MINDFULNESS IN SCHOOLS PROJECT

England & Wales · Charity number 1168992

Details

Other names	MISP
Status	Registered
Legal form	Charitable company
Company number	07038233
Registered	2016-09-01
Register	View on the Charity Commission register

Contact

Address	Warners Solicitors Bank House Bank Street Tonbridge TN9 1BL
Phone	07906346825
Email	finance@mindfulnessinschools.org
Website	www.mindfulnessinschools.org

Activities

Objects: FOR THE PUBLIC BENEFIT, TO ADVANCE THE EDUCATION OF THE GENERAL PUBLIC AND IN PARTICULAR BUT NOT EXCLUSIVELY YOUNG PEOPLE BY PROMOTING AND ENCOURAGING THE TEACHING, STUDY, PRACTICE AND RESEARCH OF MINDFULNESS, PRIMARILY BUT NOT EXCLUSIVELY IN EDUCATIONAL SETTINGS

Activities: MiSP's programme is a toolkit that builds resilience & coping mechanisms for children & young people, whatever adversities they face. It teaches mindfulness as a life skill that they will use into adulthood, enabling them to flourish & be at their best. This allows the schools we work with to educate the whole child & build strong foundations in mental health that prepare them for the future

Downloaded from opencharities.uk/ew/1168992

Classification

- **How:** Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£186,786	£355,982	-	-
2024-08-31	£467,826	£380,780	-	-
2023-08-31	£367,785	£294,841	-	-
2022-08-31	£457,102	£497,371	-	-
2021-08-31	£639,062	£530,202	£252,137	10

Trustees

Name	Role	Appointed
Maureen Macleod	Chair	2017-09-25
Jason Antony Steele		2021-02-12
Ken Lunn		2025-06-17
Richard John Burnett		2019-12-03

Downloaded from opencharities.uk/ew/1168992

MINDFULNESS IN SCHOOLS PROJECT

England & Wales - Charity number 1168992

Accounts

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

Charity number: 1168992
Company number: 07038233

Mindfulness in Schools Project

Report and Unaudited Financial Statements

31 August 2025

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

Mindfulness in Schools Project

For The Year Ended 31 August 2025

Reference and Administrative Details 1

Report of the Trustees 2
- Aims and Objectives
- Activities and Achievements
- Plans for the Future
- Financial Review
- Structure, Governance and Management
- Statement of Responsibilities of Trustees

Independent Examiner's Report 12

Statement of Financial Activities 13

Balance Sheet 14

Statement of Cash Flows 15

Notes to the Financial Statements 16

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

Mindfulness in Schools Project (MiSP)

Reference and administrative details

For the Year Ended 31 August 2025

Company Number	07038233
Charity Number	1168992
Registered Office	Bank House Bank Street Tonbridge Kent TN9 1BL
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Maureen MacLeod (Chair effective September 2025) Richard Burnett Jason Steele Secil Muderrisoglu Ken Lunn (appointed 17th June 2025) David Bleakney (resigned 17th June 2025) Natalie Dunn (resigned 9th September 2025
Executive Director	Faiy Rushton (since September 2025)
Bankers	HSBC 100 High Street Tonbridge TN9 1AN
Independent Examiner	Louise Hallsworth FCA Affinia (Orpington) Chartered Accountants Lynwood House, Crofton Road Orpington BR6 8QE

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

Mindfulness in Schools Project (MiSP)

Report of the trustees

For the Year Ended 31 August 2025

The Trustees present their report along with the financial statements of the charity for the year ended 31 August 2025.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended practice – Accounting and Reporting by Charities (effective from January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims.

In our Memorandum of Association, our objects are listed as:

- To advance the education of the public, in particular but not exclusively, young people, by promoting and encouraging the teaching, study, practice and research of mindfulness, primarily but not exclusively in educational settings.

Mindfulness in Schools Project (MiSP) aims to give every child – and those who care or work with them – an introduction to mindfulness and its lifelong benefits, helping them to manage difficulty and flourish. We do this by:

- Developing age-specific mindfulness education curricula, digital resources and pathways to wider school improvement
- Training educators and other adults working with children and young people in the concept and practice of mindfulness; delivery of our curricula; pathways to improving wider school culture and ways to sustain this.
- Building and supporting a network of trained teachers' mindfulness practice and their teaching of mindfulness education curricula to children and young people
- Facilitating and learning from ongoing research into the effects of mindfulness on CYP and those who work and care for them.

MiSP is built on three interlocking areas of work: support of frontline (mindfulness) educators in schools and other educational settings; awareness raising of mindfulness and its relevance including in policy and influencing; engagement with our educational community, teachers, children and young people, at the heart of everything we do.

Training delivery

Through the work of our staff team and associate trainers we offer training and practical support to teachers and other educators, including parents, both in their own mindfulness practice and to be able to introduce mindfulness in their school settings. We offer this service to educators wherever they are in the world. We work in a variety of ways that include:

- Training adults in our introductory course ('.begin') to gain understanding of mindfulness and develop their own practice.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

- Training educators in teaching age specific curricula ('dots', 'Paws b' and '.b') to introduce children and young people to mindfulness in fun, safe ways.
- School Mindfulness Lead training to train other adults in a school setting in our introductory course.
- The introductory and Train to Teach age specific curricula are taught generally in English and online; however, via our partner organisations in Hong Kong, Japan and the Netherlands the curricula has been translated and is now taught in local languages.

Raising awareness of mindfulness and its relevance, including in policy and influencing

For many the word 'mindfulness' gives rise to misconceptions, particularly if they have not experienced it. Much of our work includes creating ways to explain mindfulness and its relevance improving accessibility for diverse audiences.

The unique insights we gain from delivering mindfulness training and support to educators in schools and equivalent settings, alongside the lived experience of those in our education (Hub) community and the children and young people they serve, shapes our ability to give a voice to this work, including in policy and influencing opportunities. We are the go-to place for journalists, politicians and others seeking to understand mindfulness in an educational context.

Engagement

Educators who have completed our training can often feel passionate about mindfulness but isolated in their school setting. We also know that committing to a regular mindfulness practice can be made easier through ongoing support and being part of a community who are similarly engaged.

Teachers and other educators who train to Teach our introductory course to children and young people are invited to become members of our online Hub community. This gives ongoing access to our teaching materials as well as free access to our support and other events. Members of the public with an interest in this area are also able to access events, usually with a charge. Children and young people's experiences and those of their teachers are collated post training as well as via speaking and other opportunities.

Our Hub community comprises over two thousand MiSP trained educators, and our Youth Ambassador programme a dozen children. Our general mailing list is now over 10,000.

ACHIEVEMENTS AND PERFORMANCE

Significant activities

We continued to deliver frontline support and training to (mindfulness) educators who in turn support children and young people from ages 3 – 18. This was via our introductory course ('.begin'); our Train to Teach courses (for our 'dots', 'Paws b' and '.b' curricula), as well as our School Mindfulness Lead (SML) course to help leaders establish mindfulness in their educational settings in a sustainable way. Our world leading courses and curricula, designed by teachers for teachers, were in the main delivered online and in English. Through our local partners, we also delivered training in languages other than English in Hong Kong, Japan and the Netherlands. We were also delighted to offer The Present for Schools courses after forming an official collaboration with The Present CIC.

MiSP continued to finance courses through a combination of fees directly from individuals and schools, as well as increasingly securing grant and other income to subsidise places, particularly for schools in the UK with higher-than-average free school meals, pupils with English as an Additional Language and / or Special Educational Needs.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

"I believe children really respond to the science about the brain and it helps them to understand why they feel, think, react, respond in the way they do - I really believe in this curriculum and feel it should be statutory, with staff living and breathing it too as that's where you really see the difference." MiSP trained teacher

The training we offered:

From 1st April 2024 – 31 March 2025 we provided training to teach our curricula to 207 educators (plus additional training to others outlined below), to reach an envisaged and estimated further 11,580 children and young people:

- 136 took our Introductory course, '.begin'
- 30 trained to teach our curriculum for 3-6 year olds, 'dots'.
- 71 trained to teach our curriculum for 7-11 year olds, 'Paws b'
- 29 trained to teach our curriculum for children 9-14 year olds, '.breathe'
- 63 trained to teach our curriculum for 11-18 year olds, '.b'
- 9 trained to be a School Mindfulness Lead (SML)
- 5 trained to teach '.b Foundations'

The impact of our work

Evaluation data collected this year from 58 feedback forms completed by educators, and 1,417 class impact forms completed based on observing impact on children and young people showed that:

- 100% of Paws b, 100% .breathe and 94% .b teachers who responded said they would recommend the curricula to colleagues.
- 100% of teachers who responded felt that the .b curriculum supports their pupils with coping with difficulty and taking in the 'good stuff'.
- 100% of Paws b teachers who responded felt that mindfulness supports their pupils with knowing what to do when they 'wobble' and dealing with difficulties like worrying, feeling sad or being angry, and with concentration, relationships, performance, and growing happiness.
- 100% of Paws b teachers who responded reported that their mindfulness practice and teaching of Paws b supports their relationships with students, coping with professional demands and overall quality of life.
- 100% .breathe teachers who responded felt that mindfulness supports their pupils with tests and exams, concentration, coping with worries and sleep.
- 100% .breathe teachers who responded reported that their mindfulness practice and teaching of .breathe supports their relationships with pupils, classroom management, relationships with colleagues, coping with professional demands and overall quality of life.
- 97% .b teachers who responded reported that their mindfulness practice and teaching .b supports their coping with professional demands.
- 94% .b teachers who responded felt .b supports their relationships with pupils.
- 97% .b teachers who responded felt .b supports their pupils with sleep.

Awareness raising, including in policy and influencing.

In a powerful demonstration of community, compassion, and commitment to young people's wellbeing, we partnered with **Esther Ghey** at the **Manchester Mindfulness Festival** in October 2024, showcasing progress on the inspiring **Warrington Project**, which aims to train at least one mindfulness teacher in every local school—honouring the memory of Esther's daughter, **Brianna**.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

Building on this momentum, **MiSP** played a vital role in a high-profile **Mindfulness Initiative event at the Palace of Westminster** in November 2024. Themed around **mindfulness in education**, the event brought together MPs, Peers, educators, and young people to explore how mindfulness can positively shape the future of learning and wellbeing in schools.

Esther delivered a moving and heartfelt speech, sharing how the devastating loss of her daughter sparked a mission to bring mindfulness into the classroom:

"Young people are struggling with resilience and with empathy. We need to support them with their mental health, and mindfulness has a massive part to play in that. When you develop your practice, you have a deeper understanding of how things make you feel; I think it can encourage our young people to make better choices."

Working closely with MiSP, Esther has helped raise funds to implement mindfulness programmes across her local schools. At the event, **Faiy Rushton** from MiSP explained how mindfulness equips young people with essential life skills, and how teachers tailor the curriculum to make it relevant, engaging, and impactful.

A standout moment of the evening came when **students taught by MiSP-trained teachers took to the stage**, sharing firsthand how mindfulness is making a difference in their lives:

- **Primary pupils** use it to manage nerves and stay focused—on the football pitch and beyond.
- **Secondary students** spoke about using mindfulness to navigate anxiety and big transitions like moving to secondary school.
- **Year 11 pupils** credited the practice with boosting their self-esteem during exam season.
- **Ethan**, now 18, reflected on the value of tutoring younger children in mindfulness, describing it as both empowering and rewarding.

Esther's visibility as a mental health advocate continues to rise. Her efforts have generated widespread media interest, including national newspaper coverage of her work with MiSP, alongside her other campaigns. The **ITV documentary *Brianna – A Mother's Story, released in March,*** included inspiring footage of MiSP trainer **Nicky Beattie** delivering the *dots* curriculum to pupils in a Liverpool primary school alongside interviews with Nicky and the staff at the school about current challenges and how mindfulness helps.

Esther remains a passionate **ambassador for MiSP**, continuing to speak at schools and events nationwide, helping to spread awareness of the profound benefits mindfulness can bring to young lives.

Engagement and Support

This year, we were thrilled to continue to grow our vibrant 'Hub community' of trained educators, providing ongoing engagement and support to help embed mindfulness into educational settings across the UK.

Our support network included:

- **Regular newsletters and targeted mailings**
- **Inspiring online speaker events**
- **Interactive group mentoring sessions**
- **Practical skills workshops**

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

- **Restorative mindfulness retreats**

To further elevate the **youth voice** in our work, we built on the success of our earlier video, *Bringing Mindfulness in Schools to Life*. We invited students from Firs Farm Primary School and Princes Risborough School—who had featured in the video—as well as our passionate youth ambassador, **Ethan from Tonbridge School**, to speak at the **Palace of Westminster**. This extraordinary opportunity allowed young people to share their personal experiences of mindfulness directly with MPs and peers at the highest level of influence in the country.

Their reflections were powerful and moving:

- **Sophia, Alrike, and Nicholas (Year 3)** shared how mindfulness helps them manage nerves, sleep better, and stay focused on the football pitch.
- **Jasmine and Leilah (Year 7)** spoke about using mindfulness to ease anxiety during the transition to secondary school and how it supports their learning.
- **Reggie and Ezra (Year 11)** described how mindfulness boosts their self-esteem and helps them cope with the pressures of exams.

As part of our exciting MiSP Speaker Series for 2024/25, we were thrilled to welcome Vic Goddard—CEO of Passmores Co-operative Learning Community, star of *Educating Essex*, and author of *The Best Job in the World*—to speak to our community.

Vic brought warmth, wisdom, and real-world experience to an engaging session on *compassionate leadership*—exploring what it means to lead with empathy, understanding, and humanity in today's educational landscape.

During his talk, Vic explored key questions such as:

- What does a truly compassionate whole-school culture look like in action?
- Where does this approach stem from—and who helps shape it?
- What structures and support systems do educators need to meet daily classroom challenges and truly support the young people in their care?

It was an inspiring and thought-provoking session that offered practical insights as well as deeper reflections on how we can all lead with heart and purpose in our schools.

As part of our commitment to continuous development, we expanded the **Pathways framework**, releasing **Step 3 resources** to help schools and youth-focused settings build a **sustainable, whole-school approach** to mindfulness.

The Pathways approach includes:

- **Skills Workshops**
- **Group Mentoring**
- **Mindfulness Retreats**

These elements offer ongoing CPD (Continuing Professional Development), deepening educators' understanding of mindfulness in educational environments while also supporting their personal growth and practice.

We are immensely grateful to our generous **funders**, and to our **dedicated staff and associates**, whose hard work and passion make it all possible. Thanks to them, we continue

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

to offer a rich mix of **expertise, resources, training, and support** to educators and young people.

Statement on public benefit
The trustees confirm that they have complied with the Charity Commission's general guidance on public benefit and aims of Mindfulness in Schools Project (MiSP) are for the greater good.

FINANCIAL REVIEW

The Statement of Financial Activities (SoFA) for the year shows an overall deficit of £169,196 (2024: surplus of £87,046) arising from total income of £186,786 (2024: £467,826). No amortisation or depreciation were charged in year (2024: £1,520).

Total income for the year to 31 August 2025 was 60% lower than the prior year (2024: 20% higher). 2025 included a £94k decrease increase in donations and legacies, in large part due to Esther Ghey's Peace in Mind fundraising activities with a particular focus on Warrington, UK. These were used to deliver targeted courses. There was additionally a £92k decrease in Trust and Foundation grant funding in year.

Total expenditure for the year to 31 August 2025 was 6% lower (2024: 29% higher) than the prior year at £355,982 (2023: £380,800) consisting of:

- No change in direct costs at £222,434 (2023: £222,284)
- a 15% decrease in support costs (salaries, computer running costs and advertising and marketing costs) at £88,054 (2023: £103,645). See notes 6 and 7 of the financial statements for further details of direct and support costs.

We received funding this year from The CHK Foundation, The Kristina Martin Foundation, Making a Difference Locally, Peace in Mind campaign, plus many individuals.

We would like to thank all our supporters.

Balance sheet
Net current assets decreased by £169,195 to £202,661 (2023: £371,857), reflecting the operational deficit. This included a decrease of restricted reserves of £67,116 to £72,720 (2024: £139,836). The restricted reserves relate to donations and grants which will be used for future course costs.

Reserves
As in previous years, the Trustees believe that in terms of good governance and to ensure the continuity of the organisation and the fulfilment of its charitable aims, it is necessary to maintain an adequate level of reserves. Reserves are needed to meet the working capital requirements of the charity and to enable the charity to continue its activities in the event of a significant drop in funding and/or unforeseen or emergency costs.

The Trustees have examined the charity's requirements for reserves considering the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be equivalent to between six and nine months of its annual expenditure.

Budgeted expenditure for 2025 - 26 is approximately £250,000 and therefore the target level of unrestricted reserves is £63,000 to £126,000.

Unrestricted reserves available to the charity at 31 August 2025 of £130,000 and is therefore in line with the target.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

The reserves policy is reviewed by the Trustees on at least an annual basis.

Going concerns statement
The trustees have reviewed the budgets for the 2025 - 26 financial year, including reserves and secured income and consider there to be sufficient funding secured to prepare these accounts on a going concern basis.

Principal risks and uncertainties
The trustees have a risk management strategy involving an annual review of the major risks to which the charity is exposed and the approval of systems and actions for managing and mitigating them. A risk register is produced, updated at least annually, and reviewed at Board meetings. The register sets out the key risks for the organisation including:

- An assessment of inherent risk exposure derived from the potential level of impact and the likelihood of occurrence.
- Existing measures in place to manage each risk.
- An assessment of residual risk exposure, once mitigating measures are taken into consideration; and
- Future actions that may be taken to reduce the residual risk further.

Key areas of risk that have been identified, along with mitigating actions, are as follows:

- Strategy and business model. An update of the progress made in this area is set out in the strategy planning section below.
- Fundraising. The sustainability pillar of the strategy crystallises the charity's drive towards a more diverse financial model including grant funding, donations/other fundraising, and international outreach alongside traditional UK teacher training income.
- Personnel. Resourcing is a key element of the charity's strategy to ensure a cost-effective team structure with increased capacity in fundraising, international and other priority areas. Appropriate succession planning is undertaken, including at Board/trustee level.
- Reputation. By ensuring the quality and relevance of the charity's key products and services, as well as being able to measure and communicate impact.

Strategy planning

The organisation's 2025 - 2027 strategy is built around four core goals to enhance impact, sustainability, leadership, and global reach in mindfulness education for children and young people (CYP).

1. Expanding Access to Mindfulness for CYP

- Deliver high-quality training via the Pathways model.
- Promote mindfulness in schools, families, media, and government.
- Improve user experience through a simplified website and streamlined application process.

2. Ensuring Organisational Sustainability

- Build partnerships to reinforce MiSP's role in the sector.
- Secure funding for core costs and accessibility.
- Align staffing with priorities and foster community engagement.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

- Long-term: Refresh branding, increase youth involvement, and grow passive income through digital resources.

3. Sector Leadership in Mindfulness Education

- Lead on key projects (e.g. Warrington training) and stay active in sector discussions and events.
- Keep curricula adaptable and evidence-based.
- Strengthen communications to support the community and reinforce MiSP's leadership.
- Long-term: Develop a 'Train the Trainer' model within the Pathways approach.

4. Strategic Global Reach

- Support and invite international participation in programmes.
- Deepen partnerships (e.g. Hong Kong, Japan, Netherlands, Taiwan).
- Represent MiSP at global conferences and improve translated offerings.
- Long-term: Explore presence in China, North America, and Asia.

This strategy aims to grow reach, relevance, and resilience—both nationally and internationally—while keeping CYP at the heart of its mission.

Equality, Diversity and Inclusion (EDI)

Over the past year, MiSP actively sought external funding from UK-based funders to offer subsidised training, particularly targeting schools with higher-than-average numbers of students eligible for free school meals, students with English as an Additional Language (EAL), and those with Special Educational Needs (SEN). While there was initial success in securing funding, as the year progressed, funders increasingly reported being overwhelmed by the high volume of strong applications from various charities. In response, and as part of MiSP's new strategic direction, efforts have begun to explore more proactive marketing approaches, including reaching international audiences with greater access to resources. This aims to both expand the organisation's impact and generate sustainable income.

Our charity takes a thoughtful and inclusive approach to social media and communications, ensuring that our messaging is accessible to everyone. We prioritise the use of clear, straightforward language that avoids jargon, so our content is easily understood by a wide and diverse audience. Visuals play a key role in how we communicate—whether through images, graphics, or videos—to support understanding and to reflect the diversity of the communities we serve. By combining simplicity in language with inclusive imagery, we aim to create communications where everyone feels seen, heard, and welcomed.

The organisation continued its efforts to collect EDI-specific data from course participants. The demographic profile of educators attending MiSP courses remained predominantly female, middle-aged, able-bodied, and white British—mirroring the broader teaching workforce in the UK. As previously identified in the 2022–23 reporting period, MiSP's Board committed to examining this demographic pattern further, particularly in relation to the organisation's compliance with its Governance Code. This review process led to three key actions:

1. Ensuring the design and functionality of any new website promotes inclusivity.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

2. Allocating resources to support a formal EDI review process upon the appointment of new trustees.
3. Reviewing and enhancing EDI-related practices in the upcoming recruitment of new Board members.

Looking Ahead: Expanding Impact and Deepening Engagement

As we move forward into 2025 - 26, we are excited to launch a range of new initiatives designed to broaden our reach, strengthen community connections, and enhance the flexibility and accessibility of our offerings.

We are actively exploring innovative ways to work with existing curricula at Key Stages 2-5, creating adaptable approaches that meet students where they are, both in terms of time and learning needs. Our goal is to make our Hub membership even more attractive by introducing a dynamic, volunteer-moderated online forum and shared resources area — a space to connect, collaborate, and grow together.

With a fundraising target of £50,000 in grant funding, we are investing in future growth and sustainability, while continuing to deepen our valued partnerships in Hong Kong, Japan, and the Netherlands — and actively inviting new international collaborations.

We are also planning to develop and launch a 3-session, self-guided introduction and, with funding, creating free, engaging resources for under 5s, children, young people, and their families or carers. Feature stories and volunteer spotlights will help bring our community's work to life in our communications.

Training is evolving too — we are exploring blended learning options and setting ambitious goals for Year 2 (2026 - 2027), including forming partnerships with at least three Academy Trusts or NGOs and expanding our international footprint to China, Taiwan, North America, and India.

In Year 2 we also focused on exceeding our Year 1 training targets by training over 228 teachers and piloting a new "Train the Trainer" cascade model supported by a licensing agreement. Through all this, we aim to increase our unrestricted income by 10%, ensuring a more resilient and impactful future.

STRUCTURE, GOVERNANCE AND MANAGEMENT

MiSP is a company limited by guarantee (registered number 07038233) governed by its Memorandum and Articles of Association dated 12 October 2009 (amended 26 August 2016). It has always operated as a not-for-profit organisation and gained formal charitable status (registered number 1168992) from the Charity Commission in England and Wales on 1 September 2016.

