for UMHAN.

Financial resilience continues to be a challenge for UMHAN, as we remain focused on delivering high-quality, cost-effective support in a sector where operational costs are continually rising. Despite this, we achieved significant membership growth in 2024 and are targeting a membership base of over 800 by the end of 2025. We will aim to do this by strengthening our partnerships to bring potential members onboard such as those in HE, FE and through agencies where we have struggled to reach in the last few years. As membership remains our primary source of income, this will continue to be a strategic priority.

It is important to note that our annual financial reports can show considerable fluctuation. This is largely due to the timing of institutional membership payments, many of which are received shortly before or after the financial year-end. As a result, some years may appear stronger or weaker financially than they truly are.

This report was written by Dr. Rachel Spacey (Head of Research and Engagement) and David Barker (Charity Manager), UMHAN.

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March
2025 for

University Mental Health Advisers Network (UMHAN)
University Mental Health Advisers Network

Contents of the Financial Statements
for the Year Ended 31 March 2025

Page

Report of the Trustees 1 Independent Examiner's Report 2

Statement of Financial Activities 3 Balance Sheet 4 to 5

Notes to the Financial Statements 6 to 11 Detailed Statement
of Financial Activities 12

University Mental Health Advisers Network

Report of the Trustees
for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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 charity's trustees consider that an audit is not required for this year, under section 144 of the Charities Act 2011 (the 2011 Act) but an independent examination required as per section 145 of the Charities Act 2011 (the 2011 Act) which is included on page 2.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a Charitable Incorporated Organisation, as defined by the Charities Act 2011 (the 2011 Act).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

CE001531 (England and Wales)

Registered Charity number

1155038

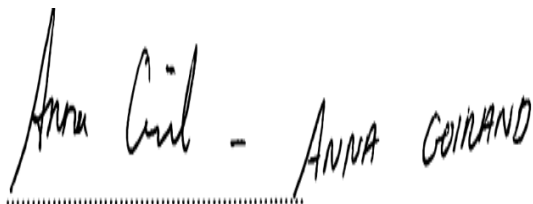
Registered office

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CW12 4AB

Trustees

Lydia Pell Trustee
Anna Goirand Chair
Andrew Plumtree Trustee (resigned 27.3.25)
Hannah Borkin Trustee (resigned 27.3.25)
Victoria Obermaier Trustee (resigned 27.3.25)
Matthew Kempen Trustee
Tessa Bartlett Trustee (resigned 27.3.25)
Phillip Scarffe Trustee
Leonie Roberts Trustee (appointed 27.3.25)
Kristy Robinson Trustee (appointed 27.3.25)

Approved by order of the board of trustees on07/10/2025..... and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Anna Goirand', with a horizontal line underneath.

Anna Goirand - Chair

('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



Sajjad Jaffer FCCA
Harris Accountancy Services Ltd
Cobalt Square, 83 Hagley Road
Birmingham
B16 8QG

Date:07/10/2025.....

Statement of Financial Activities
for the Year Ended 31 March 2025

31.3.25 31.3.24
Unrestricted Total
fund funds
Notes £ £

INCOME AND ENDOWMENTS FROM

Donations and legacies - 26

Charitable activities

Membership Fees 49,193 63,866 Training Delivery 478 3,135 Consultancy 250 265

Total 49,921 67,292

EXPENDITURE ON

Charitable activities

Training Delivery 1,370 3,178 Administrative expenses 9,295 9,006 Staffing and recruitment costs 59,822 48,004 Governance 840 840 Premises and associated costs 864 852

Total 72,191 61,880 **NET INCOME/(EXPENDITURE)** (22,270) 5,412

RECONCILIATION OF FUNDS

Total funds brought forward 81,995 76,583 **TOTAL FUNDS CARRIED FORWARD** 59,725

81,995

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial
statements Page 3

University Mental Health Advisers Network

Balance Sheet
31 March 2025

31.3.25 31.3.24

FIXED ASSETS

Tangible assets 6 - 176

CURRENT ASSETS

Debtors 7 8,792 11,520 Cash at bank 52,789 75,877

61,581 87,397

CREDITORS

Amounts falling due within one year 8 (1,856) (5,578) **NET CURRENT ASSETS** 59,725 81,819

TOTAL ASSETS LESS CURRENT

LIABILITIES 59,725 81,995

NET ASSETS 59,725 81,995

FUNDS 9

Unrestricted funds 59,725 81,995 **TOTAL FUNDS** 59,725 81,995

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

Page 4 continued...

University Mental Health Advisers Network

Balance Sheet - continued
31 March 2025

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

The financial statements were approved by the Board of Trustees and authorised for issue on

07/10/2025 and were signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Anna Goirand - ANNA GOIRAND'. The signature is written in a cursive style with some capital letters.