The Board of Trustees (also known as the Board of Directors) has adopted the Charity Commission Governance Code for small Charities. The Board continues to assess its compliance with the Code, part of its ongoing review and strengthening of governance.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives, and goals. Trustees serving during the 2024 - 2025 financial year are listed in the above Reference and Administrative details section.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

Key management personnel
In year the key management personnel were the CEO and Head of Curriculum and Training. In September following a period of transition Trustees appointed Faiy Rushton, as Executive Director replacing CEO Emily Slater who resigned in April 2025. Elinor Brown was appointed as Head of Operations. Average headcount in year was 4 (2024: 5). The day-to-day management of MiSP was delegated to the staff team.

Although MiSP has a registered address in Tonbridge, staff work from home and minimal resources are used for office and meeting costs.

THANKS
As ever, trustees are immensely grateful to our staff and ambassadors for their commitment and dedication. We would also like to thank our funders for their ongoing support of our work.

Statement of responsibilities of the trustees
The trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

Independent examiners

Affinia (Orpington) are appointed as independent examiners to the charitable company.

The trustees approved this report on 10 March 2026 and signed on their behalf by:

Signed by:
Maureen Macleod
317E38D3947B419...

Maureen MacLeod - Chair

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

Mindfulness in Schools Project (MiSP) – 07038233

Independent Examiners Report to the Trustees

For the Year Ended 31 August 2025

I report to the charity trustees on my examination of the accounts of the Mindfulness in Schools Project (MiSP) for the year ended 31 August 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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 material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006;
- or the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Signed by:
Louise Hallsworth
1149DFA95DDC40B...

Louise Hallsworth FCA (Senior Statutory Auditor)
Chartered Accountants
Affinia (Orpington)
Lynwood House
Crofton Road
Orpington
BR6 8QE
Dated: 17 March 2026

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2025

	Note	General Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Donations and legacies	**3**	20,142	11,620	31,762	218,315
Charitable activities	**4**	151,987	-	151,987	245,107
Investments		3,037	-	3,037	4,404
Total income		175,166	11,620	186,786	467,826
Expenditure on:					
Charitable activities	**5**	231,749	78,736	310,485	325,929
Raising Funds	**8**	45,497	-	45,497	54,851
Total expenditure		277,246	78,736	355,982	380,780
Net income and net movement in funds		(102,080)	(67,116)	(169,196)	87,046
Reconciliation of funds:					
Total funds brought forward		232,021	139,836	371,857	284,811
Total funds carried forward	**14**	129,941	72,720	202,661	371,857

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

MINDFULNESS IN SCHOOLS PROJECT

BALANCE SHEET
AT 31 AUGUST 2025

	Note	£	2025 £	£	2024 £
Fixed assets					
Intangible assets	10		-		-
			-		-
Current assets					
Debtors	12	37,802		45,871	
Cash at bank and in hand		188,481		380,315	
		226,283		426,186	
Creditors: amounts falling due within one year	13	(23,621)		(54,329)	
Net current assets			202,661		371,857
Total net assets			202,661		371,857
Charity funds	14				
General Funds			129,941		232,021
Restricted Funds			72,720		139,836
Total funds			202,661		371,857

For the financial year ended 31 August 2025 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 10th March 2026 and were signed on its behalf by:

Signed by:
Maureen Macleod
317E38D3947B419...

Maureen Macleod
Chair of the Board of Trustees

Charity registration number: 1168992
Company registration number: 07038233

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	2025 £	2024 £
Cash flows from operating activities:			
Net cash provided by operating activities	**A**	(194,872)	37,307
Cash flows from investing activities:			
Investment income		3,037	4,404
Change in cash in the period		(191,834)	41,711
Cash at the beginning of the period		380,315	338,604
Cash at the end of the period		188,481	380,315

A. Net cash provided by operating activities

	2025 £	2024 £
Net (expenditure) / income per statement of financial activities	(169,196)	87,046
Depreciation and amortisation	-	1,520
Investment income	(3,037)	(4,404)
(Increase)/ decrease in debtors	8,069	(3,112)
(Decrease)/ increase in creditors	(30,708)	(43,743)
Net cash provided by operating activities	(194,872)	37,307

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

1 Status

Mindfulness in Schools Project is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is Bank House, Bank Street, Tonbridge, Kent, TN9 1BL.

2 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2.1 Basis of preparation

The financial statements have been prepared in accordance with "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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mindfulness in Schools Project meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

2.2 Income

Income is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured reliably.

For donations this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant
For training courses, consultancy and speaking engagements, income is recognised when the relevant course or engagement takes place.

The Hub income represents a membership period spanning one year; however the principal benefit of the membership relates to access to resources which is provided when the income is received. Therefore, the income is recognised at the point of provision of the benefit i.e. on receipt.

2.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Direct costs are allocated to the activity to which they relate. Staff costs are allocated based on an estimate of staff time spent on each activity.

Support costs are those costs relating to functions which assist the work of the charity but do not directly relate to its activities. Support costs have been allocated to activities based on the proportion of direct costs incurred.

Governance costs are those costs incurred in connection with the administration of the trust and compliance with constitutional and statutory requirements.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

2.4 Fund accounting

General funds can be used for the charitable objectives at the discretion of the trustees. Designated funds have been set aside from general funds by resolution of the trustees, for a specific purpose. Restricted funds comprise monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

2.5 Financial instruments

The charity's financial instruments all qualify as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.

2.6 Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Website	33% straight line
Software CRM System	33% straight line

2.7 Tangible fixed assets

Assets costing less than £1,500 are not capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Computer equipment	33% straight line
Office equipment	33% straight line

2.8 Cash at bank and in hand

Cash at bank and in hand comprises cash and short-term highly liquid investments with a maturity of three months or less from the date of opening the deposit or similar account.

2.9 Taxation

The charity has previously received confirmation from HMRC that its supplies of training and Hub membership met the conditions of an exempt supply of education provided by an eligible body. The charity is exempt from corporation tax on its charitable activities.

2.10 Pension costs

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

3 Income from donations legacies and grants

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Ardonagh Community Trust	-	-	-	5,000
Bukhman Family Foundation	-	-	-	20,000
CHK Foundation	-	5,570	5,570	30,321
Garfield Weston	-	-	-	20,000
J P Jacobs Charitable Trust	-	-	-	4,000
Joyce Green Association	-	-	-	2,400
Kristina Martin Foundation	9,000	-	9,000	-
Making A Difference Locally	-	4,770	4,770	-
Peace in Mind Campaign in memory of Brianna Ghey	-	1,280	1,280	86,446
Reta Lila Howard Trust	-	-	-	25,000
Towergate Insurance	-	-	-	5,000
Other private donations	10,536	-	10,536	9,765
Gift Aid	606	-	606	10,383
	20,142	11,620	31,762	218,315

Restricted donations of £180,607 were received in 2024

4 Income from charitable activities

	Total Funds 2025 £	Total Funds 2024 £
Mindfulness training programmes:		
.b	39,926	76,884
Paws b	38,153	61,217
.begin	14,352	19,467
dots	8,180	24,790
.breathe	9,285	7,582
.b Foundations	13,633	21,077
The Present	3,100	620
Hub	25,023	32,590
Workshops	-	-
Other	335	110
Consultancy and speaking	-	770
	151,987	245,107

There was no income attributable to restricted charitable activities in 2024

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025

5 Expenditure on charitable activities

	Direct costs 2025 £	Support costs 2025 £	Total Funds 2025 £	Total Funds 2024 £
Mindfulness training programmes:				
.b	55,165	22,843	78,008	91,852
Paws b	50,509	21,825	72,334	68,191
.begin	30,840	8,210	39,050	34,881
dots	10,068	4,679	14,747	24,622
.breathe	9,619	5,312	14,931	7,987
.b Foundations	17,853	7,799	25,652	25,155
The Present	4,508	2,407	6,915	1,915
Hub	43,869	14,315	58,184	69,268
Workshops	-	-	-	275
Conference expenses	-	664	664	1,714
Consultancy and speaking	-	-	-	69
	222,431	88,054	310,485	325,929
	Note 6	*Note 7*		

There was no expenditure attributable to restricted charitable activities in 2024

6 Direct costs

		2025 £	2024 £
Staff costs	*Note 9*	148,817	146,654
Trainer fees		34,147	44,005
Printing, stationery and materials		-	84
Curricula development costs		-	1,432
Travel costs		1,527	3,908
Consultancy		31,241	19,563
Professional fees		1,207	2,078
Other direct costs		5,492	4,560
		222,431	222,284

7 Support costs

		2025 £	2024 £
Staff costs	*Note 9*	36,602	43,761
Other office costs		1,963	4,940
Advertising and marketing		492	4,905
Computer running costs		9,938	5,246
Insurance		3,758	4,259
Consultancy fees		25,678	15,091
Amortisation		-	1,519
Bank and PayPal charges		1,096	1,360
Professional fees		4,542	12,648
Travel, accommodation and subsistence		711	1,724
Governance costs:			
Independent examination fee		2,640	2,517
Legal fees		634	887
Board development		-	4,788
		88,054	103,645

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

8 Raising Funds

		2025	2024
		£	£
Staff costs	*Note 9*	34,542	32,250
Consultancy		7,361	11,258
Professional fees		1,080	7,809
Fundraising fees		1,981	2,468
Other office costs		179	206
Travel, accommodation and subsistence		354	860
		45,497	54,851

9 Staff costs

	2025	2024
	£	£
Gross salaries	199,640	197,150
Employer's National Insurance	11,203	15,823
Employer's pension contributions	9,118	9,692
	219,961	222,665

The average number of employees on a headcount basis was 4 (2024: 5)

The number of employees whose employee benefits (excluding employer pension contributions) exceeded £60,000 was:

	2025	2024
£60,000 to £70,000	1	Nil

Staff restructuring costs comprise:

	2025	2024
	£	£
Serverance / Termination payments	15,941	-
Other restructuring costs	14,791	-
	30,732	-

Staff restructuring costs of £30,732 relate to contractual payments.

10 Intangible fixed assets

	Website & CRM System
	£
Cost	
At 1 September 2024	109,753
At 31 August 2025	109,753
Amortisation	
At 1 September 2024	109,753
At 31 August 2025	109,753
Net book value	
At 31 August 2025	-
At 31 August 2024	-

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

12 Debtors

	2025	2024
	£	£
Trade debtors	35,274	43,812
Prepayments	2,528	2,059
	37,802	45,871

13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Deferred income	13,060	26,983
Taxation and social security	2,235	5,481
Pension liability	926	-
Trade creditors	1,761	12,986
Accruals	5,639	8,879
	23,621	54,329
Deferred income in respect of training course fees:		
Brought forward	19,439	62,734
Released in the year	(16,562)	(62,012)
Deferred in the year	10,183	18,717
Carried forward	13,060	19,439
Deferred income in respect of grants received:		
Brought forward	7,544	12,865
Released in the year	(7,544)	(12,865)
Deferred in the year	-	7,544
Carried forward	-	7,544

14 Analysis of movement between funds

	Brought forward balance at 1 September 2024	Income	Expenditure	Transfers	Carried forward balance at 31 August 2025
	£	£	£	£	£
Unrestricted funds:					
General funds	232,021	175,166	(277,246)	-	129,941
Restricted funds:					
Donations	90,827	1,280	(22,920)	-	69,187
CHK Foundation	-	5,570	(5,570)	-	-
MADL		4,770	(4,770)	-	-
Garfield Weston	20,000	-	(20,000)	-	-
Louis Stern Trust	4,773	-	(1,240)	-	3,533
Reta Lila Howard Trust	19,586	-	(19,586)	-	-
Towergate	4,650	-	(4,650)	-	-
	139,836	11,620	(78,736)	-	72,720
	371,857	186,786	(355,982)	-	202,661

Docusign Envelope ID: 69396512-6E00-4D3F-9905-9CEDD9ABBB7A

14 Analysis of movement between funds (continued)

	Brought forward balance at 1 September 2023	Income	Expenditure	Transfers	Carried forward balance at 31 August 2024
	£	£	£	£	£
Unrestricted funds:					
General funds	227,174	287,219	(282,372)	-	232,021
Restricted funds:					
Donations	26,387	100,286	(35,846)	-	90,827
CHK Foundation	-	30,321	(30,321)	-	-
Garfield Weston	-	20,000	-	-	20,000
Louis Stern Trust	10,000	-	(5,227)	-	4,773
Reta Lila Howard Trust	21,250	25,000	(26,664)	-	19,586
Towergate	-	5,000	(350)	-	4,650
	57,637	180,607	(98,408)	-	139,836
	284,811	467,826	(380,780)	-	371,857

The CHK Foundation, Louis Sterne Trust and Towergate's support and donations are to subsidise teacher training. Reta Lila Howard Trust and Garfield Weston supported external communications with schools, and fundraising support.

15 Analysis of net assets between funds

	General Funds	Restricted Funds	Total Funds 2024
	£	£	£
Current Assets	153,563	72,720	226,283
Current Liabilities	(23,621)	-	(23,621)
Net assets at 31 August 2024	**129,941**	**72,720**	**202,661**

Prior year comparison:

	General Funds	Restricted Funds	Total Funds 2024
	£	£	£
Current Assets	271,069	155,117	426,186
Current Liabilities	(39,047)	(15,282)	(54,329)
Net assets at 31 August 2024	**232,022**	**139,835**	**371,857**

16 Key management personnel

The Chief Executive Officer and the Head of Curricular and Training were considered to be the charity's key management personnel. During the year, employment benefits, employer's pension contributions and employer's national insurance totalling £135,354 (2024: £120,760) were paid in respect of key management personnel. This included termination payments of £15,941 and other restructuring costs of £14,791 to one employee (2024: nil).

17 Related party transactions

Trustees serving at any point in the year (total 7) and key management personnel (total 2) received complimentary membership and access to the Hub. The aggregate value of these memberships was £553 for Trustees (2024: 10 at £750) and £158 for key management personnel (2024: 2 at £150). No donations were received from Trustees (2024: nil). In 2024 there were travel expenses of £230 paid to one trustee related to speaking events during the year (2024: £161 to one Trustee). No trustee was paid any remuneration in respect of their role as a trustee of the charity (2024: Nil).

MINDFULNESS IN SCHOOLS PROJECT

England & Wales - Charity number 1168992

Accounts

Charity number: 1168992
Company number: 07038233

Mindfulness in Schools Project

Report and Unaudited Financial Statements

31 August 2024

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Mindfulness in Schools Project

For The Year Ended 31 August 2024

Reference and Administrative Details	1
Report of the Trustees	2
Aims and Objectives	
Activities and Achievements	
Plans for the Future	
Financial Review	
Structure, Governance and Management	
Statement of Responsibilities of Trustees	
Independent Examiner's Report	11
Statement of Financial Activities	12
Balance Sheet	13
Statement of Cash Flows	14
Notes to the Financial Statements	15 - 25

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Mindfulness in Schools Project (MiSP)

Reference and administrative details

For the Year Ended 31 August 2024

Company Number	07038233
Charity Number	1168992
Registered Office	Bank House Bank Street Tonbridge Kent TN9 1BL
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: David Bleakney Richard Burnett (Chair) Natalie Dunn Alan Lee (resigned 1 March 2024) Maureen MacLeod (Vice Chair) Secil Muderrisoglu Jason Steele Caroline Wilson (resigned 29 April 2024)
Chief Executive Officer	Emily Slater
Bankers	HSBC 100 High Street Tonbridge TN9 1AN
Independent Examiner	Baxter and Co Lynwood House, Crofton Rd, Orpington BR6 8QE

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

The Trustees present their report along with the financial statements of the charity for the year ended 31 August 2024.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended practice – Accounting and Reporting by Charities (effective from January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

In our Memorandum of Association, our objects are listed as:

- To advance the education of the public, in particular but not exclusively, young people, by promoting and encouraging the teaching, study, practice and research of mindfulness, primarily but not exclusively in educational settings.

Mindfulness in Schools Project (MiSP) aims to give every child – and those who care or work with them – an introduction to mindfulness and its lifelong benefits, helping them to manage difficulty and flourish. We do this by:

- Developing age-specific mindfulness education curricula, digital resources and pathways to wider school improvement
- Training educators and other adults working with children and young people in the concept and practice of mindfulness; delivery of our curricula; pathways to improving wider school culture and ways to sustain this
- Building and supporting a network of trained teachers' mindfulness practice and their teaching of mindfulness education curricula to children and young people
- Facilitating and learning from ongoing research into the effects of mindfulness on CYP and those who work and care for them.

MiSP is built on three interlocking areas of work: support of frontline (mindfulness) educators in schools and other educational settings; awareness raising of mindfulness and its relevance including in policy and influencing; engagement with our educational community, teachers, children and young people, at the heart of everything we do.

Training delivery

Through the work of our staff team and associate trainers we offer training and practical support to teachers and other educators, including parents, both in their own mindfulness practice and to be able to introduce mindfulness in their school settings. We offer this service to educators wherever they are in the world. We work in a variety of ways that include:

- Training adults in our introductory course ('.begin') to gain understanding of mindfulness and develop their own practice

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

- Training educators in teaching age specific curricula ('dots', 'Paws b' and '.b') to introduce children and young people to mindfulness in fun, safe ways
- School Mindfulness Lead training to train other adults in a school setting in our introductory course
- The introductory and Train to Teach age specific curricula are taught generally in English and online; however, via our partner organisations in Hong Kong, Japan and the Netherlands the curricula have been translated and now taught in local languages

Raising awareness of mindfulness and its relevance, including in policy and influencing

For many the word 'mindfulness' gives rise to misconceptions, particularly if they have not experienced it. Much of our work includes creating ways to explain mindfulness and its relevance in ways that are accessible to diverse audiences.

The unique insights we gain from delivering mindfulness training and support to educators in schools and equivalent settings, alongside the lived experience of those in our education (Hub) community and the children and young people they serve, shapes our ability to give a voice to this work, including in policy and influencing opportunities. We are the go-to place for journalists, politicians and others seeking to understand mindfulness in an educational context *from an on-the-ground perspective.*

Engagement

Educators who have completed our training can often feel passionate about mindfulness but isolated in their school setting. We also know that committing to a regular mindfulness practice can be made easier through ongoing support and being part of a community who are similarly engaged.

Teachers and other educators who train to Teach our introductory course to children and young people are invited to become members of our online Hub community. This gives ongoing access to our teaching materials as well as free access to our support and other events. Members of the public with an interest in this area are also able to access events, usually with a charge. Children and young people's experiences and those of their teachers are collated post training as well as via speaking and other opportunities.

Our Hub community comprises over two thousand MiSP trained educators, and our Youth Ambassador programme a dozen children. Our general mailing list is now over 10,000.

ACHIEVEMENTS AND PERFORMANCE

Significant activities

We continued to deliver frontline support and training to (mindfulness) educators who in turn support children and young people from ages 3 – 18. This was via our introductory course ('.begin'); our Train to Teach courses (for our 'dots', 'Paws b' and '.b' curricula), as well as our School Mindfulness Lead (SML) course to help leaders establish mindfulness in their educational settings in a sustainable way. Our world leading courses and curricula, designed by teachers for teachers, were in the main delivered online and in English. Via our local partners, we also delivered training in languages other than English in Hong Kong, Japan and the Netherlands. We were also delighted to offer Present for Schools courses after forming an official collaboration with The Present CIC.

MiSP continued to finance courses through a combination of fees directly from individuals and schools, as well as increasingly securing grant and other income to subsidise places, particularly for schools in the UK with higher-than-average free school meals, pupils with English as an Additional Language and / or Special Educational Needs.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

"I believe children really respond to the science about the brain and it helps them to understand why they feel, think, react, respond in the way they do - I really believe in this curriculum and feel it should be statutory, with staff living and breathing it too as that's where you really see the difference." MiSP trained teacher

The training we offered:

From 1st April 2023 – 31 March 2024 we provided training to teach our curricula to 215 educators (plus additional training to others outlined below), to reach an envisaged and estimated 5,784 children and young people[1]:

- 135 took for our Introductory course, '.begin'
- 40 trained to teach our curriculum for 3-6 year olds, 'dots'.
- 62 trained to teach our curriculum for 7-11 year olds, 'Paws b'
- 33 trained to teach our curriculum for children 9-14 year olds, '.breathe'
- 80 trained to teach our curriculum for 11-18 year olds, '.b'
- 13 trained to be a School Mindfulness Lead (SML)
- 8 trained to teach '.b Foundations'

The impact of our work

Evaluation data collected this year from 48 feedback forms completed by educators, and 1,324 class impact forms completed on the basis of observing impact on children and young people showed that:

- 100% of teachers who responded said they would recommend .b, Paws b and .breathe curricula to colleagues
- 100% of teachers who responded felt that the .b curriculum supports their pupils with coping with difficulty, concentration and taking in the 'good stuff'.
- 100% of Paws b trained teachers who responded felt that mindfulness supports their pupils with coping with 'wobbles', sadness, worry and anger and with concentration, relationships, performance, and growing happiness
- 100% of those who Paws b teachers who responded reported that their mindfulness practice and teaching of Paws b supports their relationships with students, coping with professional demands and overall quality of life.
- 100% of .breathe teachers who responded reported that their mindfulness practice and teaching of .breathe supports their relationships with pupils, classroom management, relationships with colleagues, coping with professional demands and overall quality of life.
- 98% of .b teachers who responded reported that their mindfulness practice and teaching of .b supports their relationships with students and coping with professional demands.
- 98% of .b teachers who responded felt that .b supports their pupils with relationships and being kind.
- 95% of .b teachers who responded felt that .b supports their pupils with sleep and exams.

Awareness raising, including in policy and influencing

In addition to being invited to present at the Manchester Mindfulness Festival (October 2023), this year we worked closely with Esther Ghey, mindfulness practitioner and mother of

[1] Please note that given time points in the year and length of trainings, it is most accurate to detail the numbers of educators booked onto our courses during this year as some are still in the process of completing.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Brianna Ghey who was tragically murdered in Warrington in February 2023. Esther initially approached MiSP keen to fundraise to ensure a fitting legacy for Brianna; her 'Peace in Mind' campaign went on to raise sufficient funding for every school in Warrington, Brianna's hometown, to train at least one teacher in mindfulness.

In the political sphere, Esther Ghey's MP, Charlotte Nichols, successfully secured a 'Westminster Hall debate' on mindfulness in schools on 7th February 2024. This raised the profile in parliament, leading to MiSP accompanying Esther at meetings about costings for a potential national roll out with then leaders of the opposition, Kier Starmer and Angela Rayner, as well as the then Prime Minister, Rishi Sunak.

Esther's media profile grew dramatically, as did the opportunities to raise awareness about mindfulness and its benefits for schools. MiSP was mentioned and even featured in a range of UK broadsheets. BBC Breakfast included film of our 'dots' curriculum (for 3–6-year-olds) in a Liverpool primary school, as well as several interviews with Esther and MiSP.

Our increased profile during this period also coincided with an invitation from the International Mindfulness conference in Bangor to convene a high-profile post-conference day on mindfulness and young people (August 2024). MiSP created and launched at this event a new short film *'Bringing Mindfulness in Schools to Life'.*

The above developments required considerable coordination and nimble resourcing. Towards the end of the year, we were honoured when Esther Ghey agreed to take on an official ambassadorial role for the charity.

Engagement and support

The number of trained educators within our 'Hub community' was 2,238 with the following engagement and support offered:

- newsletters and other mailshots
- online speaker events
- group mentoring
- skills workshops
- mindfulness retreats.

We were pleased to able to find resources to initially scope and then employ a freelance Youth Voice Coordinator, herself a Youth Ambassador, Emily Brierley. This helped to lay important foundations for a strengthened youth voice within the organisation.

We also welcomed a new Youth Ambassador, Ethan:

'I aspire to help make mindfulness more accessible to young people regardless of their background or prior experiences. I believe that as MiSP Ambassador, I can voice the benefits mindfulness has had on my life, and hopefully encourage more young people to give it a go themselves.'

We further developed our 'Pathways framework', albeit at a slower rate than envisaged given the unplanned activity with Esther Ghey and subsequent work; also, the positive development of forming a collaboration with the Present CIC and subsequent development time required to incorporate the Present for Schools curriculum into the framework. The Pathways framework supports individuals in their own development of mindfulness practice and educational/youth-related settings. It helps them to introduce mindfulness as part of a wider approach to organisational wellbeing in a well-designed and sustainable way.

We are immensely grateful to our funders for their generosity; and to our wonderful staff and associates who enable Mindfulness in Schools Project (MiSP) to develop and thrive.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Statement on public benefit
The trustees confirm that they have complied with the Charity Commission's general guidance on public benefit and aims of Mindfulness in Schools Project (MiSP) are for the greater good.

FINANCIAL REVIEW

The Statement of Financial Activities (SoFA) for the year shows an overall surplus of £87,047 (2023: surplus of £72,944) arising from total income of £467,826 (2023: £367,785) and after charging amortisation and depreciation of £1,519 (2023: £2,409).

Total income for the year to 31 August 2024 was 27% higher than the prior year (2023: 20% lower), primarily due to a £129,088 increase in donations and legacies, in large part due to Esther Ghey's Peace in Mind fundraising activities with a particular focus on Warrington, UK. These were used to deliver targeted courses.

Total expenditure for the year to 31 August 2024 was 29% higher (2023: 6% lower) than the prior year at £380,799 (2023: £294,841) consisting of:

- a 23% increase in direct costs at £222,284 due to the increase in delivery of courses (2023: £171,961)
- a 13% increase in support costs (salaries, computer running costs and advertising and marketing costs) at £103,645 (2023: £90,500). See notes 6 and 7 of the financial statements for further details of direct and support costs.

We received funding this year from CHK Foundation, Towergate, Reta Lila Howard Foundation, Peace in Mind campaign, Garfield Weston Foundation, Bukhman Family Foundation, Louis Sterne Trust, Joyce Green Association and JP Jacobs Charitable Trust plus many individuals.

We would like to thank all of our supporters.

Balance sheet
Net current assets increased by £87,046 to £371,857 (2023: £283,292). Total reserves increased to £371,857 in the year (2023: £284,811), reflecting the operational surplus. This included an increase of restricted reserves of £102,199 to £159,836 (2023: 57,637). The restricted reserves relate to donations and grants which will be used for future course costs, communications and marketing spend, and fundraising support, along with the organisational costs to deliver these items.

Reserves
As in previous years, the Trustees believe that in terms of good governance and to ensure the continuity of the organisation and the fulfilment of its charitable aims, it is necessary to maintain an adequate level of reserves. Reserves are needed to meet the working capital requirements of the charity and to enable the charity to continue its activities in the event of a significant drop in funding and/or unforeseen or emergency costs.

The Trustees have examined the charity's requirements for reserves considering the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be equivalent to between six and nine months of its annual expenditure.

Budgeted expenditure for 2024-25 is approximately £450,000 and therefore the target level of unrestricted reserves is £225,000 to £338,000.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Unrestricted reserves available to the charity at 31 August 2024 of £232,000 are at the lower end of this target range, however approximately £100,000 of restricted funding should become available towards budgeted expenditure through future course delivery.

The reserves policy is reviewed by the Trustees on at least an annual basis.

Going concerns statement
The trustees have reviewed the budgets for the 2024/25 financial year, including reserves and secured income and consider there to be sufficient funding secured to prepare these accounts on a going concern basis.

Principal risks and uncertainties
The trustees have a risk management strategy involving an annual review of the major risks to which the charity is exposed and the approval of systems and actions for managing and mitigating them. A risk register is produced, updated at least annually and reviewed at Board meetings. The register sets out the key risks for the organisation including:

- An assessment of inherent risk exposure derived from the potential level of impact and the likelihood of occurrence.
- Existing measures in place to manage each risk.
- An assessment of residual risk exposure, once mitigating measures are taken into consideration; and
- Future actions that may be taken to reduce the residual risk further.

Key areas of risk that have been identified, along with mitigating actions, are as follows:

- Strategy and business model. An update of the progress made in this area is set out in the strategy planning section below.
- Fundraising. The sustainability pillar of the strategy crystallises the charity's drive towards a more diverse financial model including grant funding, donations/other fundraising, and international outreach alongside traditional UK teacher training income.
- Personnel. Resourcing is a key element of the charity's strategy to ensure a cost-effective team structure with increased capacity in fundraising, international and other priority areas. Appropriate succession planning is undertaken, including at Board/trustee level.
- Reputation. By ensuring the quality and relevance of the charity's key products and services, as well as being able to measure and communicate impact.

Strategy planning
Given the uncertainties in funding and school budgets, MiSP continued to work to a set of annual priorities (a decision initially taken following a Sustainability Review in 2021-22). This year, however, the 'Consolidation' priorities (2022 -23) became 'Foundational', i.e. intended to build the foundations for a strategy in 2024-25 that can look beyond 12 months. These 'Foundational' priorities focused on income diversification; ways to showcase the charity's end beneficiaries effectively; and the benefits of mindfulness and mindfulness-based well-being in public relations and communications work.

As a result of work achieved, the decision was taken during the year to develop a 2 Year strategy, September 2024 – August 26 with four main pillars: Accessibility (to evidence-based mindfulness for children and young people); Sustainability (of the work); Sharing (MiSP's expertise), and Inclusion (wherever participants are based in the world).

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Equality, Diversity and Inclusion (EDI)
During this year, MiSP worked hard to attract external funding from UK funders for training at subsidised rates, especially for UK schools with higher-than-average free school meals, pupils with English as an Additional Language and / or Special Educational Needs. MiSP had initial success but as the year progressed, funders expressed a sense of overwhelm in the number of charities submitting (strong) applications. As part of the new strategy, the decision was taken to explore proactive ways to market training to those that have resources including internationally, thus both expanding the reach of our work and providing much needed income.

MiSP updated its introductory video material, *'Bringing Mindfulness in Schools to Life',* with more representation reflective of the diversity of children and young people and their educators in terms of school type, socioeconomics, gender and ethnicity. To aid accessibility, this video was also subtitled. Looking ahead, subject to funding, we aim to capture footage with our international partners, as well as more diverse children and young people.

We continued to collect EDI specific data from our community, particularly those attending our courses. The typical demographic of teachers enrolling on our courses continued to be predominantly female, middle aged, able-bodied, white British. Whilst this is also the predominant demographic of UK teachers, MiSP's Board, as reported in 2022-23, had an action to explore this further, including in conjunction with its Governance Code compliance. Three things emerged from this process: a) ensuring a new planned website feels and looks as inclusive as possible; b) resources sought at the point any new trustees are on board to facilitate an EDI review process for the organisation; c) EDI processes with regard trustee recruitment to be reviewed in upcoming call for new Board members.

Plans for the future
2024-25 looks set to be busy as MiSP continues its training, support, awareness raising and fundraising activities. We are also scoping and commissioning work to increase the accessibility of MiSP's offer via a new website and simplified course applications processes.

Work with Esther Ghey will include ensuring the successful implementation of the Peace in Mind funded teacher training in Warrington via a Theory of Change framework.

Our Pathways work will continue with the development of steps 3, 4 and 5. An integral part of this will be refreshing our Youth Ambassador programme and youth voice.

Whilst committed to maintaining quality, MiSP will continue to explore creative ways to reduce the cost barrier (for many) to access our training. In addition, we will provide explicit examples of training educators across the globe, celebrating existing partnerships in Hong Kong, Japan and the Netherlands, and working towards new international ones.

Given we have trustees coming to the end of their term, 2024-25 will involve recruitment of new Board members. Likewise, to have sufficient human resources for our new strategy, including managing relationships with funders and exploring international partnerships, a senior staff member and / or specific relevant consultancy support is likely to be sought.

STRUCTURE, GOVERNANCE AND MANAGEMENT

MiSP is a company limited by guarantee (registered number 07038233) governed by its Memorandum and Articles of Association dated 12 October 2009 (amended 26 August 2016). It has always operated as a not-for-profit organisation and gained formal charitable status (registered number 1168992) from the Charity Commission in England and Wales on 1 September 2016.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

The Board of Trustees (also known as the Board of Directors) has adopted the Charity Commission Governance Code for small Charities. The Board continues to assess its compliance with the Code, part of its ongoing review and strengthening of governance.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives, and goals. Trustees serving during the 2023-2024 financial year are listed in the above Reference and Administrative details section.

Key management personnel

Day to day management of MiSP is delegated to the CEO, Emily Slater, and team of staff of 5 (2023: 5). Although MiSP has a registered address in Tonbridge, staff work mainly from home and minimal resources are used for office and meeting costs.

THANKS

As ever, trustees are immensely grateful to our staff and ambassadors for their commitment and dedication. We would also like to thank our funders for their ongoing support of our work.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

Independent examiners

Baxters were appointed as independent examiners to the charitable company during the year following a review by trustees of independent examiners.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

This report was approved by the trustees on 11th March 2025 and signed on their behalf by:

Richard Burnett - Chair

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Mindfulness in Schools Project – Company number 07038233

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the charity trustees on my examination of the accounts of the Mindfulness in Schools Project (MiSP) for the year ended 31 August 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Institute of Chartered Accountants in England & Wales (ICAEW). I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

L M Hallsworth

Louise Hallsworth FCA (Senior Statutory Auditor)
For and on Behalf of Baxter & Co
Chartered Accountants
Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Dated: 18 / 03 / 2025

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	General Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income from:					
Donations and legacies	**3**	37,708	180,607	218,315	89,225
Charitable activities	**4**	245,107	-	245,107	275,953
Investments		4,404	-	4,404	2,606
Total income		287,219	180,607	467,826	367,785
Expenditure on:					
Charitable activities	**5**	227,521	98,408	325,929	262,461
Raising Funds	**8**	54,851	-	54,851	32,379
Total expenditure		282,372	98,408	380,780	294,841
Net income and net movement in funds		4,847	82,199	87,046	72,944
Reconciliation of funds:					
Total funds brought forward		227,174	57,637	284,811	211,867
Total funds carried forward	**14**	232,021	139,836	371,857	284,811

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

MINDFULNESS IN SCHOOLS PROJECT

BALANCE SHEET
AT 31 AUGUST 2024

	Note	£	2024 £	£	2023 £
Fixed assets					
Intangible assets	**10**		-		1,519
			-		1,519
Current assets					
Debtors	**12**	45,871		42,759	
Cash at bank and in hand		380,315		338,604	
		426,186		381,363	
Creditors: amounts falling due within one year	**13**	(54,329)		(98,070)	
Net current assets			371,857		283,292
Total net assets			371,857		284,811
Charity funds	**14**				
General Funds			232,021		227,174
Restricted Funds			139,836		57,637
Total funds			371,857		284,811

For the financial year ended 31 August 2024 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 19th March 2024 and were signed on its behalf by:

Richard Burnett
Chair of the Board of Trustees

Company registration number: 07038233

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities:			
Net cash provided by operating activities	**A**	37,307	57,118
Cash flows from investing activities:			
Investment income		4,404	2,606
Change in cash in the period		41,711	59,724
Cash at the beginning of the period		338,604	278,880
Cash at the end of the period		380,315	338,604

A. Net cash provided by operating activities

	2024 £	2023 £
Net (expenditure) / income per statement of financial activities	87,046	72,944
Depreciation and amortisation	1,520	2,409
Investment income	(4,404)	(2,606)
(Increase)/ decrease in debtors	(3,112)	(18,548)
(Decrease)/ increase in creditors	(43,743)	2,918
Net cash provided by operating activities	37,307	57,117

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1 Status

Mindfulness in Schools Project is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is Bank House, Bank Street, Tonbridge, Kent, TN9 1BL.

2 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2.1 Basis of preparation

The financial statements have been prepared in accordance with "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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mindfulness in Schools Project meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

2.2 Income

Income is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured reliably.

For donations this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant
For training courses, consultancy and speaking engagements, income is recognised when the relevant course or engagement takes place.

The Hub income represents a membership period spanning one year; however the principal benefit of the membership relates to access to resources which is provided when the income is received. Therefore, the income is recognised at the point of provision of the benefit i.e. on receipt.

2.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Direct costs are allocated to the activity to which they relate. Staff costs are allocated based on an estimate of staff time spent on each activity.

Support costs are those costs relating to functions which assist the work of the charity but do not directly relate to its activities. Support costs have been allocated to activities based on the proportion of direct costs incurred.

Governance costs are those costs incurred in connection with the administration of the trust and compliance with constitutional and statutory requirements.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

2.4 Fund accounting

General funds can be used for the charitable objectives at the discretion of the trustees. Designated funds have been set aside from general funds by resolution of the trustees, for a specific purpose. Restricted funds comprise monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

2.5 Financial instruments

The charity's financial instruments all qualify as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities. The charity has taken advantage of Section 34 of FRS 102 to recognise the interest free loan that it has received as a concessionary loan. As such, the charity initially recognises and measures the loan at the amount received, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest.

2.6 Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Website	33% straight line
Software CRM System	33% straight line

2.7 Tangible fixed assets

Assets costing less than £1,500 are not capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Computer equipment	33% straight line
Office equipment	33% straight line

2.8 Cash at bank and in hand

Cash at bank and in hand comprises cash and short-term highly liquid investments with a maturity of three months or less from the date of opening the deposit or similar account.

2.9 Taxation

The charity has previously received confirmation from HMRC that its supplies of training and Hub membership met the conditions of an exempt supply of education provided by an eligible body. The charity is exempt from corporation tax on its charitable activities.

2.10 Pension costs

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

3 Income from donations legacies and grants

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Reta Lila Howard Trust	-	25,000	25,000	25,000
Louis Sterne Trust	-	-	-	20,000
CHK Foundation	-	30,321	30,321	9,645
Towergate Insurance	-	5,000	5,000	1,500
Menka Sanghvi	-	-	-	1,500
Private donations in memory of Brianna Ghey	-	86,446	86,446	22,129
Bukhman Family Foundation	20,000	-	20,000	-
Garfield Weston	-	20,000	20,000	-
J P Jacobs Charitable Trust	4,000	-	4,000	-
Joyce Green Association	2,400	-	2,400	-
Ardonagh Community Trust	-	5,000	5,000	-
Other private donations	9,765	-	9,765	4,696
Gift Aid	1,543	8,840	10,383	4,755
	37,708	180,607	218,315	89,225

Restricted donations of £82,532 were received in 2023

4 Income from charitable activities

	Total Funds 2024 £	Total Funds 2023 £
Mindfulness training programmes:		
.b	76,884	95,233
Paws b	61,217	69,035
.begin	19,467	32,577
dots	24,790	20,951
.breathe	7,582	4,948
.b Foundations	21,077	15,104
The Present	620	-
Hub	32,590	37,180
Workshops	-	250
Other	110	113
Consultancy and speaking	770	562
	245,107	275,953

There was no income attributable to restricted charitable activities in 2023

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

5 Expenditure on charitable activities

	Direct costs 2024 £	Support costs 2024 £	Total Funds 2024 £	Total Funds 2023 £
Mindfulness training programmes:				
.b	60,041	31,811	91,852	76,733
Paws b	42,864	25,327	68,191	52,725
.begin	26,827	8,054	34,881	35,858
dots	14,366	10,256	24,622	18,382
.breathe	4,850	3,137	7,987	3,890
.b Foundations	16,435	8,720	25,155	16,590
The Present	772	1,143	1,915	
Hub	55,785	13,483	69,268	58,034
Workshops	275	-	275	75
Conference expenses	-	1,714	1,714	-
Other	-	-	-	175
Consultancy and speaking	69	-	69	-
	222,284	103,645	325,929	262,461
	Note 6	*Note 7*		

There was no expenditure attributable to restricted charitable activities in 2023

6 Direct costs

		2024 £	2023 £
Staff costs	*Note 9*	146,654	124,496
Trainer fees		44,005	34,883
Printing, stationery and materials		84	644
Curricula development costs		1,432	986
Travel costs		3,908	-
Consultancy		19,563	4,755
Professional fees		2,078	2,429
Other direct costs		4,560	3,769
		222,284	171,961

7 Support costs

		2024 £	2023 £
Staff costs	*Note 9*	43,761	48,921
Other office costs		4,940	5,115
Advertising and marketing		4,905	12,962
Computer running costs		5,246	3,245
Insurance		4,259	4,928
Consultancy fees		15,091	2,161
Amortisation		1,519	2,409
Bank and PayPal charges		1,360	1,586
Professional fees		12,648	-
Travel, accommodation and subsistence		1,724	2,040
Governance costs:			
Independent examination fee		2,517	2,355
Legal fees		887	4,779
Board development		4,788	-
		103,645	90,500

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

8 Raising Funds

		2024	2023
		£	£
Staff costs	*Note 9*	32,250	29,465
Consultancy		11,258	1,729
Professional fees		7,809	-
Charity event costs		-	153
Resources		-	179
Fundraising fees		2,468	853
Other office costs		206	-
Travel, accommodation and subsistence		860	-
		54,851	32,379

9 Staff costs

	2024	2023
	£	£
Gross salaries	197,150	180,423
Employer's National Insurance	15,823	13,775
Employer's pension contributions	9,692	8,685
	222,665	202,882

The average number of employees on a headcount basis was 5 (2023: 5)

The number of employees whose employee benefits (excluding employer pension contributions) exceeded £60,000 was:

	2024	2023
£60,000 to £70,000	Nil	Nil

10 Intangible fixed assets

	Website & CRM System
	£
Cost	
At 1 September 2023	109,753
At 31 August 2024	109,753
Amortisation	
At 1 September 2023	108,233
Charge for the year	1,520
At 31 August 2024	109,753
Net book value	
At 31 August 2024	**-**
At 31 August 2023	1,519

12 Debtors

	2024	2023
	£	£
Trade debtors	43,812	40,041
Prepayments	2,059	2,718
	45,871	42,759

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

13 Creditors: amounts falling due within one year	2024 £	2023 £
Deferred income	26,983	75,599
Taxation and social security	5,481	5,255
Trade creditors	12,986	6,478
Accruals	8,879	10,738
	54,329	98,070
Deferred income in respect of training course fees:		
Brought forward	62,734	42,396
Released in the year	(62,012)	(32,843)
Deferred in the year	18,717	53,181
Carried forward	19,439	62,734
Deferred income in respect of grants received:		
Brought forward	12,865	33,810
Released in the year	(12,865)	(20,945)
Deferred in the year	7,544	-
Carried forward	7,544	12,865

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

14 Analysis of movement between funds

	Brought forward balance at 1 September 2023	Income	Expenditure	Transfers	Carried forward balance at 31 August 2024
	£	£	£	£	£
Unrestricted funds:					
General funds	227,174	287,219	(282,372)	-	232,021
Restricted funds:					
Donations	26,387	100,286	(35,846)	-	90,827
CHK Foundation	-	30,321	(30,321)	-	-
Garfield Weston	-	20,000	-	-	20,000
Louis Stern Trust	10,000	-	(5,227)	-	4,773
Reta Lila Howard Trust	21,250	25,000	(26,664)	-	19,586
Towergate	-	5,000	(350)	-	4,650
	57,637	180,607	(98,408)	-	139,836
	284,811	467,826	(380,780)	-	371,857

	Brought forward balance at 1 September 2022	Income	Expenditure	Transfers	Carried forward balance at 31 August 2023
	£	£	£	£	£
Unrestricted funds:					
General funds	211,868	287,219	(269,946)	-	227,174
Restricted funds:					
Donations	-	37,708	-	-	26,387
CHK Foundation	-	9,645	(9,645)	-	-
Reta Lila Howard Trust		25,000	(3,750)	-	21,250
Louis Stern Trust	-	20,000	(10,000)	-	10,000
Menka Sanghvi	-	1,500	(1,500)	-	
	-	82,532	(24,895)	-	57,637
	211,868	367,785	(294,841)	-	284,811

The CHK Foundation, Louis Sterne Trust and Towergate's support and donations are to subsidise teacher training. Reta Lila Howard Trust and Garfield Weston are supporting external communications with schools, and fundraising support. The In the prior year funding was received from the Bright Futures Trust for the last of a three year project supporting provision of our b. curriculum in alternative education settings.

15 Analysis of net assets between funds

	General Funds	Restricted Funds	Total Funds 2024
	£	£	£
Current Assets	271,069	155,117	426,186
Current Liabilities	(39,047)	(15,282)	(54,329)
Net assets at 31 August 2024	**232,022**	**139,835**	**371,857**

Prior year comparison:

	General	Restricted	Total

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

	Funds	Funds	Funds 2023
	£	£	£
Fixed assets	1,519	-	1,519
Current Assets	308,677	72,685	381,362
Current Liabilities	(83,022)	(15,048)	(98,070)
Net assets at 31 August 2024	**227,174**	**57,637**	**284,811**

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

16 Key management personnel

The Chief Executive Officer and the Heads of Curricular and Training were considered to be the charity's key management personnel. During the year, employment benefits, employer's pension contributions and employer's national insurance totalling £120,760 (2023: £110,443) were paid in respect of key management personnel.

16 Related party transactions

Trustees serving at any point in the year (total 10) and key management personnel (total 2) received complimentary membership and access to the Hub. The aggregate value of these memberships was £750 for Trustees (2023:10 at £750) and £150 for key management personnel (2023: 2 at £150). No donations were received from Trustees (2023: £263 from 2 Trustees). In 2024 there were travel expenses of £161 paid to one trustee related to speaking events during the year (2023: £62 to one Trustee). No trustee was paid any remuneration in respect of their role as a trustee of the charity (2023: Nil).

Doc ID: 74d59f70e19f8c3154bff1ecef38ff1c84a117d4

Dropbox Sign

Audit trail

Title	MiSP Annual Report 2023 - 2024
File name	Annual_report_2023_-_24.pdf
Document ID	74d59f70e19f8c3154bff1ecef38ff1c84a117d4
Audit trail date format	DD / MM / YYYY
Status	Signed

Document history

SENT	**17 / 03 / 2025** 19:05:29 UTC	Sent for signature to Richard Burnett (richard.burnett@mindfulnessinschools.org) and Louise Hallsworth (louise.hallsworth@baxter.co.uk) from amy@notebookandpen.co.uk IP: 90.250.149.128
VIEWED	**17 / 03 / 2025** 19:46:41 UTC	Viewed by Richard Burnett (richard.burnett@mindfulnessinschools.org) IP: 86.132.210.48
SIGNED	**17 / 03 / 2025** 19:47:01 UTC	Signed by Richard Burnett (richard.burnett@mindfulnessinschools.org) IP: 86.132.210.48
VIEWED	**18 / 03 / 2025** 09:52:30 UTC	Viewed by Louise Hallsworth (louise.hallsworth@baxter.co.uk) IP: 46.65.175.216

Dropbox Sign

Audit trail

Title	MiSP Annual Report 2023 - 2024
File name	Annual_report_2023_-_24.pdf
Document ID	74d59f70e19f8c3154bff1ecef38ff1c84a117d4
Audit trail date format	DD / MM / YYYY
Status	Signed

Document history

SIGNED	**18 / 03 / 2025** 09:57:52 UTC	Signed by Louise Hallsworth (louise.hallsworth@baxter.co.uk) IP: 46.65.175.216
COMPLETED	**18 / 03 / 2025** 09:57:52 UTC	The document has been completed.