Anna Goirand - Trustee

The notes form part of these financial
statements Page 5

University Mental Health Advisers Network

Notes to the Financial Statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 25% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. NET INCOME/(EXPENDITURE)

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

	31.3.25	31.3.24
	£	£
Depreciation - owned assets	<u>176</u>	<u>310</u>

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

4. STAFF COSTS

	31.3.25	31.3.24
	£	£
Wages and salaries 57,841 46,351 Other pension costs <u>1,981 1,509</u>		
	<u>59,822</u>	<u>47,860</u>

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Part Time	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

The total amount of employee benefits received by key management personnel is £27,775 (£29,437 in 2023/24). The Charity considers its key management personnel comprise of the board of volunteer trustees and the Charity Manager.

University Mental Health Advisers Network

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES Unrestricted

fund
£

INCOME AND ENDOWMENTS FROM

Donations and legacies 26

Charitable activities

Membership Fees 63,866 Training Delivery 3,135 Consultancy 265

Total 67,292

EXPENDITURE ON

Charitable activities

Training Delivery 3,178 Administrative expenses 9,006 Staffing and recruitment costs 48,004 Governance 840 Premises and associated costs 852

Total 61,880 NET INCOME 5,412

RECONCILIATION OF FUNDS

Total funds brought forward 76,583

TOTAL FUNDS CARRIED

FORWARD 81,995

University Mental Health Advisers NetworkNotes to the Financial Statements - continued
for the Year Ended 31 March 2025**6. TANGIBLE FIXED ASSETS**Computer
equipment
£**COST**At 1 April 2024 and 31 March 2025 1,238**DEPRECIATION**At 1 April 2024 1,062 Charge for year 176At 31 March 2025 1,238**NET BOOK VALUE**At 31 March 2025 - At 31 March 2024 176**7. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**31.3.25 31.3.24
£ £Trade debtors 4,718 9,009 Other debtors 3,700 2,030 Prepayments 374 4818,792 11,520**8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**31.3.25 31.3.24
£ £Trade creditors - 4,470 Social security and other taxes 692 - Other creditors 324 268
Accrued expenses 840 8401,856 5,578

University Mental Health Advisers Network

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

9. MOVEMENT IN FUNDS

Net
movement At
At 1.4.24 in funds 31.3.25
£ £ £

Unrestricted funds

General fund 81,995 (22,270) 59,725 **TOTAL FUNDS** 81,995 (22,270) 59,725

Net movement in funds, included in the above are as follows:

Incoming Resources Movement
resources expended in funds
£ £ £

Unrestricted funds

General fund 49,921 (72,191) (22,270) **TOTAL FUNDS** 49,921 (72,191) (22,270)

Comparatives for movement in funds

Net
movement At
At 1.4.23 in funds 31.3.24
£ £ £

Unrestricted funds

General fund 76,583 5,412 81,995 **TOTAL FUNDS** 76,583 5,412 81,995

Comparative net movement in funds, included in the above are as follows:

Incoming Resources Movement
resources expended in funds
£ £ £

Unrestricted funds

General fund 67,292 (61,880) 5,412 **TOTAL FUNDS** 67,292 (61,880) 5,412

Page 10 continued...

University Mental Health Advisers Network

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

Net
movement At
At 1.4.23 in funds 31.3.25
£ £ £

Unrestricted funds

General fund 76,583 (16,858) 59,725 **TOTAL FUNDS** 76,583 (16,858) 59,725

A current year 12 months and prior year 12 months combined net movement in funds,
included in the above are as follows:

Incoming Resources Movement
resources expended in funds
£ £ £

Unrestricted funds

General fund 117,213 (134,071) (16,858) **TOTAL FUNDS** 117,213 (134,071) (16,858)

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

University Mental Health Advisers NetworkDetailed Statement of Financial Activities
for the Year Ended 31 March 202531.3.25 31.3.24
£ £**INCOME AND ENDOWMENTS****Donations and legacies**

Fundraising - 26

Charitable activitiesMembership fees 49,193 63,866 Training Revenue 478 3,135 Consultancy 250 26549,921 67,266**Total incoming resources** 49,921 67,292**EXPENDITURE****Charitable activities**Wages 57,841 46,351 Pensions 1,981 1,509 Insurance 855 650 Rent 864 852 Telephone 66 72
Postage and stationery 35 44 Advertising 331 193 Sundries 969 826 Consultancy fees 234 565
IT Software & Consumables 5,194 3,895 Staff Training 1,929 3,920 Travel Costs 106 532
Accountancy 840 840 Bank Charges 707 789 Subscription costs 63 533 Depreciation of tangible
fixed assets 176 30972,191 61,880Total resources expended 72,191 61,880 **Net (expenditure)/income** (22,270) 5,412

This page does not form part of the statutory financial
statements Page 12