MINDFULNESS IN SCHOOLS PROJECT

England & Wales - Charity number 1168992

Accounts

Charity number: 1168992
Company number: 07038233

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 AUGUST 2023

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

CONTENTS

Reference and administrative details	2
Chair's welcome	3
Trustees' report	4
Independent examiner's report	14
Statement of financial activities	15
Balance sheet	16
Statement of cash flows	17
Notes to the financial statements	18 - 25

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

REFERENCE AND ADMINISTRATIVE DETAILS

Incorporated	12 October 2009
Company Number	07038233
Charity Number	1168992
Trustees	Richard Burnett (Chair) Maureen MacLeod (Vice-Chair) Dr Alan Lee Caroline Wilson David Bleakney (Finance trustee) Jason Steele Mandy Ayres (resigned 31 January 2023) Natalie Dunn Secil Muderrisoglu
Chief Executive Officer	Emily Slater
Company Secretary	Caroline Wilson
Registered Office	Bank House Bank Street Tonbridge Kent TN9 1BL
Bankers	HSBC 100 High Street Tonbridge TN9 1AN
Independent Examiner	Louise Hallsworth, FCA Baxter and Co Chartered Certified Accountants Lynwood House Crofton Road Orpington Kent BR6 9QE

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

CHAIR'S WELCOME

People across the charity and education sectors have shared with us that they cannot recall a time when resources seemed so scarce. The cumulative impact of the Covid lockdown years, the cost-of-living crisis and potentially alarming environmental change appear to be taking their toll not only on children and young people but on their teachers and schools.

Amongst the growing body of evidence in support of mindfulness, large scale trials remind us that we cannot expect it to be a quick fix for challenges that our young people and schools face. Humility and perspective are important. Neither does mindfulness take away the need to acknowledge and address real issues impacting young lives – from social media and exam pressures to poverty and social justice questions. Yet whilst mindfulness is not a magic wand, we know just how transformative it can be in helping to support and ground us, and how helpful this can be precisely *for these times.*

The example of Esther Ghey has been an inspiration in this regard. On 11th February 2023, Esther's daughter, Brianna, was murdered by two 15-year-olds who became known during their trial as Girl X and Boy Y. Few of us can imagine what Brianna's mother must have endured, yet the courage and dignity of Esther's response has been remarkable. I am reminded of Viktor Frankl's "last of the human freedoms – to choose one's response in any given set of circumstances, to choose one's own way". That Esther established her Peace in Mind campaign amid such a tragedy, donating funds to MiSP, has strengthened our resolve to see others benefitting from the work that we do.

Many of us in the field are increasingly aware that such steely resolve also needs to be tempered by perhaps gentler conceptions of what can be achieved in the earlier stages of mindfulness training. The potential to transform lives is exciting, but this cannot begin if people still don't understand what mindfulness is. Refreshing how people perceive mindfulness could be an important step in widening access.

My thanks to my fellow trustees for all the time, expertise and experience you have voluntarily given MiSP over the past year. And my thanks also to our CEO, Emily Slater, and her executive team that have shown outstanding resolve and effectiveness in the quality and quantity of their output.

Richard Burnett

Chair of Trustees

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

TRUSTEES' REPORT

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 August 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The information on page 3 forms part of the Trustees' Report.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and when planning future activities.

OBJECTIVES AND ACTIVITIES

Overview

Mindfulness in Schools Project ("MiSP", "the Charity") is a UK charity for children, young people and those who care for or work with them.

Our mission:

- To give every child – and those who care for or work with them - the opportunity to learn mindfulness, helping them to manage difficulty and flourish.

Our charitable objects (as in our Memorandum and Articles):

- To advance the education of the public, in particular but not exclusively young people, by promoting and encouraging the teaching, study, practice and research of mindfulness, primarily but not exclusively in educational settings.

Our activities:

- Sustaining and developing specialist, age appropriate, skills-based mindfulness curricula, and digital resources, informed and produced *by teachers for teachers.*
- Introducing the concept and practice of mindfulness to educators and other adults working with children and young people (CYP), including training for those who wish to take it further to deliver the charity's curricula to CYP safely and skilfully.
- Creating, supporting, and sustaining a community of trained teachers to ensure maximum long-term take-up of regular personal practice, as well as the teaching of curricula and embodiment of mindful skills and approaches with CYP.
- Facilitating and learning from research into the effects of mindfulness on CYP and those who work and care for them.

Our beneficiaries:

MiSP's work has always had children and young people at its heart. Our curricula offer mindfulness curricula to CYP of almost every school age, from **dots** for 3 to 6 year-olds, though to **Paws b** for 7 to 11 year-olds and **.b** for 11 to 18 year-olds. Our materials are written from a strong understanding of how CYP learn and engage with mindfulness in the classroom differently at different stages.

MiSP primarily trains the adults in CYP's lives, especially teachers and other educational staff, so that CYP can learn about mindfulness from grown-ups who understand and model it.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

Research findings have highlighted how crucial it is for educators to have a strong understanding and practice of mindfulness if we want CYP to truly engage with and benefit from mindfulness.

ACHIEVEMENTS AND PERFORMANCE

The year 2022-2023 has seen a steady consolidation of MiSP and its offers, alongside ongoing adjustments to the cost of living and post Covid lockdowns pressures on schools and UK charities.

This year once again saw ongoing successful delivery of our introductory .begin course, as well as our various Teach mindfulness programmes with refreshed format options to fit with different work patterns and time zones; continued support practice sessions, workshops, newsletters, School Sits and retreats for our community of trained teachers; the launch of a new Mindful Schools Pathway Framework; mapping MiSP curricula to the PSHE (Personal, Social, Health and Economic) curriculum; and development of a new Speaker series to be launched in 2023-24.

This year also saw support of fundraising initiatives, including plans for a new 'Peace in Mind' campaign by the family of murdered school student, Brianna Ghey, together with the Warrington Guardian. The efforts of Brianna's family to fundraise for MiSP in her memory have been nothing short of inspiring, and MiSP continues to be both deeply honoured and humbled.

Internally, 2022-23 saw the charity adapt to its new reduced staffing structure following the Sustainability Review reported in the previous year. These changes enabled the team to consolidate and pivot to what appears to be a 'new normal' level of fewer course sign ups. Our strategic priorities this year have been a) continuing to offer high quality curricula and programmes, increasingly in formats and at times that can be accessed by diverse audiences; b) laying the ground to diversify income streams, including reaching new audiences and deepening messages / existing relationships via strengthened digital presence.

In summary, this year has seen MiSP:

- Successfully sustaining and delivering specialist, age appropriate, skills-based mindfulness training, and digital resources across the UK and beyond.
- Launching a new approach to mindfulness in schools, via the Mindful Schools Pathways Framework, building on our experience over the last 12+ years working in educational settings.
- Strengthening our digital presence via specific communications, including to support our trained teacher community.
- Mapping our curricula to the PSHE (Personal Social Health and Economic) curriculum in England and exploring the potential to do this for the Welsh curriculum.
- Continuing the benefit of providing supported places with free or reduced rates for our courses.

Our activities 2022-23

Sustaining and developing specialist, age appropriate, skills-based mindfulness curricula, and digital resources

A summary of our curricula:

- **Teach dots** for 3–6-year-olds (piloted 2020-21)
- **Teach Paws b** for 7–11-year-olds

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

- **breathe** for 9–14-year-olds
- **.b** for 11 to 18 year-olds

And for adults working with CYP:

- **.begin**
- **.b foundations**
- **School Mindfulness Lead**

MiSP's curricula (delivered via trained teachers) support CYP with an understanding of basic neuroscience and the nurturing of core mindfulness skills and approaches. With increasing concerns about child and adolescent mental health, as well as the caveats of the recent MYRIAD research which framed mindfulness as a potential clinical mental health intervention, being able to explain mindfulness and our curricula in a context of wellbeing and life-skills became increasingly important. In connection with the fundraising work of Brianna Ghey's family (in her memory), MiSP began articulating some of this connection as follows:

In MiSP's experience, mindfulness practice can create a space and potential to develop better self-awareness, enabling us to notice when we have unhelpful ways of relating to ourselves and our experiences. Learning mindfulness from a young age can help us make more supportive choices and improve the way we take care of ourselves across all life stages.

MiSP's curricula continued to be at the heart of training teachers and others caring for or working with children. Work that began in 2021-22 was finalised this year, with the launch of our:

- Schools Mindfulness Pathways Framework model – with individual steps to be rolled out also in 2023-24
- Personal, Social, Health and Economic (PSHE) Mapping (showing how PSHE and MiSP's mindfulness curricula interlink

Digital Resources

This year, we continued to promote our work and information on quality mindfulness via social media channels and published a range of new articles and blogs, targeting relevant content to both existing stakeholders and the wider education and mindfulness communities.

Likewise we continued to give a digital taster of MiSP's curricula to over 1000 people through sample lessons available on request via our website (over 800 requests for our curriculum '.b'; over 600 requested for 'Paws b' and over 400 for 'dots').

Introducing educational professionals (and other adults caring for or working with CYP) to the concept and practice of mindfulness

In addition to work raising awareness about mindfulness and MiSP's curricula on social media and other communication channels, MiSP held five information events with over 200 people booking, as well as just under 60 people requesting our recorded information webinar.

MiSP increased the profile of its messaging and capacity to reach new audiences by investing in a small amount of freelance communications support, which led to an increased take up of and open rates for MiSP's posts.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

In economically stretched times for many schools, MiSP was delighted to consolidate its course uptake, but would be keen to build on this during 23/24 with increased PR support.

However, feedback from individual schools suggests challenges to release teachers for training (i.e. in addition to any financial barriers), such was the level of pressure reported. At the time of writing, this means MiSP is considering whether, in addition to delivering training for the teachers, there could be other ways to support schools during 23/24 with mindfulness-based wellbeing initiatives.

Creating, supporting, and sustaining a community of trained teachers

Providing MiSP mindfulness curricula courses to train and teach education professionals has continued to form the core of our work in 2023. Our specialist trainers have trained 530 participants, with 49 courses in the UK.[1]

Courses continued to be delivered online (with the in-person exception of the School Mindfulness Lead training) receiving mean participant ratings of over 9 out of 10 for Teach Paws b, Teach .b, Teach dots, Teach .breathe and School Mindfulness Lead courses.

Following feedback from our Hub community in Wales, we also delivered our first '.begin' course in the Welsh language.

Facilitating and learning from research into the effects of mindfulness on CYP and those who work and care for them

During this year, MiSP continued to support any research initiatives of its partners, particularly in Hong Kong and Japan. Discussions also took place as to the best way to update and further highlight the evidence base on the website (planned for 2023-24).

International context

This year, we continued to attract international participants to our online public teacher training courses as well as to work with partner organisations in Japan and Hong Kong (the latter including courses in Taiwan). Courses run by our partners in these 3 locations trained a total of 118 'Teach .b' teachers and 108 Paws b teachers.

Overseas participants (119 for our Teacher training courses, and 49 for our introductory '.begin' course) on MiSP's online public teacher training courses during 22/23 came from 30 countries.

Feedback and learning on impact of training in the classroom

To understand whether our classroom curricula are meeting the needs in the classroom, we continued to offer teachers an online 'Class Impact' survey tool to gather feedback about and from their students. A total of 123 class impact presentations were requested and sent to teachers this year[2]. Of these, 102 were completed for an estimated reach of 2700 pupils.

[1] Please note that this report focuses on numbers reached during 2022-23, whereas the previous Annual report included cumulative numbers reached to that date. This makes comparisons between the years a little difficult. Suffice to say, as indicated above, the trend in the UK is for a decrease in course bookings.

[2] Since their inception, a total of 944 class impact surveys have been completed, with an estimated reach of around 25,500 pupils.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

For those teachers completing the survey, the data collated showed the curricula continue to be well-received both for students and teachers as illustrated by these example quotes:
'It helped so much with my anger issues and loss of sleep and so much other stuff', Primary school pupil;

'It was needed especially during certain periods which can cause stress or anxiety'; *'It really helped me concentrate and remain calm during exam periods',* Secondary school pupil;

"If I get anxious, when a worry just comes, I do a .b standing up, I just breathe and feel my feet I can do it anywhere. This stops the worry being so sharp and jagged', Secondary school pupil;

'I leave every [lesson] feeling invigorated and inspired and excited that this generation of children are being offered skills to help them navigate the ups and downs of life', Trained teacher

Creating, supporting, and sustaining a community of trained teachers

Hub Membership

During this year, we continued to invite adult graduates of our training programmes to join our 'Hub community' to provide ongoing support in their work with young people and their own mindfulness practice. Graduates of the 'Teach training' courses are offered 6 months free membership and then the option to take out an annual membership, paid by them. At the end of this year, there was a total of 2240 Hub members, of which 713 had an annual membership[3]. Retention rate between the years (i.e. of teachers choosing to renew or take out an annual subscription following their free membership) was at 54%[4].

Specific hub activities / support this year included:

- 19 Hub mindfulness practice groups
- 2 Teaching Skills Workshops
- 14 Group Mentoring (Teaching Surgeries) / facilitated space for teachers to ask questions / learn from an experienced trainer and other peers for a specific curriculum
- 5 Group Schools Sit Together practice sessions (open to non-Hub members too)
- 3 one day online Retreats
- 2 webinars (open also to non-Hub members): one following the MYRIAD project findings to support our community and one to share our new Mapping Our Curricula for PSHE resource.

Funding
In addition to courses paid for directly by schools and income generated from overseas partnerships, securing additional funds to provide subsidised places and increase our reach continued to be a key part of our work. New funding in this period included:

- Continuing to serve our community of trained teachers through our tiered system of Hub membership fees whereby members can opt to pay fees at either reduced, standard or benefactor rates in return for access to a range of materials and support.
- Commissioned group courses, for example with funding from Oxleas NHS Foundation Trust

[3] Compared to slightly higher membership, at the end of August 2022 with 2478 active Hub members, of which 972 had an annual membership.
[4] 52% in the previous year

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

- Grant funding from Reta Lila Howard Foundation
- Ongoing subsidised funding from previous year's grant from CHK Foundation
- Our ongoing partnership with Towergate Insurance
- Fundraising initiatives via Go Fund Me (by family and friends, in memory of Brianna Ghey, supported by the Warrington Guardian)
- Donations from individuals
- (Paid) ticket sales for events opened to non-Hub members
- Work overseas to enable MiSP to ensure diversification of income beyond the UK.

Supported Places

As a result of the funding raised above and the generous contributions of our partners and donors, MiSP is able to provide a range of bursaries and subsidised places as per its criteria[5].

During 22/23, supported places amounted to 35% of all course bookings, equating to £19,615 of financial support[6] with the majority (83%) awarded to mainstream Primary and Secondary Schools; 17% of the places were awarded to other settings such as Special Schools/ Alternative Education Provisions, Pupil Referral Units, Colleges, Children and Adolescent Mental Health Services (CAMHS), charities and the NHS.

In terms of numbers of participants, during this year, 113 of 117 (97%) supported places were allotted to state-maintained schools and qualified for a discount of 43% on average. We also supported 2 newly qualified teachers via our Early Career Teacher Support Fund which offers 50% supported places for teachers in the first years of their teaching career.

In addition to MiSP's own supported places programme, we were delighted to provide (via CHK Foundation funding) subsidised places for 35 people to train to teach Paws b or dots (23 of which also took our introductory .begin course as part of this funding).

FINANCIAL REVIEW

Statement of Financial Activities

The Statement of Financial Activities (SoFA) for the year shows an overall surplus of £72,944 (2022: deficit of £40,269) arising from total income of £367,785 (2022: £457,102) and after charging amortisation and depreciation of £2,409 (2022: £2,091).

Total income for the year to 31 August 2023 was 20% lower than the prior year (2022: 29% lower), primarily due to a 23% decrease (2021: 33% decrease) in course revenue at £237,848 due to lower demand (2022: £309,388).

Total expenditure for the year to 31 August 2023 was 41% lower (2022: 6% lower) than the prior year at £294,841 (2022: £497,054) consisting of:

- a 39% decrease in direct costs at £171,961 due to the decrease in delivery of courses (2022: £282,310)
- a 51% decrease in support costs (salaries, computer running costs and advertising and marketing costs) at £90,500 (2022: £185,188). High staff and consultancy costs

[5] Supported places are awarded to schools with higher-than-average free school meals/pupil premium, pupils with identified SEN needs, and pupils with English as an additional language. In addition, supported places for '. begin' are offered to all state-maintained schools. Support on Teach courses is at a discount of 25%, 50%, 75% or 100%, dependent upon qualifying criteria. The equivalent of 1 free supported place is offered on School Mindfulness Lead courses and a 13% discount is offered on 'Teach. breathe' courses for qualifying participants.

[6] compared to £30,771 the previous year and £36,305 in 2010-21.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

supported the review of organisational structures and processes which resulted in a small number of redundancies being made to ensure future sustainability in 2022. These costs were not repeated in 2023.

See notes 6 and 7 of the financial statements for further details of direct and support costs.

Balance sheet

Net current assets increased by £75,353 to £283,292 (2022: £207,938). Total reserves increased by £72,944 to £284,811 in the year (2022: £211,867), reflecting the operational surplus. This included an increase of restricted reserves of £57,637 (2022: Nil). The restricted reserves relate to donations and grants which will be used for future course costs, communications and marketing spend, and fundraising support, along with the organisational costs to deliver these items.

Reserves policy and going concern

The Trustees believe that in terms of good governance and to ensure the continuity of the organisation and the fulfilment of its charitable aims, it is necessary to maintain an adequate level of reserves. Reserves are needed to meet the working capital requirements of the charity and to enable the charity to continue its activities in the event of a significant drop in funding and/or unforeseen or emergency costs.

The Trustees have examined the charity's requirements for reserves considering the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the charity should be equivalent to between six and nine months of its annual expenditure.

Budgeted expenditure for 2023-24 is approximately £328,000 and therefore the target level of reserves is £164,000 to £246,000.

The unrestricted reserves available to the charity at 31 August 2023 of £227,000 are therefore at the upper end of this target range.

The reserves policy is reviewed by the Trustees on at least an annual basis.

STRUCTURE, GOVERNANCE AND MANAGEMENT

MiSP is a company limited by guarantee (registered number 07038233) governed by its Memorandum and Articles of Association dated 12 October 2009 (amended 26 August 2016). It has always operated as a not-for-profit organisation and gained formal charitable status (registered number 1168992) from the Charity Commission in England and Wales on 1 September 2016.

The Board of Trustees (also known as the Board of Directors) has adopted the Charity Commission Governance Code for small Charities. The Board continues to assess its compliance with the Code, part of its ongoing review and strengthening of governance. In year the Board approved a new Delegation of Authority to clearly lay out roles and responsibilities of Trustees and staff members.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives, and goals.

The Board appointed a new Independent Examiner following a retender process, based on how length of time passed from the last tender, and in line with best practice.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

The trustees serving during the 2022-2023 financial year are as follows:

Mandy Ayres	(Resigned 31 January 2023)
David Bleakney	(Finance trustee)
Richard Burnett	(Chair)
Natalie Dunn	
Alan Lee	
Maureen MacLeod	(Vice-Chair)
Secil Muderrisoglu	
Jason Steele	
Caroline Wilson	(Secretary)

Trustee selection process
The Charity is committed to ensuring it has a balanced and diverse Board, with members recommended for their skills and expertise. Renewals and the appointment of any additional Trustees are informed by the Statement of Skills and Competencies at the time and take into account annual discussions between the Chair and each Trustee.

Trustees are appointed for a three-year period, usually for a maximum of two terms, which is recognised best practice. At the end of the first term, Trustees are invited to stand down from post and can be nominated for re-election. Renewal for a third term is possible in limited circumstances as agreed by the Board to accord with its Statement of Skills and Competencies, with a maximum of nine years.

The Board will review its skills and competencies in early 2024 in the context of its forward planning, including for succession, taking account of its needs and balancing continuity with renewal.

All Trustees give their time freely and no Trustee remuneration was paid in the year.

Charity management
Day to day management of MiSP is delegated to the CEO, Emily Slater, and team of staff of 5 (2022: 12). Although MiSP has a registered address in Tonbridge, staff work mainly from home and minimal resources are used for office and meeting costs.

Arrangements for setting key management personnel remuneration
Salaries of senior MiSP staff are benchmarked against similar roles in the voluntary sector. They are reviewed annually. The salary of the CEO is discussed annually by the board.

Risk Management
Responsibility for risk management lies with trustees. The Charity has established a risk register that aims to set out the key risks for the organisation including:

- An assessment of inherent risk
- Existing measures in place to manage each risk
- An assessment of residual risk, once mitigating measures are taken into consideration;
- Future actions that may be taken to reduce the residual risk further.

The risk register is reviewed in full by the Board at least annually with “deep dives” also undertaken to explore selected risks in more detail. The major risks for MiSP have been identified as:

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

- Securing financial sustainability (via the business model developed within the strategy) including fundraising and diversification of income
- Maintaining reputation by ensuring the quality and relevance of the charity's key products and services and being able to measure and communicate impact
- Staff wellbeing and key person risks

Working closely with the Trustees, the CEO has focussed attention in these areas to ensure that appropriate risk management procedures are in place.

Strategy Planning
During this year, MiSP implemented its one year set of 'Consolidation Priorities' (Sept 2022 – Aug 23), following on from the Sustainability Review in 2021-22. These priorities focussed on ensuring sufficient funding from schools and other sources; high quality training linked to demand continues; Hub members likewise supported, consulted, and valued; MiSP's social media presence is strengthened; and ongoing fundraising and business plan established.

Given the picture facing UK schools and the income MiSP receives from them still not completely clear or stable, MiSP took the decision towards the end of this reporting period, to plan for another set of *annual* priorities, this time 'Foundational Priorities' (Sept 2023 – Aug 24), with a view to revisiting the potential for longer-term strategy planning during 2023-24.

The above 'Foundational Priorities' (Sept 2023 – Aug 24) will build on the 2021-22 'Consolidation Priorities' (Sept 2022 – Aug 23) in terms of next steps with: income diversification; ways to showcase the charity's end beneficiaries effectively; and the benefits of mindfulness and mindfulness-based well-being in public relations and communications work.

Equality, Diversity and Inclusion (EDI)
Following the adoption of our EDI policy in late 2020, we continued to collect EDI specific data from our community, particularly those attending our courses. The typical demographic of teachers enrolling on our courses then was predominantly female, middle aged, able-bodied, white British, which has continued to be the trend. Whilst this is also the predominant demographic of UK teachers, MiSP's Board has an action to explore this further in 2023-24, including in conjunction with its Governance Code compliance.

During the year, learnings from and discussions with other mindfulness organisations took place, as well as with an EDI mindfulness expert. This helped further shape ideas about ways of broadening access to MiSP's work in the short to medium term.

Plans for the future
2023-24 looks set to be an important time as MiSP continues to pivot from primarily providing training paid for by schools to continuing to diversify funding streams, including with the support of a small amount of freelance fundraising resources. A focus on potential collaboration with other organisations and other meaningful next steps to ensure MiSP's work reaches and benefits a wide range of people and audiences will also be a key focus over the next year.

MiSP will continue with its training and programmes to introduce teachers and others to mindfulness, as well as supporting its teacher training community. However, it will also explore – where it is hard for schools to release teachers – whether there are other innovative ways the organisation can assist. We also look forward to launching the next phases in our Schools Mindfulness Pathways Framework, including new workshops on teaching, and working mindfully in a trauma sensitive way; opening our supported places programme to rural schools;

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

mapping our curricula to the education curriculum in Wales, as well as continuing to nurture relationships and take-up both in the UK and internationally.

MiSP also looks forward to working with schools in Warrington to ensure that the fundraising efforts of the family of Brianna Ghey go towards their Peace in Mind campaign goal to ensure teachers are trained in mindfulness.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

This report was approved by the Trustees on 19th March 2024 and signed on their behalf by:

Richard Burnett

Chair

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the Trustees on my examination of the financial statements of Mindfulness in Schools Project ("the Trust") for the year ended 31 August 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company 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 for this year 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

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Institute of Chartered Accountants in England & Wales (ICAEW). I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

Louise Hallsworth FCA (Senior Statutory Auditor)
For and on Behalf of Baxter & Co
Chartered Certified Accountants
Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Dated: 30 April 2024

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	General Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Donations and legacies	**3**	6,693	82,532	89,225	80,088
Charitable activities	**4**	275,953	-	275,953	376,702
Investments		2,606	-	2,606	312
Total income		285,253	82,532	367,785	457,102
Expenditure on:					
Charitable activities	**5**	237,566	24,895	262,461	467,507
Raising Funds	**8**	32,379	-	32,379	29,864
Total expenditure		269,945	24,895	294,841	497,371
Net income and net movement in funds		15,307	57,637	72,944	(40,269)
Reconciliation of funds:					
Total funds brought forward		211,867	-	211,867	252,136
Transfers between funds		-	-	-	-
Total funds carried forward	**14**	227,174	57,637	284,811	211,867

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

MINDFULNESS IN SCHOOLS PROJECT

BALANCE SHEET
AT 31 AUGUST 2023

	Note	£	2023 £	£	2022 £
Fixed assets					
Intangible assets	**10**		1,519		3,929
Tangible assets	**11**		-		-
			1,519		3,929
Current assets					
Debtors	**12**	42,759		24,211	
Cash at bank and in hand		338,604		278,880	
		381,363		303,091	
Creditors: amounts falling due within one year	**13**	(98,070)		(95,152)	
Net current assets			283,292		207,938
Total net assets			284,811		211,867
Charity funds	**14**				
General Funds			227,174		211,867
Restricted Funds			57,637		-
Total funds			284,811		211,867

For the financial year ended 31 August 2023 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 19th March 2024 and were signed on its behalf by:

Richard Burnett
Chair of the Board of Trustees

Company registration number: 07038233

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by operating activities	**A**	57,118	(117,166)
Cash flows from investing activities:			
Investment income		2,606	312
Change in cash in the period		59,724	(116,854)
Cash at the beginning of the period		278,880	395,734
Cash at the end of the period		338,604	278,880

A. Net cash provided by operating activities

	2023 £	2022 £
Net (expenditure) / income per statement of financial activities	72,944	(40,269)
Non-cash donation - loan converted to income		(60,000)
Depreciation and amortisation	2,409	2,408
Investment income	(2,606)	(312)
(Increase)/ decrease in debtors	(18,548)	(4,201)
(Decrease)/ increase in creditors	2,918	(14,792)
Net cash provided by operating activities	57,118	(117,166)

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

1 Status

Mindfulness in Schools Project is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is Bank House, Bank Street, Tonbridge, Kent, TN9 1BL.

2 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2.1 Basis of preparation

The financial statements have been prepared in accordance with "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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mindfulness in Schools Project meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

2.2 Income

Income is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured reliably.

For donations this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant
For training courses, consultancy and speaking engagements, income is recognised when the relevant course or engagement takes place.

The Hub income represents a membership period spanning one year; however the principal benefit of the membership relates to access to resources which is provided when the income is received. Therefore, the income is recognised at the point of provision of the benefit i.e. on receipt.

2.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Direct costs are allocated to the activity to which they relate. Staff costs are allocated based on an estimate of staff time spent on each activity.

Support costs are those costs relating to functions which assist the work of the charity but do not directly relate to its activities. Support costs have been allocated to activities based on the proportion of direct costs incurred.

Governance costs are those costs incurred in connection with the administration of the trust and compliance with constitutional and statutory requirements.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

2.4 Fund accounting

General funds can be used for the charitable objectives at the discretion of the trustees. Designated funds have been set aside from general funds by resolution of the trustees, for a specific purpose. Restricted funds comprise monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

2.5 Financial instruments

The charity's financial instruments all qualify as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities. The charity has taken advantage of Section 34 of FRS 102 to recognise the interest free loan that it has received as a concessionary loan. As such, the charity initially recognises and measures the loan at the amount received, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest.

2.6 Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Website	33% straight line
Software CRM System	33% straight line

2.7 Tangible fixed assets

Assets costing less than £1,500 are not capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Computer equipment	33% straight line
Office equipment	33% straight line

2.8 Cash at bank and in hand

Cash at bank and in hand comprises cash and short-term highly liquid investments with a maturity of three months or less from the date of opening the deposit or similar account.

2.9 Taxation

The charity has previously received confirmation from HMRC that its supplies of training and Hub membership met the conditions of an exempt supply of education provided by an eligible body. The charity is exempt from corporation tax on its charitable activities.

2.10 Pension costs

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

3 Income from donations legacies and grants

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Treebeard Trust	-	-	-	60,000
Reta Lila Howard Trust	-	25,000	25,000	-
Louis Sterne Trust	-	20,000	20,000	-
CHK Foundation	-	9,645	9,645	2,690
Bright Future Trust	-	-	-	8,560
Towergate Insurance	1,500	-	1,500	195
Menka Sanghvi	-	1,500	1,500	-
Private donations in memory of Brianna Ghey	-	22,129	22,129	-
Other private donations	4,696	-	4,696	8,643
Gift Aid	498	4,258	4,755	-
	6,693	82,532	89,225	80,088

Restricted donations of £57,559 were received in 2022

4 Income from charitable activities

	Total Funds 2023 £	Total Funds 2022 £
Mindfulness training programmes:		
.b	95,233	106,400
Paws b	69,035	73,009
.begin	32,577	39,883
dots	20,951	45,243
.breathe	4,948	33,954
.b Foundations	15,104	10,899
Hub	37,180	47,888
Workshops	250	6,597
Conference	-	7,495
Other	113	3,871
Consultancy and speaking	562	1,463
	275,953	376,702

There was no income attributable to restricted charitable activities in 2022

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

5 Expenditure on charitable activities

	Direct costs 2023 £	Support costs 2023 £	Total Funds 2023 £	Total Funds 2022 £
Mindfulness training programmes:				
.b	46,704	30,029	76,733	156,067
Paws b	29,506	23,219	52,725	68,450
.begin	24,901	10,957	35,858	52,949
dots	11,335	7,046	18,382	53,555
.breathe	2,225	1,664	3,890	28,891
.b Foundations	11,510	5,080	16,590	24,338
Hub	45,529	12,505	58,034	46,067
Workshops	75	-	75	15,183
Conference	-	-	-	12,223
Other	175	-	175	9,618
Consultancy and speaking	-	-	-	166
	171,961	90,500	262,461	467,507
	Note 6	*Note 7*		

Expenditure attributable to restricted charitable activities in 2022 was £728

6 Direct costs

		2023 £	2022 £
Staff costs	*Note 9*	124,496	192,828
Trainer fees		34,883	61,593
Printing, stationery and materials		644	20,064
Curricula development costs		986	4,138
Translation costs		-	1,460
Consultancy		4,755	-
Legal and professional fees		2,429	-
Conference expenses		-	1,361
Other direct costs		3,769	875
		171,961	282,319

7 Support costs

		2023 £	2022 £
Staff costs	*Note 9*	48,921	147,307
Other office costs		5,115	8,213
Advertising and marketing		12,962	2,299
Computer running costs		3,245	3,471
Insurance		4,928	3,800
Consultancy fees		2,161	8,115
Amortisation		2,409	2,408
Bank and PayPal charges		1,586	1,917
Staff Entertaining		-	-
Travel, accommodation and subsistence		2,040	822
Translation costs		-	492
Depreciation		-	-
Governance costs:			
Independent examination fee		2,355	2,781
Other services paid to examiner		-	999
Legal and professional fees		4,779	2,564
		90,500	185,188

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

8	Raising Funds	2023	2022
		£	£
	Staff costs	29,465	29,864
	Consultancy	1,729	-
	Charity event costs	153	-
	Resources	179	-
	Fundaising fees	853	-
		32,379	29,864

9	Staff costs	2023	2022
		£	£
	Gross salaries	180,423	327,999
	Employer's National Insurance	13,775	26,303
	Employer's pension contributions	8,685	15,697
		202,882	369,999

The average number of employees on a headcount basis was 5 (2022: 12)

The number of employees whose employee benefits (excluding employer pension contributions) exceeded £60,000 was:

	2023	2022
£60,000 to £70,000	Nil	1

10 Intangible fixed assets

	Website & CRM System
	£
Cost	
At 1 September 2022	109,753
At 31 August 2023	109,753
Amortisation	
At 1 September 2022	105,824
Charge for the year	2,409
At 31 August 2023	108,233
Net book value	
At 31 August 2023	**1,519**
At 31 August 2022	3,929

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

11 Tangible fixed assets

	Fixtures, fittings & equipment £
Cost	
At 1 September 2022	1,769
Disposals in year	(1,769)
At 31 August 2023	-
Depreciation	
At 1 September 2022	1,769
Disposals in year	(1,769)
At 31 August 2023	-
Net book value	
At 31 August 2023	**-**
At 31 August 2022	-

12 Debtors

	2023 £	2022 £
Trade debtors	40,041	21,617
Prepayments	2,718	2,594
	42,759	24,211

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Deferred income	75,599	76,206
Taxation and social security	5,255	7,603
Trade creditors	6,478	6,512
Accruals	10,738	4,831
	98,070	95,152
Deferred income in respect of training course fees:		
Brought forward	42,396	78,234
Released in the year	(32,843)	(78,234)
Deferred in the year	47,431	42,396
Carried forward	56,984	42,396
Deferred income in respect of grants received:		
Brought forward	33,810	-
Released in the year	(20,945)	-
Deferred in the year	-	33,810
Carried forward	12,865	33,810

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

14 Analysis of movement between funds

	Brought forward balance at 1 September 2022	Income	Expenditure	Transfers	Carried forward balance at 31 August 2023
	£	£	£	£	£
Unrestricted funds:					
General funds	211,868	285,253	(269,946)	-	227,174
Restricted funds:					
Donations	-	26,387	-	-	26,387
CHK Foundation	-	9,645	(9,645)	-	-
Reta Lila Howard Trust		25,000	(3,750)	-	21,250
Louis Stern Trust	-	20,000	(10,000)	-	10,000
Menka Sanghvi	-	1,500	(1,500)	-	
	-	82,532	(24,895)	-	57,637
	211,868	367,785	(294,841)	-	284,811

	Brought forward balance at 1 September 2022	Income	Expenditure	Transfers	Carried forward balance at 31 August 2023
	£	£	£	£	£
Unrestricted funds:					
General funds	240,178	445,657	(496,643)	22,676	211,868
Designated fund	11,959	-	-	(11,959)	-
	252,137	445,657	(496,643)	10,717	211,868
Restricted funds:					
Bright Future Trust	-	8,560	(150)	(8,410)	-
CHK Foundation	-	2,690	(578)	(2,112)	-
Other funds	-	195	-	(195)	-
	-	11,445	(728)	(10,717)	-
	252,137	457,102	(497,371)	-	211,868

The CHK Foundation's support and donations are to subsidise teacher training. Reta Lila Howard Trust and Louis Sterne Trust are supporting external communications with schools, and fundraising support. In the prior year funding was received from the Bright Futures Trust for the last of a three year project supporting provision of our b. curriculum in alternative education settings.

The Designated fund is reingfenced surpluses from charitable activities for the sole use in the continuance of educational and training purposes, in order to comply with HMRC conditions of being an eligible body for the purposes of the education and training VAT exemption. The designated funds were held as cash.

15 Key management personnel

The Chief Executive Officer and the Heads of Curricular and Training were considered to be the charity's key management personnel. During the year, employment benefits, employer's pension contributions and employer's national insurance totalling £110,443 (2022: £147,938) were paid in respect of key management personnel.

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

16 Related party transactions

During the year, no trustees received places on training courses provided by the charity free of charge. (2022:3 at an aggregate value of £440) Trustees serving at any point in the year (total 10) and key management personnel (total 2) received complimentary membership and access to the Hub. The aggregate value of these memberships was £750 for Trustees (2022:10 at £750) and £150 for key management personnel (2022:3 at £225) Donations of £263 were received from 2 Trustees (2022: Nil). There were travel expenses of £62.28 paid to one trustee related to speaking events during the year (2022: Nil). No trustee was paid any remuneration in respect of their role as a trustee of the charity (2022: Nil).

Doc ID: 68348b3348e7b5124d91d9cf82fe899aaa64a2f0

Title	MiSP Accounts 2023
File name	MiSP_Accounts_2023_.pdf
Document ID	68348b3348e7b5124d91d9cf82fe899aaa64a2f0
Audit trail date format	DD / MM / YYYY
Status	Signed

Document history

SENT	**23 / 04 / 2024** 18:14:26 UTC	Sent for signature to Richard Burnett (richard.burnett@mindfulnessinschools.org) from amy@notebookandpen.co.uk IP: 84.70.154.162
VIEWED	**24 / 04 / 2024** 13:19:42 UTC	Viewed by Richard Burnett (richard.burnett@mindfulnessinschools.org) IP: 95.147.108.197
SIGNED	**24 / 04 / 2024** 13:20:06 UTC	Signed by Richard Burnett (richard.burnett@mindfulnessinschools.org) IP: 95.147.108.197
COMPLETED	**24 / 04 / 2024** 13:20:06 UTC	The document has been completed.

MINDFULNESS IN SCHOOLS PROJECT

England & Wales - Charity number 1168992

Accounts

Charity number: 1168992
Company number: 07038233

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 AUGUST 2022

CONTENTS

Reference and administrative details	2
Chair's welcome	3
Trustees' report	4
Independent examiner's report	15
Statement of financial activities	16
Balance sheet	17
Statement of cash flows	18
Notes to the financial statements	19

REFERENCE AND ADMINISTRATIVE DETAILS

Incorporated	12 October 2009	
Company Number	07038233	
Charity Number	1168992	
Trustees	Mandy Ayres	*(resigned 31/01/23)*
	David Bleakney	
	Richard Burnett	(Chair)
	Natalie Dunn	
	Alan Lee	
	Maureen MacLeod	(Vice-Chair)
	Rebecca Wynberg	*(resigned 14/12/21)*
	Secil Muderrisoglu	
	Jason Steele	
	Caroline Wilson	
Chief Executive Officer	Emily Slater (from 06/09/22, taking over from predecessor, Chivonne Preston)	
Company Secretary	Sarah Ingram (until 22/7/22, Caroline Wilson from 22/7/22)	
Registered Office	Bank House Bank Street Tonbridge Kent TN9 1BL	
Bankers	HSBC 100 High Street Tonbridge TN9 1AN	
Independent Examiner	A S Healey FCA CTA DChA Lindeyer Francis Ferguson Ltd North House 198 High Street Tonbridge TN9 1BE	

CHAIR'S WELCOME

The Trustees are proud of the way Mindfulness in Schools Project (MiSP) continues to strengthen its work with children and young people, and those that work or care for them, in times which are, without question, challenging. Cost of living pressures, conflicts around the world and climate insecurity continue to take their toll not just on those whom the charity sector supports, but on the fabric of the charities themselves. It speaks volumes for our team that MiSP has shown agility in adapting to such a challenging environment whilst keeping our beneficiaries front and centre.

Children and young people remain at the heart of what we do. We are also increasingly aware that it is not only the children and young people who need our support, but the adults who work with and care for them. Schools are having to adapt to an unsettled and largely under-resourced post-pandemic world. Nearly three-quarters of teachers surveyed by Teacher Wellbeing Index (2021) consider their initial Teacher Training courses did not prepare them to manage their own wellbeing, and more than 8 out of 10 Senior Leaders describe themselves as stressed.

Mindfulness on its own cannot, of course, remove the systemic causes of stress and mental health challenges, or be a 'therapeutic treatment' for mental illness. However, research suggests that it *can* help reduce burnout, stress and anxiety. By nurturing a kinder 'school climate', a term increasingly on our radar, mindfulness can also give those in schools and other educational settings the breathing space to see more clearly what they can and cannot change, whilst reconnecting them with more nourishing moments which can so easily pass by unnoticed.

This year, we launched *Mapping Our Curricula*, a welcome innovation offering greater support for educators by detailing how mindfulness overlaps with statutory Personal, Social and Health Education (PSHE) objectives. We have also laid the foundations for Mindfulness in Schools *Pathways* which recognises the breadth and diversity of ways to 'implement' mindfulness since it came into education over a decade ago.

Trustees would like to thank our CEO, Emily Slater, for guiding MiSP so skilfully over the past year. Challenging times require the courage to take difficult decisions and we are now a much leaner organisation than we were in 2020-21. It is a great credit to Emily that this transition was managed with such care and thoughtfulness. Whilst no charity can be complacent at this time, we begin the year ahead with an outstanding core team, a reassuringly strong position in terms of reserves and tremendous excitement about what may now be possible.

Richard Burnett
Chair of Trustees

TRUSTEES' REPORT

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 August 2022 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The information on page 2 forms part of the Trustees' Report.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and when planning future activities.

OBJECTIVES AND ACTIVITIES

Overview

Mindfulness in Schools Project ("MiSP", "the Charity") is a UK charity for children, young people and those who care for or work with them.

Our charitable objects (as in our Memorandum and Articles):

- To advance the education of the public, in particular but not exclusively young people, by promoting and encouraging the teaching, study, practice and research of mindfulness, primarily but not exclusively in educational settings

Our mission:

- To give every child – and those who care for or work with them - the opportunity to learn mindfulness, helping them to manage difficulty and flourish

Our activities:

MiSP brings mindfulness to children and those that care for them by:

- Developing specialist, age appropriate, skills-based mindfulness curricula, and digital resources, informed and produced *by teachers for teachers*
- Introducing the concept and practice of mindfulness to educators and other adults working with children and young people, including training for those who wish to take it further to deliver the charity's curricula safely and skilfully
- Creating, supporting, and sustaining a community of trained teachers to ensure maximum long-term take-up of regular personal practice, as well as the teaching of curricula and embodiment of mindfulness skills and approaches with children and young people
- Facilitating and learning from research into the effects of mindfulness on children and young people and those who work and care for them.

Our beneficiaries:

MiSP's work has always had children and young people at its heart. We have developed mindfulness curricula for children and young people of almost every school age, from 'Dots' for 3 to 6 year-olds, though to 'Paws b' for 7 to 11 year-olds and .b for 11 to 18 year-olds. Our materials are written from a strong understanding of how children and young people learn and engage with mindfulness in the classroom at different stages.

We also train the adults in their lives, especially their teachers, so that children and young people can learn about mindfulness from grown-ups who understand it. The latest research findings, from the Myriad project, have highlighted how crucial it is for educators to have a strong understanding and practice of mindfulness if children and young people are to truly engage with, and benefit from, mindfulness.

ACHIEVEMENTS AND PERFORMANCE

The year 2021-2022 has seen lots of positive developments at MiSP, as well as considerable challenges, particularly in the context of the pandemic and the wider economic pressures on charities and schools.

This year saw ongoing successful delivery of our training programmes in the UK and overseas; support provided to our (Hub) community of trained teachers; the development of a new Mindful Schools Pathways Framework (to be launched in 22/23) with the aim of encouraging, nurturing and embedding mindfulness skills and approaches in educational settings. Internally, 2021-22 gave rise to the completion of a Sustainability Review for our charity, with recommendations successfully implemented to strengthen our capacity to navigate current and future challenges. It came at a cost, however, as we bid farewell to several highly committed and talented personnel during and then towards the end of the year.

Prompted by a realisation that the previous years' high course sign-ups (including when teachers were based at home during lockdowns) may not be repeated as schools adjusted to a post-Covid reality, the work on our 3-year strategy was paused part-way through to conduct the Sustainability Review and implement its recommendations. MiSP subsequently developed an interim 6 – 12 months set of priorities to ensure maximum focus could be given to reaching new audiences for its training and making its offer as accessible as possible.

In summary, our overall aims and plans progressed during this year as follows:

- Successfully delivering specialist, age appropriate, skills-based mindfulness training (based on our curricula) and digital resources across the UK and beyond
- Building on our experience over the last 12 years working with educational settings, developing a new approach to mindfulness in schools, via the Mindful Schools Pathways Framework (to be launched in 22/23)
- Continuing and increasing provision of supported places (offering free or reduced rates for our courses)
- Exploring and piloting ways of offering MiSP training in smaller chunks of time, as well as continuing to deliver courses online to keep time commitments to a minimum
- Carrying out a Sustainability Review to ensure that MiSP could navigate changing times, and implementing its recommendations, including reducing our staff team to a core number of employees combined with freelance consultancy support for communications and finance

Our activities 2021-22

Developing specialist, age appropriate, skills-based mindfulness curricula and digital resources

MiSP's curricula continue to support children and young people with an understanding of basic neuroscience and the nurturing of core mindfulness skills and approaches. As well as alleviating stress and enhancing wellbeing, this enables children to be the best version of themselves, whether that be taking a penalty kick on the football pitch, concentrating in an exam, playing an instrument or being fully present with friends and family.

In response to feedback from our trained teacher community, and notwithstanding the ongoing challenging context for them and school leaders (adjusting following Covid for instance), we sought to build upon our offer to schools. This has been via a combination of ongoing improvement of existing curricula (listed below) and, excitingly this year, the development of tools that can increasingly bring to life the curricula's aims, relevance and potential impacts, including for school climate:

- Brand-new Mindful Schools Pathways Framework (to be launched 22/23)
- Personal, Social, Health and Economic (PSHE) Mapping (showing how PSHE and MiSP's mindfulness curricula interlink, also to be launched 22/23)

This year also saw:

- Initial planning (for development in 22/23) of exciting ways to update our .b curriculum for 11-18 year olds, already in progress and with added weight in light of the MYRIAD findings
- Continued translation of MiSP's curricula into Welsh with a corresponding online launch event, marking this development for the first time

A summary of our curricula:

- **Teach dots** for 3-6 year-olds (piloted in 20/21)
- **Teach Paws b** for 7-11 year-olds,
- **breathe** for 9-14 year-olds
- **.b** for 11 to 18 year-olds

And for adults working with children and young people:

- **.begin**
- **.b foundations**
- **School Mindfulness Lead**

During this reporting period, struck by the feedback from teachers and schools, and what is ultimately beneficial for children and young people, MiSP's orientation has started to shift towards the key adults in young people's lives as much as the children themselves. Likewise, it is as critical to look at the conditions required for more mindful approaches to flourish as it is to hone the practices and training MiSP provides.

Digital Resources
This year, we continued to promote our work and information on quality mindfulness via social media channels and published a range of new articles and blogs, targeting relevant content to both existing stakeholders and the wider education and mindfulness communities.

Likewise we continued to give a digital taster of MiSP's curricula to over 1000 people through sample lessons available on request via our website (950 requests for our curriculum ' .b '; 806 requested for 'Paws b' and 120 for 'dots').

Introducing educational professionals (and other adults caring for or working with children and young people) to the concept and practice of mindfulness

In addition to work raising awareness about mindfulness and MiSP's curricula on social media and other communication channels (as outlined above), MiSP held 16 information events (7 public and 9 for groups) with 292 attendees in total, as well as holding our conference (open to all – more information below).

MiSP increasingly began to recognise this year that, alongside supporting its existing and treasured trained teacher community, there is more that can be done to reach new audiences and people who may not have experienced the benefits of mindfulness. This speaks to our intention for our courses to be open and accessible to as wide a range of people as possible, as well as ensuring MiSP's income generation model supports its ambitions. Towards the end of this year, we began to scope what might be possible with small amounts of freelance communications support and look forward to building on and implementing these plans in 22/23.

Training qualified educational professionals to develop their mindfulness practice and deliver the charity's curricula safely and skilfully

Providing courses (summarised below) to train education professionals, including to teach our mindfulness curricula continued to form the core of our work this year with:

- 57 courses in the UK (including .begin which accounted for 16 courses) delivered by our specialist trainers to a total of 883 participants.

Though MiSP originally transferred from in-person to online course delivery during 2019/20 in response to the pandemic, the positive feedback, including online allowing for greater accessibility (e.g. via a reduction of associated travel and accommodation time and costs), means we have continued with this model of delivery to date.

Courses continued to receive high score ratings from participants with:

- mean ratings for Teach Paws b, Teach .b, Teach dots, Teach; .breathe and School Mindfulness Lead being 9.6, 9.3, 9.4, 9, and 9.7 out of 10 respectively.

International context
This year, we continued to attract international participants to our online public teacher training courses (see below) as well as to continue our work in with several partner organisations to deliver Teach .b, and Teach Paws b to teachers and those working with children specifically in Denmark, Hong Kong, Japan, the Netherlands and Taiwan, with:

- 7 courses run by our partners in these 5 locations training a total of 99 'Teach .b' teachers and 50 Paws b teachers.

In total, on our online public Train to Teach courses, we trained 149 participants from 31 countries this year (increasing to 45 countries when participants from our 8-week .begin course are also taken into account).

Feedback and learning on impact of training in the classroom
To understand whether our classroom curricula are meeting the needs in the classroom, we continued to offer teachers an online 'Class Impact' survey tool to gather feedback about and from their students. For those teachers completing the survey, the data collated showed the curricula continue to be well-received both for students and teachers.

Creating, supporting, and sustaining a community of trained teachers

Hub Membership
During this year, we continued to invite adult graduates of our training programmes to join our 'Hub community' to provide ongoing support in their work with young people and their own

mindfulness practice. Graduates of the 'Teach training' courses are offered 6 months free membership and then the option to take out an annual membership, paid for by them. At the end of this year, there was a total of 2478 Hub members, of which 972 had an annual membership[1]. Retention rate between the years (i.e. of teachers choosing to renew or take out an annual subscription following their free membership) was at 52%[2].

Specific hub activities / support this year included:

- Hub mindfulness practice groups and retreats
- Teaching Skills Workshops
- Teaching Surgeries / facilitated space for teachers to ask questions / learn from an experienced trainer and other peers for a specific curriculum
- Inclusion and Support Groups (please see below)
- MiSP conference (free attendance), June '22 (please see below)
- Specific School Mindfulness Lead practice groups
- Group Schools Sit Together mindfulness practice sessions (open to non-Hub members too)

Inclusion and Support Groups

With an intention to ensure our trained teachers from all backgrounds receive appropriate support, as well as safe places to share experiences with peers, we continued to run our four Inclusion & Support Groups (started the previous year): Culturally Diverse (previously BAME); SEND (Special Educational Needs & Disability); Men (due to the often disproportion of female teachers in the mindfulness field) and Independently employed (i.e. external – to school - mindfulness trainers).

A total of 83 new requests were accepted to join the Inclusion & Support Groups (172 joined the first / pervious year). However, a formal review towards the end of the year suggested that these current groups may have run their course, with people grateful for having had the opportunity to connect but not necessarily needing this over the long term. This may lead in 22/23 to (some) formal Inclusion and Support Groups pausing (with information still accessible on the website). MiSP would also be open to setting up other Inclusion and Support Groups where there is interest and demand. An obvious one was originally felt to be LGBTQ+ but feedback following the guest workshop series (see below) was that it would not be the right time for this.

Conference Online via Zoom

With support from Towergate Insurance, on 18th June 2022, MiSP held an online conference, *'Being Well – Finding our way in changing times'* bringing together key speakers from a range of mindfulness and wellbeing (educational) perspectives and initiatives. Of the 510 tickets booked, 412 were given free, mainly to our hub members. Feedback from our conference showed it had been well received though there was clearly increased interest in MiSP being able to run a face-to-face event in 2023. We will be exploring options in relation to this for the year ahead.

Additional support open to Hub members (for additional fee) and others

Guest workshops and course for school leaders

---

[1] Compared to slightly higher membership, at the end of August 2021 with 2586 active Hub members, of which 1203 had an annual membership - a small drop in membership this year but higher than 2019-20 and before.

[2] 65% in the previous year

Following the June 2021 Conference, we offered several paid for Guest Workshops in Autumn 2021 around the theme of Inclusion and mindful leadership (delivered by several of the original Conference speakers). In addition to the related mindfulness and leadership workshop, we hosted a 6-week course (x 2) in association with facilitator (and MiSP conference speaker), Maggie Farrar, further details below:

- Mindful Leadership workshop – 20 booked (15 attended) – rated 9.43 out of 10, 100% would recommend
- Designing a Mindfulness Lesson – 23 booked (14 attended) – rated 9.36 out of 10, 100% would recommend
- Radical Self-Care for LGBTQ+ - 4 booked (3 attended) – rated 8.5 out of 10, 100% would recommend
- 6 week "Exploring Mindful Leadership" course by Maggie Farrar – 20 booked and attended – rated 9.4 out of 10, 100% would recommend. *NB. Due to its popularity, we offered a second leadership course which was booked by 12 people – rated 9.5 out of 10 and 100% recommended.*

Facilitating research into the effects of mindfulness on young people and those who work and care for them

During this year, a MiSP commissioned report by Mindfulness Initiative looking at key allies and criteria for quality mindfulness in schools was completed. The recommendations arising from this helped form allegiances and shared narrative following the findings from the University of Oxford Mindfulness Centre's MYRIAD research. Despite some misleading media attention, this had many useful pointers, including confirming the importance of working with teachers who come to mindfulness voluntarily; supporting teachers post training and in their own mindfulness practice, as well as helping teachers and school leaders see the links to whole school culture. MYRIAD findings helped to bolster the work on and commitment to School Mindfulness Pathways (carried out in 20/21 and to be launched in 21/22), as well as ideas for the development of the curriculum offer for 11-18 year olds.

Funding

In addition to courses paid for directly by schools and income generated from overseas partnerships, securing additional funds to provide subsidised places and increase our reach continued to be a key part of our work. This included:

- Continuing to serve our community of trained teachers through our tiered system of Hub membership fees whereby members can opt to pay fees at either reduced, standard or benefactor rates. In return Hub members were offered a complimentary ticket to our online conference, as well as access to our teaching skills workshops, online teaching surgeries and practice groups throughout the year. We also continued to offer mindfulness sitting groups to all Hub members.
- Our ongoing partnership with Towergate Insurance, who sponsored the MiSP annual conference, as well as providing funding for smaller additional initiatives
- Much appreciated donations from individuals
- Commissioned group courses, for example delivering the third year of our three-year project 'Mindfulness in Alternative Provision Settings' funded by the Bright Futures Trust
- Funding from charitable organisations to subsidise course places / provide bursaries, such as that agreed with CHK Foundation (for £50k) towards the end of this reporting year, as well as a previous loan from Treebeard Trust (£60k) converted to a one-off grant during this reporting year

- Ticket sales for the conference and guest workshops also brought in some additional income, as well as our work overseas to enable MiSP to ensure funding can be diversified beyond the UK, and with potential to expand on this in 22/23.

Supported Places
As a result of the funding raised (see above) and the generous contributions of our partners and donors, MiSP is able to provide for a range of bursaries and subsidised places as per its criteria[3].

During 21/22, supported places amounted to 26% of all course bookings, equating to £30,771 of financial support[4] with the majority (75%) awarded to mainstream Primary and Secondary Schools; 25% of the places were awarded to other settings such as Special Schools/ Alternative Education Provisions, Pupil Referral Units, Colleges, Children and Adolescent Mental Health Services (CAMHS), charities and the NHS.

In terms of numbers of participants, during this year, 192 of 196 (97%) of supported places were allotted to state-maintained schools and qualified for a discount of 55% on average. We also supported 7 newly qualified teachers via our Early Career Teacher Support Fund which offers 50% supported places for teachers in the first years of their teaching career.

This year, a total of 199 supported places (23% of all places) were awarded across these courses (2020: 184 places at 18%).

FINANCIAL REVIEW

2021 was a very strong year with increased demand for courses, leading to increased income and strong reserves. Following long periods of time with children out of school due to Covid-19, schools were focused on recovery, with high levels of staff sickness and limited availability of locums, and consequently course bookings in 2022 decreased.

Statement of Financial Activities

The Statement of Financial Activities (SoFA) for the year shows an overall deficit of £40,269 (2021: surplus of £108,860) arising from total income of £457,102 (2021: £639,062) and after charging amortisation and depreciation of £2,408 (2021: £2,332).

Total income for the year to 31 August 2022 was 28.5% lower than the prior year (2021: 28.8% higher), primarily due to a 32.5% decrease (2021: 27.3% increase) in course revenue at £376,702 due to lower demand (2021: £558,490).

Total expenditure for the year to 31 August 2022 was 6.2% lower (2021: 16% higher) than the prior year at £497,371 (2021: £530,202) consisting of:

- a 22.9% decrease in direct costs at £282,319 due to the decrease in delivery of courses (2021: £366,056)
- a 12.8% increase in support costs (salaries, computer running costs and advertising and marketing costs) at £185,188 (2021: £164,146). High staff and consultancy costs

[3] Supported places are awarded to schools with higher-than-average free school meals/pupil premium, pupils with identified SEN needs, and pupils with English as an additional language. In addition, supported places for '. begin' are offered to all state-maintained schools. Support on Teach courses is at a discount of 25%, 50% or 100%, dependent upon qualifying criteria. The equivalent of 1 free supported place is offered on School Mindfulness Lead courses and a 13% discount is offered on 'Teach. breathe' courses for qualifying participants.
[4] compared to £36,305 the previous year and £29,873 in 2019/20.

supported the review of organisational structures and processes which resulted in a small number of redundancies being made to ensure future sustainability.

See notes 6 and 7 of the financial statements for further details of direct and support costs.

Balance sheet
Net current assets decreased by £97,861 to £207,939 (2021: £305,800).

Total reserves decreased by £40,269 to £211,868 in the year (2021: £252,137), reflecting the operational deficit. This included the conversion of a previously held long term loan into a grant at £60,000.

Reserves policy and going concern
MiSP needs reserves to provide security to MiSP operations. MiSP's reserves policy is therefore designed to cover shortfalls in income and periods when income does not reach expected levels or to 'buy some time' in the event of unforeseen costs or reduced income, for example, teachers not being released from schools to attend training in the event of further impacts from Covid-19. Trustees are also keen to reserve sufficient capital to allow flexibility and agility of response to potential business growth and development opportunities, amidst the ongoing uncertainty and considerable pressures on schools.

Due to the uncertainties of the school funding and Trust and Foundation landscape, the Trustees have agreed reserves policy is to maintain at least 6 to 9 months running costs. One month's running costs in the financial year 2022 - 2023 is forecast at just over £23,000. Total reserves are thus to be kept between £138,000 to £207,000 (equivalent to 6 – 9 months running costs). Reserves are currently at 102% of the top of the target range.

STRUCTURE, GOVERNANCE AND MANAGEMENT

MiSP is a company limited by guarantee (registered number 07038233) governed by its Memorandum and Articles of Association dated 12 October 2009 (amended 26 August 2016). It has always operated as a not-for-profit organisation and gained formal charitable status (registered number 1168992) from the Charity Commission in England and Wales on 1 September 2016.

The Board of Trustees (also known as the Board of Directors) has adopted the Charity Commission Governance Code for small Charities. The Board continues to assess its compliance with the Code, part of its ongoing review and strengthening of governance.

Reviewing compliance with the Code is a dynamic process, carried out in a way that takes account of changes the charity is facing or making. For example, a reduction in staffing has meant that trustees assisted with more operational activities on a voluntary basis during 2021/22, particularly finance and company secretarial work. In accordance with Code provision 2.6.2, the capacity of that work and those roles has been clear and approved by the Board, in full consultation with the Chief Executive.

Particular areas for the Board's ongoing attention are its Delegations Framework (Code provision 4.5.2) with decisions currently reserved to the Board where outside of approved Business Plan and budget, or a specific authority. Key policies have been kept under review (Code requirement 4.8.1) and there will be a wider focus on policies and procedures in 2022/23 as new staffing arrangements settle. The Board will also be following up its decision to review the appointment of its independent external examiners (Code provision 4.8.1), deferred during the year in the context of the immediate challenges being faced.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives and goals.

Trustee selection process

The Charity is committed to ensuring it has a balanced and diverse Board, with members recommended for their skills and expertise. Renewals and the appointment of any additional Trustees are informed by the Statement of Skills and Competencies at the time and take into account annual discussions between the Chair and each Trustee.

Trustees are appointed for a three-year period, usually for a maximum of two terms. At the end of the first term, Trustees are invited to stand down from post and can be nominated for re-election. All Trustees give their time freely and no Trustee remuneration was paid in the year.

Charity management

Day to day management of MiSP is delegated to the CEO, Emily Slater, and team of staff (equating to 7.5 full time equivalents at the start of 21/22 and reduced to 4 full time equivalents by the end of August 2022). Although MiSP has a registered address in Tonbridge, staff work mainly from home and minimal resources are used for office and meeting costs.

Arrangements for setting key management personnel remuneration

Salaries of senior MiSP staff are benchmarked against similar roles in the voluntary sector. They are reviewed annually. The salary of the CEO is discussed annually by the board.

Senior Staff Changes

New CEO, Emily Slater, formally took up her post at the beginning of September 2021. As we focussed on the review of the organisation structure and processes to ensure future sustainability, the posts of Head of Curricula and Head of Teacher Development and Outreach came to an end in March '22. The Head of Finance role also came to an end towards the end of this reporting period, with a transition to a freelance Finance role just starting at the end of '22. All other senior roles, including Head of Training, stayed the same.

Risk Management

Responsibility for risk management lies with trustees. The Charity has established a risk register that aims to set out the key risks for the organisation including:

- An assessment of inherent risk
- Existing measures in place to manage each risk
- An assessment of residual risk, once mitigating measures are taken into consideration; and
- Future actions that may be taken to reduce the residual risk further.

The risk register is reviewed in full by the Board at least annually with "deep dives" also undertaken to explore selected risks in more detail. The major risks for MiSP have been identified as:

- Developing the strategic planning, assessment, and review process
- Securing financial sustainability (via the business model developed within the strategy) including fundraising and diversification of income
- Maintaining reputation by ensuring the quality and relevance of the charity's key products and services and being able to measure and communicate impact
- Staff wellbeing and key person risks

- Having an appropriate Governance and compliance framework in place with associated policies

Working closely with the Trustees, the CEO has focussed attention in these areas to ensure that appropriate risk management procedures are in place.

Strategy Planning
Working with Willow Consulting, we conducted a thorough Sustainability Review to ensure that MiSP could steer a path through such uncertain economic times with increased pressures on schools. We developed a set of 'Consolidation Priorities' (for 6-12 months) with a commitment to return to the 3-year strategy work once the picture is clearer for UK schools and the income MiSP receives from them. 'Consolidation Priorities' include plans for income diversification as well as reaching new audiences.

Equality, Diversity, and Inclusion (EDI)
Following the adoption of our EDI policy in late 2020, we continued to collect EDI specific data from our community this year, particularly people attending our courses (from February 2021). This has helped to give us a picture of the typical demographic of people enrolling on our courses – female, middle aged, able-bodied, white British (in the main). This prompted conversations during this year with other mindfulness organisations in the field as to what more MiSP and others can do to ensure courses and introductions to mindfulness are accessible to a broad range of people. Whilst the Sustainability Review and consolidation priorities had to take precedence in the short term, the foundations arising from discussions and the experience of trustees and the new CEO – are there to pick this up in 22/23.

Plans for the future
The trustees, as ever, remain committed to good governance, improving and building on our current systems, overseen by our chair. This is particularly important as MiSP transitions to a smaller core staff team and supports its staff and schools to navigate a post-Covid landscape.

2023 looks set to be a year of ongoing consolidation (with the 6–12-month priorities being extended over a longer timescale for the time being), as well as finding new ways of reaching wider audiences. MiSP is committed to buying in appropriate additional support and expertise as may be required to support with this.

MiSP will continue with its training and programmes to introduce teachers to mindfulness, as well as supporting its teacher training community, including the potential for a face-to-face reconnection event. We also look forward to launching our Schools Mindfulness Pathways Framework; exploring new markets internationally, as well as strengthening the means to reach UK schools and particularly those that qualify for MiSP supported places.

Collaboration with other mindfulness organisations will be increasingly important as our sector adapts to the cost-of-living squeezes and ways of reaching new audiences with mindfulness evolve.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

This report was approved by the Trustees on 9 March 2023 and signed on their behalf by:

Richard Burnett

Chair

Mindfulness in Schools Project – Company number 07038233

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the charity Trustees on my examination of the financial statements of Mindfulness in Schools Project for the year ended 31 August 2022, which comprise the Statement of Financial Activities (including Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the related Notes.

Responsibilities and basis of report

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 in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 the examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- accounting records were not kept in respect of the company as required by section 386 of the Companies Act 2006; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 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
- 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 and in order to enable a proper understanding of the accounts to be reached.

A Healey ..... Date: 27 April 2023

A S Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
North House
198 High Street
Tonbridge
Kent TN9 1BE

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2022

	Note	General Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Income from:					
Donations and legacies	3	68,643	11,445	80,088	80,538
Charitable activities	4	376,702	-	376,702	558,490
Investments		312	-	312	34
Total income		445,657	11,445	457,102	639,062
Expenditure on:					
Raising funds	8	29,864	-	29,864	-
Charitable activities	5	466,779	728	467,507	530,202
Total expenditure		496,643	728	497,371	530,202
Net (expenditure) / income		(50,986)	10,717	(40,269)	108,860
Transfers between funds		10,717	(10,717)	-	-
Net movement in funds		(40,269)	-	(40,269)	108,860
Reconciliation of funds:					
Total funds brought forward		252,137	-	252,137	143,277
Total funds carried forward	14	211,868	-	211,868	252,137

MINDFULNESS IN SCHOOLS PROJECT

BALANCE SHEET
AT 31 AUGUST 2022

	Note	£	2022 £	£	2021 £
Fixed assets					
Intangible assets	10		3,929		6,337
Tangible assets	11		-		-
			3,929		6,337
Current assets					
Debtors	12	24,211		20,010	
Cash at bank and in hand		278,880		395,734	
		303,091		415,744	
Creditors: amounts falling due within one year	13	(95,152)		(109,943)	
Net current assets			207,939		305,800
Creditors: amounts falling due after one year	14		-		(60,000)
Total net assets			211,868		252,137
Charity funds	15				
General funds			211,868		240,178
Designated funds			-		11,959
Total funds			211,868		252,137

For the financial year ended 31 August 2022 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:
- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 9 March 2023 and were signed on its behalf by:

Richard Burnett
Chair of the Board of Trustees

Company registration number: 07038233

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £	2021 £
Cash flows from operating activities:			
Net cash (used in) / provided by operating activities	A	(117,166)	70,297
Cash flows from investing activities:			
Investment income		312	34
Purchase of intangible assets		-	(7,300)
Cash flows from financing activities:			
Government bounce back loan repayment		-	(50,000)
Change in cash in the period		(116,854)	13,031
Cash at the beginning of the period		395,734	382,703
Cash at the end of the period		278,880	395,734

A. Net cash (used in) / provided by operating activities

	2022 £	2021 £
Net (expenditure) / income per statement of financial activities	(40,269)	108,860
Non-cash donation - loan converted to income	(60,000)	-
Depreciation and amortisation	2,408	2,332
Investment income	(312)	(34)
Increase in debtors	(4,201)	(356)
Decrease in creditors	(14,792)	(40,506)
Net cash (used in) / provided by operating activities	(117,166)	70,297

1 Status

Mindfulness in Schools Project is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is Bank House, Bank Street, Tonbridge, Kent, TN9 1BL.

2 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2.1 Basis of preparation

The financial statements have been prepared in accordance with "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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mindfulness in Schools Project meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

2.2 Income

Income is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured reliably.

For donations this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where grants are received in response to a proposal including a budgeted timescale, such that the timescale for the expenditure is implicit in the grant agreement, the income is recognised in accordance with that timescale. Contractual income and performance related grants are shown in income from charitable activities, and are recognised in the period in which the goods and services are provided or to the extent that performance related outputs have been achieved, as appropriate.

For training courses, consultancy and speaking engagements, income is recognised when the relevant course or engagement takes place.

The Hub income represents a membership period spanning one year; however the principal benefit of the membership relates to access to resources which is provided when the income is received. Therefore, the income is recognised at the point of provision of the benefit i.e. on receipt.

2.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Direct costs are allocated to the activity to which they relate. Staff costs are allocated based on an estimate of staff time spent on each activity.

Support costs are those costs relating to functions which assist the work of the charity but do not directly relate to its activities. Support costs have been allocated to activities based on the proportion of direct costs incurred.

Governance costs are those costs incurred in connection with the administration of the trust and compliance with constitutional and statutory requirements.

2.4 Fund accounting

General funds can be used for the charitable objectives at the discretion of the trustees. Designated funds have been set aside from general funds by resolution of the trustees, for a specific purpose. Restricted funds comprise monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

2.5 Financial instruments

The charity's financial instruments all qualify as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities. The charity has taken advantage of Section 34 of FRS 102 to recognise the interest free loan that it has received as a concessionary loan. As such, the charity initially recognises and measures the loan at the amount received, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest.

2.6 Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Website	33% straight line
Software CRM System	33% straight line

2.7 Tangible fixed assets

Assets costing less than £1,500 are not capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Computer equipment	33% straight line
Office equipment	33% straight line

2.8 Cash at bank and in hand

Cash at bank and in hand comprises cash and short-term highly liquid investments with a maturity of three months or less from the date of opening the deposit or similar account.

2.9 Taxation

During the previous year, the charity received confirmation from HMRC that its supplies of training and Hub membership met the conditions of an exempt supply of education provided by an eligible body. This year is the first full year of that exemption. The charity is exempt from corporation tax on its charitable activities.

2.10 Pension costs

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

3 Income from donations legacies and grants

	2022 £	2021 £
Treebeard Trust	60,000	-
The Rank Foundation	-	25,000
Bright Future Trust	8,560	24,261
The Buchanan Programme	-	20,526
Towergate Insurance	195	2,917
Just Giving and PayPal Giving (various)	-	5,356
Private donations (various)	8,643	2,080
Charities Trust & Charities Aid Foundation	-	399
CHK Foundation	2,690	-
	80,088	80,538

Restricted donations of £57,559 were received in 2021.

4 Income from charitable activities

	2022 £	2021 £
Mindfulness training programmes:		
.b	106,400	222,792
Paws b	73,009	107,470
.begin	39,883	60,218
dots	45,243	35,046
.breathe	33,954	31,694
.b Foundations	10,899	26,215
Hub	47,888	55,777
Workshops	6,597	4,725
Conference	7,495	14,200
Other	3,871	353
Consultancy and speaking	1,463	-
	376,702	558,490

There was no income attributable to restricted charitable activities in 2021.

5 Expenditure on charitable activities

	Direct costs 2022 £	Support costs 2022 £	Total Funds 2022 £	Total Funds 2021 £
Grants Awarded:				
Outreach support	-	-	-	7,242
Mindfulness training programmes:				
.b	94,246	61,821	156,067	207,354
Paws b	41,336	27,114	68,450	90,474
.begin	31,975	20,974	52,949	57,730
dots	32,341	21,214	53,555	48,574
.breathe	17,447	11,444	28,891	24,092
.b Foundations	14,697	9,641	24,338	23,506
Hub	27,819	18,248	46,067	46,756
Workshops	9,169	6,014	15,183	9,448
Conference	7,381	4,842	12,223	8,653
Other	5,808	3,810	9,618	6,373
Consultancy and speaking	100	66	166	-
	282,319	185,188	467,507	530,202
	Note 6	*Note 7*		

Expenditure attributable to restricted charitable activities in 2021 was £54,259.

6 Direct costs

		2021 £	2021 £
Staff costs	*Note 9*	192,828	218,135
Trainer fees		61,593	84,736
Printing, stationery and materials		20,064	26,491
Curricula development costs		4,138	11,754
Translation costs		1,460	11,279
Outreach support		-	5,000
Consultancy fees		-	4,816
Trademark and IP costs		-	2,907
Conference expenses		1,361	938
Other direct costs		875	-
		282,319	366,056

7 Support costs

		2022 £	2021 £
Staff costs	*Note 9*	147,307	122,032
Other office costs		8,213	13,564
Advertising and marketing		2,299	5,841
Computer running costs		3,471	5,243
Insurance		3,800	3,988
Consultancy fees		8,115	3,238
Amortisation		2,408	2,262
Bank and PayPal charges		1,917	1,573
Staff Entertaining		-	643
Travel, accommodation and subsistence		822	279
Translation costs		492	-
Depreciation		-	70
Governance costs:			
Independent examination fee		2,781	2,750
Other services paid to examiner		999	993
Legal and professional fees		2,564	1,670
		185,188	164,146

8 Raising Funds

		2022 £	2021 £
Staff costs	*Note 9*	29,864	-

9 Staff costs

	2022 £	2021 £
Gross salaries	327,999	294,377
Employer's National Insurance	26,303	24,636
Employer's pension contributions	15,697	21,154
	369,999	340,167

Employer's pension contributions in 2021 include a one-off payment of £4,868 to reflect contributions on total salary, rather than qualifying earnings from the period 1 August 2019 to 31 August 2020 inclusive.

The average number of employees on a headcount basis was 12 (2021: 10).

One member of staff earned over £70,000 in 2022 (2021: nil).

10 Intangible fixed assets

	Website & CRM System £
Cost	
At 1 September 2021	109,753
At 31 August 2022	109,753
Amortisation	
At 1 September 2021	103,416
Charge for the year	2,408
At 31 August 2022	105,824
Net book value	
At 31 August 2022	3,929
At 31 August 2021	6,337

11 Tangible fixed assets	Fixtures, fittings & equipment £
Cost	
At 1 September 2021	1,769
At 31 August 2022	1,769
Depreciation	
At 1 September 2021	1,769
At 31 August 2022	1,769
Net book value	
At 31 August 2022	-
At 31 August 2021	-

12 Debtors	2022 £	2021 £
Trade debtors	21,617	12,336
Prepayments	2,594	7,674
	24,211	20,010

13 Creditors: amounts falling due within one year

	2022 £	2021 £
Deferred income	76,206	78,234
Taxation and social security	7,603	5,433
Trade creditors	6,512	9,281
Accruals	4,831	16,995
	95,152	109,943
Deferred income in respect of training course fees:		
Brought forward	78,234	102,777
Released in the year	(78,234)	(102,777)
Deferred in the year	42,396	78,234
Carried forward	42,396	78,234
Deferred income in respect of grants received:		
Deferred in the year	33,810	-
Carried forward	33,810	-

14 Creditors: amounts falling due after one year

	2022 £	2021 £
Concessionary loan (due in 2 - 5 years)	-	60,000

The concessionary loan was repayable in 2024 and was interest free. In 2022 it was converted to an unrestricted grant.

15 Movement on funds - current year

	Brought forward £	*Income* £	*Expenditure* £	*Transfers* £	*Carried forward* £
Unrestricted funds:					
General fund	240,178	445,657	(496,643)	22,676	211,868
Designated fund	11,959	-	-	(11,959)	-
	252,137	445,657	(496,643)	10,717	211,868
Restricted funds:					
Bright Future Trust	-	8,560	(150)	(8,410)	-
CHK Foundation	-	2,690	(578)	(2,112)	-
Other funds	-	195	-	(195)	-
	-	11,445	(728)	(10,717)	-
Total	252,137	457,102	(497,371)	-	211,868

Movement on funds - prior year

	Brought forward £	*Income* £	*Expenditure* £	*Transfers* £	*Carried forward* £
Unrestricted funds:					
General fund	143,277	581,503	(475,943)	(8,659)	240,178
Designated fund	-	-	-	11,959	11,959
	143,277	581,503	(475,943)	3,300	252,137
Restricted funds:					
Bright Future Trust	-	24,261	(24,261)	-	-
Rank Foundation	-	25,000	(21,700)	(3,300)	-
Online courses	-	5,381	(5,381)	-	-
Towergate Insurance	-	2,917	(2,917)	-	-
	-	57,559	(54,259)	(3,300)	-
	143,277	639,062	(530,202)	-	252,137

The Bright Future Trust funding is a three-year project supporting the provision of our .b curriculum in alternative education settings. The CHK Foundation's support is to subsidise teacher training. In the prior period, funding was received from the Rank Foundation as part of a Covid-19 recovery fund, and was used to develop a CRM system to support the provision of services. The Online courses fund was restricted income generated through fundraising initiatives and was used to support the provision of online courses throughout the year. Funding from Towergate Insurance was to support our new experts workshop.

The Designated fund is ringfenced surpluses from charitable activities for sole use in the continuance of educational and training activities, in order to comply with HMRC conditions of being an eligible body for the purposes of the education and training VAT exemption. The Designated funds were held as cash as at 31 August 2021.

16 Key management personnel

In 2022 the Chief Executive Officer and the Heads of Curricular and Training were considered to be the charity's key management personnel. During the year, employment benefits, employer's pension contributions and employer's national insurance totalling £147,938 were paid in respect of key management personnel. In 2021 the Chief Executive Officer and the Director of Curricular and Training were considered to be the charity's key management personnel and employment benefits, employer's pension contributions and employer's national insurance totalling £114,328 were paid.

17 Related party transactions

During the year, no trustees received places on training courses provided by the charity free of charge (2021: 3 at an aggregate value of £440). Trustees serving at any point in the year (total 10) and key management personnel (total 3) received complimentary membership and access to the Hub. The aggregate value of these memberships was £750 for Trustees (2021: 12 at £900) and £225 for key management personnel (2020: 2 at £150). There were no expenses paid to trustees during the year (2021: Nil). No trustee was paid any remuneration in respect of their role as a trustee of the charity (2021: Nil).

MINDFULNESS IN SCHOOLS PROJECT

England & Wales - Charity number 1168992

Accounts

Charity number: 1168992
Company number: 07038233

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 AUGUST 2021

CONTENTS

Reference and administrative details	2
Chair's welcome	3
Trustees' report	4
Independent examiner's report	18
Statement of financial activities	19
Balance sheet	20
Statement of cash flows	21
Notes to the financial statements	22

REFERENCE AND ADMINISTRATIVE DETAILS

Incorporated	12 October 2009
Company Number	07038233
Charity Number	1168992
Trustees	Richard Burnett (Chair) Maureen MacLeod (Vice-Chair) Anna Russell Jones (resigned 02/11/20) Dr Alan Lee (appointed 12/02/21) Caroline Wilson David Bleakney Jason Steele (appointed 12/02/21) Mandy Ayres Matthew Fearnley (resigned 24/09/20) Natalie Dunn (appointed 12/02/21) Rebecca Wynberg (resigned 14/12/21) Secil Muderrisoglu (appointed 12/02/21)
Chief Executive Officer	Chivonne Preston (until 05/09/21) Emily Slater (from 06/09/21)
Company Secretary	Sarah Ingram
Registered Office	Bank House Bank Street Tonbridge Kent TN9 1BL
Bankers	HSBC 100 High Street Tonbridge TN9 1AN
Independent Examiner	A S Healey FCA CTA DChA Lindeyer Francis Ferguson Ltd North House 198 High Street Tonbridge TN9 1BE

CHAIR'S WELCOME

Having ridden the first wave of the COVID storm, the test this year was going to be whether we could not only consolidate the success of our shift to online trainings, but build on it. I am delighted to say that during this year, we have done this, and emphatically so, with a nearly 30% increase in total income. The reserves built from this growth give MiSP a surer footing as we enter an academic year that feels no less uncertain than the last.

Innovative curricula - written by teachers for teachers - have been at the heart of MiSP's success from the outset, and the teaching community has for many years asked us to create a curriculum for 3 to 6 year-olds. We have responded with *dots*, meaning that we now offer world-leading classroom materials for every age-range in primary and secondary schools.

We recognise our responsibility as a charity to give *all* audiences in the UK access to these curricula and the opportunity to learn mindfulness. Equality, diversity and inclusion was therefore an important theme of our 2021 conference, building on our four pilot Inclusion & Support Groups set up to ensure that teachers from all backgrounds receive appropriate support, as well as safe places to share experiences with peers.

We increasingly see mindfulness' potential within the broader context of a school's social and emotional learning, pastoral care systems and PSHEE provision. As mindfulness in the adult world becomes increasingly mainstream, we are sensing there may be less of a need to ring-fence it as a separate discipline within schools. Looking ahead, we see not just one but potentially *many* pathways to implementing mindfulness in schools. Part of our ambition in the year ahead is to clearly articulate these.

We have often asked ourselves whether it is children and young people who benefit most from our charitable work or the teachers and other adults who care for them. The answer is increasingly clear: when implemented well, it is *the school community as a whole* that benefits from MiSP's mindfulness programmes. Likewise, it is the community of MiSP trained-teachers – our Hub members – who safeguard the expertise we bring to the sector.

Our thanks to outgoing CEO, Chivonne Preston, for her outstanding contribution over the past two and a half years, guiding us through a particularly challenging period and helping us emerge on the other side in rude health. Thanks also to the outgoing Director of Curricula, Claire Kelly, who over the past decade, has been instrumental in shaping both MiSP's curricula and the organisation we are today.

We are excited to have recruited Emily Slater as MiSP's new CEO. Emily's understanding of mindfulness and successful 10-year leadership of the Maternal Mental Health Alliance brings to our charity a formidable skillset and breadth of experience. Whilst no charity can be complacent at this time, this, with the addition to the Board of four new trustees with significant expertise in education, digital services and marketing, puts MiSP in a strong position as we continue to support school communities, particularly in these uncertain times.

Richard Burnett
Chair of Trustees

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 August 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements have been prepared in accordance with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The information on page 2 forms part of the Trustees' Report.

The Trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives and when planning future activities.

OBJECTIVES AND ACTIVITIES

Our Mission

- To give every child the opportunity to learn mindfulness to help them manage difficulty and flourish, with an understanding of how and when to use those skills

Overview

Mindfulness in Schools Project ("MiSP", "the Charity") is a UK charity for children and young people in school communities. MiSP's charitable objects are:

- To advance the education of the general public, in particular and not exclusively young people by promoting and encouraging the teaching, study, practice and research of mindfulness, primarily but not exclusively in educational settings

The need

There is a growing body of increasingly robust research which points towards tangible benefits of mindfulness both for young people and those who care for them. Whilst our courses are not intended as any kind of *clinical* intervention, they offer an opportunity to establish a set of skills upon which students can draw when facing life's inevitable difficulties. Mindfulness also helps to support them in the 'good stuff', be it by enriching their everyday experience or enhancing performance in areas such as their studies, sport or music.

The results expected from MiSP's activities are:

- To provide solid foundations for children and young people's approach to learning in general, such as being present, curious, reflective, creative and aware of their response to experience.
- For the application of these skills to support all other learning, helping children and young people to self-regulate, identify challenges, plan, communicate, collaborate, and manage their own experience.
- To provide a social and emotional toolkit to help children and young people (CYP) manage difficulties as they navigate their way through childhood and adolescence.

Whilst our activities are clearly intended to benefit children and young people, the above results also serve to enhance the wellbeing and resilience of teachers and whole school communities. For instance, evidence shows the potential benefits of (8-week) mindfulness courses include: a reduction in stress, burnout, and anxiety; a reduction in the sense of task and time pressure; an improved ability to manage thoughts and behaviour; an increase in coping skills, motivation, planning, and problem solving; an increase in self-compassion and self-care.

MiSP brings quality mindfulness to children and those that care for them by:

- Developing specialist, age appropriate, skills-based mindfulness curricula and digital resources, produced and informed by teachers *for teachers*
- Training and supporting qualified educational professionals to develop their mindfulness practice and deliver the charity's curricula safely and skilfully
- Introducing mindfulness to those who work with or care for young people
- Facilitating research into the effects of mindfulness on young people and those who work and care for them.

ACHIEVEMENTS AND PERFORMANCE

The year 2020/21 has been significant for Mindfulness in Schools Project (MiSP) and we have made progress with our overall aims and plans:

- Successfully delivering courses to educational professionals across the UK and specific overseas educational settings
- Developing a brand-new curriculum 'dots' for 3-6 year-olds
- Continuing to provide supported places (by offering free or reduced rates for our courses)
- Continuing to develop our business model to ensure MiSP is sustainable and can thrive long term

While the extraordinary context of the Covid-19 pandemic continued to affect our original plans, we have been able to navigate these times, produce online versions of our training courses / offers and continue to reach new audiences. Sensing the need to provide additional support, during the lockdown in December 2020 and between January to March 2021, MiSP responded swiftly to provide free online mindfulness sitting practices for its community of teachers.

Our activities 2020/21

Developing specialist, age appropriate, skills-based mindfulness curricula and digital resources produced and informed by teachers *for teachers*

Notwithstanding the Covid-19 context, we sought as usual to build upon our offer to schools both in terms of ongoing improvement, and excitingly, in this year, the development of our brand-new 'dots' curriculum which introduces mindfulness to young people aged 3-6 years to help support personal, social and emotional development and promote well-being and resilience. We delivered a total of four 'dots' courses in the year, receiving very positive feedback, with teacher comments such as:

- *"Once again, another excellent curriculum from MiSP. Dots really is the missing piece of the puzzle, allowing schools now to provide a spiral curriculum for pupils throughout all Key stages. Well done MiSP!"*

With the development of 'dots' this year, for the first time, MiSP has been able to reach the full age-range in schools via its curricula:

- **dots** for 3-6 year-olds (piloted and introduced this year)
- **Paws b** for 7-11 year-olds
- **breathe** for 9-14 year-olds
- **.b** for 11 to 18 year-olds
- **.b foundations/ School Mindfulness Lead** for adults working with young people

In addition to reviewing and updating each of the above curricula this year, MiSP also:

- published a SEND-friendly version of '. b,' working with specialists (from members of our teaching community) for children with Autism Spectrum Disorder, Dyslexia, ADHD and other neurodiversity conditions
- received high efficacy and affordability ratings from the Early Intervention Foundation (EIF) for our .b curricula (with the course now included in the EIF Guidebook)
- continued the development of our website in order to maximise the availability and impact of our digital resources (see below)

Digital Resources
This year, we published a range of downloadable resources for schools, including posters and mini-practice sheets, and continued to provide access to sample lessons to the general public. We also promoted our work and information on quality mindfulness via social media channels and published a range of new articles and blogs, targeting relevant content to both existing stakeholders and the wider education and mindfulness communities.
Specific digital, website and social media statistics below:

Communication channel	2021	2020
Facebook 'likes'	18,237	15,565
Twitter followers	4,061	3,730
LinkedIn follows	3,036	2,441
MiSP Website visitors – annual total	137,754	147,745
www.dotbe.org users	18,223	18,207
Sample lesson requests – annual total	2,786	3,566

Training and supporting qualified adults to develop their mindfulness practice and deliver the charity's curricula safely and skilfully
Providing courses to train education professionals to teach our mindfulness curricula continued to form the core of our work this year, with 44 online UK courses delivered, comprising 854 participants (2020:31 to 606 participants). All our courses were delivered by our specialist trainers via online platforms. The number of supported places offered by the charity (free or reduced rate training) rose slightly to 20% of total places offered. (2020:18%). In response to the ongoing pandemic, 100% of our UK courses were delivered via an online platform this year (2020:52% from April 2020 onwards). Online courses have been well attended, explained in part perhaps, by their greater accessibility and the reduction of associated travel and accommodation time and costs.

Feedback from our online courses remains positive with mean ratings for Teach Paws b, Teach .b, Teach dots, Teach .breathe and School Mindfulness Lead being 9.6, 9.5, 9.6, 9.3 and 9.5 out of 10 respectively. (2020:9.6, 9.6, n/a, 9.3 and 9.7 out of 10)

During the year we offered the following courses:

- **Teach Paws b**, a 4-day online training that prepares those who have met the pre-requisites to teach the Paws b curriculum to 7-11 year-olds in schools or other youth-related organisations.
- **Teach .b**, a 5-day online training which prepares those who have met the pre-requisites to deliver the .b curriculum, designed for 11-18 year-olds.
- **Teach dots,** (piloted in February 2021 and delivered from April 2021 onwards) a 3 day online training which prepares those who have met the prerequisites to teach the dots curriculum to 3-6 year-olds in schools, pre-schools or other educational or youth-related organisations.
- **School Mindfulness Lead**, a 6-day residential training (12 days online) which gives further training to .b or Paws b teachers who wish to teach the 8-week .b Foundations course to teachers and other adults in the school where they are employed. These courses are intended to help school staff to develop a more sustainable, in-house model for mindfulness training and development, providing them with a means of continuing to train school staff in basic mindfulness ensuring the continuity of quality teaching for the children and young people they serve.
- **Teach .breathe** a 1-day online course to introduce teachers and school staff to mindfulness and train them to teach four lessons to 9-14 year-olds.

Specific UK course statistics below:

	Number of Courses		***Teachers Trained***	
	2020/21	2019/20	**2020/21**	2019/20
Teach .b	**14**	8	**305**	193
Teach Paws b	**11**	10	**203**	216
Teach dots	**4**	n/a	**106**	n/a
Teach .breathe	**13**	11	**211**	169
Teach .b Foundations	**0**	1	**0**	9
School Mindfulness Lead	**2**	1	**29**	19
Total	**44**	31	**854**	606

Supported Places

In this period, we offered the equivalent of 3 free supported places on each of the Teach .b, Teach Paws b and Teach dots courses (54 in total). Support on these courses is at a discount of 25%, 50% or 100%, dependent upon qualifying criteria.

The equivalent of 1 free supported place is offered on School Mindfulness Lead courses (2 in total in this reporting period) and a 13% discount is offered on Teach .breathe courses for qualifying participants.

MiSP offers supported places to schools with higher-than-average free school meals or pupil premium (FSM/PP) and this year additional qualifying criteria of pupils with identified SEN needs or English as an additional language were added.

In the year, 176 of 437 (40%) of places were allotted to state maintained schools and qualified for a discount of 23%. We also supported three newly qualified teachers via our Early Career Teacher Support Fund which offers 50% supported places for teachers in the first years of their teaching career.

This year, a total of 178 supported places (21% of all places) were awarded across these courses (2020:184 places at 30%). The equivalent value of financial support awarded in the year was £36,305 compared to £30,911 in the previous year, an increase of 17.5%.

Hub Membership
During the year, we continued to invite adult graduates of our training programmes to join our 'Hub community' to provide ongoing support in their work with young people and their own mindfulness practice.
In August 2021, Hub membership hit its highest ever, with 2,586 individual members and a retention rate (following an initial period of 6 months free membership after completion of training) of 65% (2020:1,934 members with a retention rate of 59%).

Inclusion and Support Groups
This year, in response to feedback and keen to ensure teachers from all backgrounds receive appropriate support, as well as safe places to share experiences with peers, we piloted the establishment of four Inclusion & Support Groups: Culturally Diverse (previously BAME); SEND (Special Educational Needs & Disability); Men (due to the often disproportion of female teachers in the mindfulness field) and Independent Teachers (i.e. external mindfulness trainers).
Participation has been open to all our Hub members, with each group meeting termly with the following objectives:

- To provide a safe and supportive space for members to share challenges, experiences, and learning around mindfulness in schools.
- To encourage representation of a broad range of school experiences, to raise awareness of relevant issues and to facilitate engagement with all school communities.
- To identify barriers to inclusion and to constructively challenge existing structures around mindfulness in schools to influence and impact MiSP operations so that they are more inclusive and supportive.
- To inspire participation, to enable MiSP to connect with more schools and to promote inclusion of all school communities in mindfulness in schools

A total of 172 requests were accepted to join the Inclusion & Support Groups. Some people were members of more than one group. The groups will continue in the next academic year, with a formal review planned in 2022.

Teaching Skills Workshops and Surgeries
This year also saw the launch of our pilot Teaching Skills Workshops - a series of 6 interactive workshops looking at various themes, aimed at enhancing the teaching of quality mindfulness in schools. Each pilot workshop was open to 20 participants and filled up immediately.

We also launched our pilot Teaching Surgeries – a series of drop-in sessions for teachers to ask questions of experienced trainers (and other peers). Attendance at these has started slowly, and we are keen to see if this builds up over time. Both these initiatives are envisaged to continue in the 2021/22 year, followed by a review.

Attracting New Audiences
In partnership with Towergate Insurance, we ran a series of 6 "Inviting the Experts" webinars from November 2020 to April 2021 on the following subjects:

- Childhood Bereavement: How Schools can Support Children and Young People
- Anxiety-Based School Avoidance: Practical Advice for Schools
- Supporting Young Carers in Schools
- Practical Solutions for Dyslexia
- Supporting CYP with Neurodiversity
- Strategies to Support EAL in Schools

These were offered free – both live and via recordings subsequently - to members of our (educational community) Hub, with a combined total of 1,364 attendees to these events.

Working with Overseas Partners
This year, we continued to work with several overseas partners to deliver Teach .b, Teach Paws b and .b Foundations to teachers and those working with children worldwide. During this reporting period, we facilitated 10 (2020:11) partner courses in the following locations: Hong Kong, Amsterdam, Denmark, Taiwan and Japan. These courses trained a total of 206 (2020:165) .b teachers and 51 (2020:51) Paws b teachers.

During the year, our .begin online course participants included 142 (2020:94) international delegates from Angola, Australia, Austria, Bahrain, Belgium, Cambodia, Canada, China, Colombia, Croatia, Cyprus, Egypt, France, Germany, Ghana, Greece, Hong Kong, India, Ireland, Italy, Lebanon, Malawi, Malta, Mauritius, Netherlands, New Zealand, Norway, Peru, Poland, Saudi Arabia, Senegal, Singapore, Spain, Sweden, Switzerland, Taiwan, Thailand, Turkey, United Arab Emirates and United States of America

Introducing mindfulness to those who work with or care for young people
In addition to our in-depth courses, MiSP offers other ways for people to get a taster, for instance, via. begin (our introduction to mindfulness for adults delivered via 'live' videoconferencing over eight weekly sessions of 90 minutes, with each session led by a highly experienced MiSP instructor).

During the year we ran 25 such online courses. (2020:27) By the end of the year 437 (2020:450) people had attended the course.

Completion of this course followed by a period of sustained practice enables participants to meet the pre-requisites for attending our more in-depth courses, e.g. Teach Paws b and Teach .b courses. During the year, 163 (2020:117) .begin participants went on to apply for a .b, Paws b or dots course, a follow-on rate of 32%. (2020:26% for .b and Paws b)

Wellbeing Workshops and Information Webinars
We continued to offer our Wellbeing Workshops: one-day courses to explore mindfulness-based strategies to improve and support wellbeing in schools. We ran sessions for 2 schools (2020:4) in the year, attracting a total of 41 attendees (2020:103)
We also held 11 information events via webinar during the year (2020:10) attended by a total of 219 people. (2020:207)

Lockdown Events
During Autumn/Winter 2020/21, we continued to offer our free sits viewing them as an opportunity to bring mindfulness to more adults working with or caring for, young people. Both adult beginners and experienced mindfulness practitioners, were invited to attend with the children in their care, their families or housemates. Between December 2020 and March 2021 519 members of the public attended 2,486 times across 46 sessions in total.

2021 Conference
With support from Towergate Insurance, in June 2021, we hosted our online conference on the theme of Including All Teachers and Learners. We had over 500 live attendees and in total reserved 732 tickets either to the live event or to access the videos thereafter. This year we gave free tickets to our Hub members for the first time. 587 of the tickets were given free. The post-event survey was completed by 93 delegates, 96% of whom felt the conference was 'extremely positive' or 'positive'.

Comments from delegates included:

- *"A wealth of wisdom and insight that is so valuable when you can easily be swept along by feeling you are alone in your struggles to develop mindful approaches in your school."*
- *"I want to congratulate you on yet another excellent MiSP Conference! It ran super smoothly and all of the presentations were engaging in content and delivery. You are so good at making sure there are children's voices and all of those videos were such an important reminder of why we are doing this work. The theme was timely and so important. Thank you for making space for such a crucial and meaningful topic. We learned a lot."*

Facilitating research into the effects of mindfulness on young people and those who work and care for them
In July 2021, Trustees were pleased to approve a £5,000 grant to The Mindfulness Initiative to support crucial policy work in the area of mindfulness; to increase the recognition of mindfulness as a key component of a whole-person educational approach and to lead the development of a Quality Mindfulness framework with objective criteria and benchmarking identified. A report summarising findings is due early in 2022.
Findings from the University of Oxford Mindfulness Centre's MYRIAD research are anticipated in 2021/22. We look forward to further developing and implementing MiSP's curricula in the light of these.

Learning and Evaluation
To understand whether our classroom curricula, particularly .b and Paws b (historically our most in-depth and popular courses), are meeting the needs in the classroom, we continued, during this reporting period, to offer teachers an online 'Class Impact' survey tool to gather feedback from students. For those teachers completing the survey, the data collated confirmed how well received and relevant our curricula continued to be both for students and teachers – a major achievement particularly given the shift from in-person to online courses since the outbreak of the pandemic. Feedback from teachers trained in our curricula is more than a tick-box exercise for MiSP - directly feeding into our ongoing work to provide the most useful teaching materials and curricula.

Please see below some of the specific data collated this year:

2020/21 Teach .b	
587 children completed a survey at the end of their .b course:	• 83% found it enjoyable • 76% found it useful • 82% would recommend to a friend • 67% of children said it helped them cope with difficulty

32 teachers completed a class impact survey at the end of their .b course:	• 100% of teachers completing would recommend it to a colleague • 100% of teachers who completed said it helped them cope with relationships with colleagues and pupils and their overall quality of life
Examples of Feedback from .b Pupils:	• *'It taught me about how to cope in stressful situations, like exams and enabled my mind to take a minute to relax and stop overthinking everything as I tend to overthink everything I do.'* • *'The .b was the best it helps me focus and calm down. I especially found it useful when I felt stressed and doing a FOFBOC really helped. It also was really useful for realising what is actually important in life.'* • *'I learnt how to sleep well, before I had trouble falling asleep and after the course I can finally sleep without worrying about things!'*
Examples of Feedback from .b Teachers:	• *'Learning mindfulness techniques and how to teach them has helped me personally and professionally. As a teacher I am more aware of how I can influence the 'weather' in my classroom environment. Teaching students has been really rewarding - it warms my heart when I hear students saying how practicing mindfulness is helping them.'* • *'…..the shift in the class was so unexpected and children allowed themselves to be vulnerable but also supported those around them and there was a 'realness' that I hadn't ever experienced in any of the classes I'd taught…'*
2020/21 Teach Paws b	
1,505 children completed a survey at the end of their Paws b course:	• 92% found it enjoyable • 90% found it useful • 86% would use it again • 70% would recommend to a friend • 72% of children said it helped them with concentration • 69% said it helped them cope with 'wobbles' and with 'growing happiness'
64 teachers completed a class impact survey at the end of their Paws b course:	• 100% of teachers completing would recommend it to a colleague • 100% of teachers who completed said it helped them their overall quality of life and coping with professional demands • 100% of teachers completing said it helped them with their relationships with pupils

Examples of Feedback from Paws b Pupils:	• *'After the sessions I didn't have any more problems with my tummy so that shows that breathing and being relaxed kind of takes away the pain.'* • *'I got to learn about worries, control concentration, grow happiness and have fun! I think this skill will really help me in future times.'* • *'It helped when I was having issues at home. Just in all really calming and fun. A place to be yourself.'*
Examples of Feedback from Paws b Teachers:	• *'I leave every Paws b lesson feeling invigorated and inspired and excited that this generation of children are being offered skills to help them navigate the ups and downs of life.'* • *'SLT told me of a boy who had a really distressing emotional episode so he left the class. When they found him he was looking through his bag for his Paws b worksheets to help him.'* • *'I've taught the curriculum to around 2000 pupils now and the more I teach it the more I enjoy the lessons.'*

Funding

Securing additional funds to increase our reach and provide subsidised places has been a key part of our work this year. This has included an ongoing partnership with Towergate Insurance, who sponsored the MiSP annual conference, as well as our 'Invite the Expert' series; securing £25,000 from the Rank Foundation to fund free daily online sits and respond to the increasing demand for our services during Covid-19 lockdowns (November 2020 – March 2021); delivering the second year of our three year project 'Mindfulness in Alternative Provision Settings' funded by the Bright Futures Trust.

In addition, in January 2021, we introduced a new tiered system of Hub membership fees whereby members could opt to pay fees at either reduced, standard or benefactor rates. In return Hub members were offered a complimentary ticket to our online conference, as well as access to our teaching skills workshops and online teaching surgeries throughout the year. We also continued to offer mindfulness sitting groups to all Hub members, running 24 sessions with a total of 309 attendees. (2020:22 groups and 218 attendees).

Ticket sales for the conference brought in some additional income. Our work overseas (as outlined above) also enabled MiSP to diversify its income streams this year.

FINANCIAL REVIEW

The financial year 2020/21 was a positive one, despite the continued challenges of Covid-19. Our online courses remained popular and take-up was steady over the four quarters. Consequently, course revenue was buoyant throughout the year and MiSP considers itself to be in a healthy financial position.

Statement of Financial Activities

The Statement of Financial Activities (SoFA) for the year shows an overall surplus of £108,860 (2020:£38,751) arising from total income of £639,062 (2020:£496,205)

Total income for the year to 31 August 2021 was 28.8 % higher than the prior year, primarily due to:

- a 27.3% increase in course revenue at £488,160 from 54 UK and overseas partner courses (2020:£383,330 from 43 courses)
- a 205.3% increase in donations and legacies received at £80,538 (2020:£26,383)

Total expenditure for the year to 31 August 2021 was 15.9% higher than the prior year at £530,202 (2020: £457,454) consisting of:

- a 15.0% increase in direct costs at £366,056 to support the delivery of an additional 11 courses (2020:£318,417)
- a 18.1 % increase in support costs (salaries, computer running costs and advertising and marketing costs) at £164,146 (2020:£139,037)

See notes 6 and 7 of the financial statements for further details of direct and support costs.

Balance sheet

Net current assets increased by £53,892 to £305,800 in the year (2020:£251,908) This increase was after repayment of a £50,000 Government Bounce Back Loan in June 2021.

Deferred income is 23.9% lower than last year at £78,234 (2020:£102,777) This is primarily due to the 2020 figure reflecting the higher level of cash received for courses which were subsequently cancelled in the 2019/20 year and delivered in the 2020/21 year.

Total reserves increased during the year to £252,137 (2020:£143,277) reflecting the operational surplus of £108,860. Of this total £11,959 has been designated for sole use towards the continuance of charitable activities.

Reserves policy and going concern

The Trustees believe that in terms of good governance and to ensure the continuity of the organisation and the fulfilment of its charitable aims, it is necessary to maintain an adequate level of reserves. Reserves are needed to meet the working capital requirements of the charity and enable the charity to continue its activities in the event of a significant drop in funding and/or unforeseen or emergency costs. They are also beneficial in allowing flexibility and agility of response to business growth and development opportunities, should they arise.

The Trustees have examined the charity's requirements for reserves considering the main risks and potential opportunities to the organisation. A policy has been established whereby the general funds not committed or invested in fixed assets held by the charity should be equivalent to between 3 and 6 months of its annual expenditure.

Budgeted expenditure for 2021/22 is approximately £580,000 and so the target level of reserves is £145,000 to £290,000.

The general reserves available to the charity at 31 August 2021 of £233,841 (2020:£141,908) are therefore within this target range.

The reserves policy is reviewed by the Trustees on at least an annual basis.

The Trustees have assessed the business as a going concern as part of the process of setting the strategic objectives and agreeing the budget for 2021/22.

Trustees have also considered the extent to which existing activities and expenditure could be curtailed, should unforeseen circumstances arise. A rolling 12-month cashflow is presented quarterly to Trustees at Board meetings and revised monthly as part of the management accounts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

MiSP is a company limited by guarantee (registered number 07038233) governed by its Memorandum and Articles of Association dated 12 October 2009 (amended 26 August 2016). It has always operated as a not-for-profit organisation and gained formal charitable status (registered number 1168992) from the Charity Commission in England and Wales on 1 September 2016.

The Board of Trustees (also known as the Board of Directors) has adopted the Charity Commission Governance Code for small Charities. The Board has started a process of assessing its compliance with the Code - a step which is included in its strategic priorities for 2021/22 and part of its ongoing review and strengthening of governance.

The Board of Trustees is collectively responsible for the governance and strategic direction of the Charity together with its financial health, delivery of public benefit, probity of its activities and the development of the organisation's aim, objectives and goals.

Trustee selection process

The Charity is committed to ensuring it has a balanced and diverse Board, with members recommended for their skills and expertise. In September 2020, Trustees reviewed their Skills Analysis Audit which highlighted the broad range of collective skills of Board members and also identified areas where the Board might benefit from further knowledge and experience. The Board agreed to move forward with the recruitment of Trustees from the areas of Education, Marketing and Digital, selecting 4 new Trustees to join the Board from February 2021

Renewals of terms of office and the appointment of any additional Trustees are informed by the Statement of Skills and Competencies at the time and reference annual discussions between the Chair and each Trustee.

Trustees are appointed for a three-year period, usually for a maximum of two terms. At the end of the first term, Trustees are invited to stand down from post and can be nominated for re-election. All Trustees give their time freely and no Trustee remuneration was paid in the year.

Charity management

Day to day management of MiSP is delegated to the CEO, at the time of this reporting period, Chivonne Preston, and her team of staff (equating to an average of 6.3 full time equivalents throughout the year and rising to 7.5 full time equivalents by the end of August 2021) Although MiSP has a registered address in Tonbridge, staff work mainly from home and minimal resources are used for office and meeting costs. This has had some benefits during the Covid-19 pandemic as staff were already set up for home-working and its challenges.

Arrangements for setting key management personnel remuneration

The salary of the CEO is reviewed and agreed annually by the Board.
Salaries of senior MiSP staff have been benchmarked against similar roles in the voluntary sector.

Senior staff changes
Following the resignation of CEO Chivonne Preston on 28th March, trustees are pleased to report that a thorough recruitment process took place for a replacement CEO. We received an extremely strong response to our advertisement with a wide range of diverse and experienced candidates. On completion of extensive interviews and an assessment day, we were delighted to appoint Emily Slater as the new CEO for MiSP. Emily comes to us with a wealth of experience gained from a highly successful 10-year leadership of the Maternal Mental Health Alliance as well as a broad understanding of mindfulness.
We are most grateful to outgoing CEO Chivonne Preston who ensured a smooth transition and handover.

The Director of Curricula and Training, Claire Kelly, gave notice to resign on 28 April 2021 and left MiSP on 30 June 2021. Following this resignation, a comprehensive review of the Charity's resourcing needs took place and trustees approved the repositioning of this full-time role into appropriate part-time roles.

Risk management
Responsibility for risk management lies with trustees. We have established a risk register and it is regularly reviewed, with controls in place to mitigate minimal risks that occur.

The risk register is kept under regular review by management and trustees and both short and long-term risks have been considered. The major risks for MiSP are reviewed by the Board and have been identified as:

- Developing the strategic planning, assessment and review process
- Securing financial sustainability (via the business model developed within the strategy) including fundraising and diversification of income
- Maintaining reputation by ensuring the quality and relevance of the charity's key products and services and being able to measure and communicate impact
- Having an appropriate Governance and compliance framework in place with associated policies
- Responding effectively to challenges brought about as a result of the coronavirus pandemic

In addition to performing an annual review of the complete risk register, key risks are scheduled for in-depth discussion at quarterly Board meetings.

Strategy planning
Trustees had planned to have a 3-year strategy signed-off for implementation from September 2021. This timeline was revised as a consequence of the imminent changeover of CEO. The Board has subsequently agreed to defer the development of the 3-year strategy by 12 months, enabling the new CEO to be fully involved in the planning process. Trustees aim to have a 3-year strategy agreed by end August 2022.

Equality, diversity and inclusion (EDI)
Following the adoption of our EDI policy in late 2020, we have begun to introduce mechanisms to collect EDI specific data from our community, including people attending our courses (from February 2021). As part of our recruitment process, we have also started to collect data about people who have applied to work for MiSP. Whilst this data collection and analysis is in its early stages, the foundations are in place to make significant progress going forwards.

Plans for the future

The trustees remain committed to good governance and improving and building on our current systems, overseen by our chair. This is particularly important as the staff team grows. We are committed to supporting staff wellbeing and healthy work-life balance, particularly given the cumulative impact of Covid-19, and this looks set to be a particular focus over the coming year.

Bringing mindfulness to children and young people and those that work with them

For the coming period 2021/22, the trustees are committed to ongoing creation and delivery of high-quality curricula and supporting research. In addition, where resources allow, activities will continue to focus on introducing mindfulness to educators and supporting the community of teachers in their own mindfulness practice and bringing mindfulness to children and young people. Trustees recognise that the education sector is under particular strain as a result of Covid-19, and any new activities that the charity is able to undertake are likely to focus particularly on supporting the adults working in schools.

Training courses are envisaged to continue to be delivered online, with regular review of opportunities (as well as any advantages / disadvantages of doing so) to reintroduce face-to-face training, potentially seeking a blend of face-to-face and online courses in the future.

Exciting plans for MiSP in 2021/22 include:

- Development and launch of a new School Mindfulness Pathways initiative – showcasing for the adults working in schools how individual teachers, students, and schools (as a whole) can embed mindfulness and be supported by MiSP to do so
- Translation of core curricula into Welsh to ensure we are reaching a wider range of schools and key stakeholders in the UK
- Development of an overall 3 to 5-year strategy (starting September 2022) with MiSP's ongoing work on Equality, Diversity and Inclusion (EDI), evaluation and sustainability integrated into this strategic process.

Statement of trustees' responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with the United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those 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 adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

This report was approved by the Trustees on 14 December 2021 and signed on their behalf by:

Richard Burnett

Chair

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

I report to the charity Trustees on my examination of the financial statements of Mindfulness in Schools Project for the year ended 31 August 2021, which comprise the Statement of Financial Activities (including Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the related Notes.

Responsibilities and basis of report

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 in accordance with the requirements of the Companies Act 2006.

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

Independent examiner's statement

Since the charity's gross income exceeded £250,000 the examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- accounting records were not kept in respect of the company as required by section 386 of the Companies Act 2006; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 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
- 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 and in order to enable a proper understanding of the accounts to be reached.

lindeyer Francis Ferguson Ltd Date: 16/12/2021

A S Healey FCA CTA DChA
Lindeyer Francis Ferguson Limited
North House
198 High Street
Tonbridge
Kent TN9 1BE

MINDFULNESS IN SCHOOLS PROJECT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2021

	Note	General Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income from:					
Donations and legacies	3	22,979	57,559	80,538	26,383
Charitable activities	4	558,490	-	558,490	469,413
Investments		34	-	34	409
Total income		581,503	57,559	639,062	496,205
Expenditure on:					
Charitable activities	5	475,943	54,259	530,202	457,454
Total expenditure		475,943	54,259	530,202	457,454
Net income and net movement in funds		105,560	3,300	108,860	38,751
Reconciliation of funds:					
Total funds brought forward		143,277	-	143,277	104,526
Transfers between funds		3,300	(3,300)	-	-
Total funds carried forward	14	252,137	-	252,137	143,277

BALANCE SHEET
AT 31 AUGUST 2021

	Note	£	2021 £	£	2020 £
Fixed assets					
Intangible assets	9		6,337		1,299
Tangible assets	10		-		70
			6,337		1,369
Current assets					
Debtors	11	20,010		19,654	
Cash at bank and in hand		395,734		382,703	
		415,744		402,357	
Creditors: amounts falling due within one year	12	(109,943)		(150,449)	
Net current assets			305,800		251,908
Creditors: amounts falling due after one year	13		(60,000)		(110,000)
Total net assets			252,137		143,277
Charity funds	14				
General Funds			240,178		143,277
Designated Funds			11,959		-
Total funds			252,137		143,277

For the financial year ended 31 August 2021 the charitable company was entitled to exemption from audit under section 477 Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476; and
- The trustees, who are also the directors of the charitable company for the purposes of company law, acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the financial statements.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 14 December 2021 and were signed on its behalf by:

Richard Burnett
Chair of the Board of Trustees

Company registration number: 07038233

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	70,297	90,233
Cash flows from investing activities:			
Investment income		34	409
Purchase of intangible assets		(7,300)	-
Cash flows from financing activities:			
Government bounce back loan scheme		(50,000)	50,000
Interest free long term development loan		-	-
Change in cash in the period		13,031	140,642
Cash at the beginning of the period		382,703	242,061
Cash at the end of the period		395,734	382,703

A. Net cash provided by operating activities

	2021 £	2020 £
Net income per statement of financial activities	108,860	38,751
Depreciation and amortisation	2,332	7,722
Investment income	(34)	(409)
(Increase)/ decrease in debtors	(356)	18,966
(Decrease)/ increase in creditors	(40,506)	25,203
Net cash provided by operating activities	70,297	90,233

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

1 Status

Mindfulness in Schools Project is a charitable company limited by guarantee incorporated in England & Wales. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is Bank House, Bank Street, Tonbridge, Kent, TN9 1BL.

2 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2.1 Basis of preparation

The financial statements have been prepared in accordance with "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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mindfulness in Schools Project meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

There are no material uncertainties about the charity's ability to continue, and so the going concern basis of accounting has been adopted.

The financial statements are presented in pounds sterling and rounded to the nearest pound.

2.2 Income

Income is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured reliably.
For donations this is usually on receipt. For grants, this is usually when a formal offer is made in writing, unless the grant contains terms and conditions outside of the charity's control which must be met before the charity is entitled to the funds. Where grants are received in response to a proposal including a budgeted timescale, such that the timescale for the expenditure is implicit in the grant agreement, the income is recognised in accordance with that timescale. Contractual income and performance related grants are shown in income from charitable activities, and are recognised in the period in which the goods and services are provided or to the extent that performance related outputs have been achieved, as appropriate.
For training courses, consultancy and speaking engagements, income is recognised when the relevant course or engagement takes place.
The Hub income represents a membership period spanning one year; however the principal benefit of the membership relates to access to resources which is provided when the income is received. Therefore, the income is recognised at the point of provision of the benefit i.e. on receipt.

2.3 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably.

Expenditure has been classified under headings that aggregate all costs related to the category.

Direct costs are allocated to the activity to which they relate. Staff costs are allocated based on an estimate of staff time spent on each activity.

Support costs are those costs relating to functions which assist the work of the charity but do not directly relate to its activities. Support costs have been allocated to activities based on the proportion of direct costs incurred.

Governance costs are those costs incurred in connection with the administration of the trust and compliance with constitutional and statutory requirements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

2.4 Fund accounting

General funds can be used for the charitable objectives at the discretion of the trustees. Designated funds have been set aside from general funds by resolution of the trustees, for a specific purpose. Restricted funds comprise monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

2.5 Financial instruments

The charity's financial instruments all qualify as basic financial instruments. Short-term debtors and creditors are measured at the settlement value. Any losses from impairment are recognised in the statement of financial activities.The charity has taken advantage of Section 34 of FRS 102 to recognise the interest free loan that it has received as a concessionary loan. As such, the charity initially recognises and measures the loan at the amount received, with the carrying amount adjusted in subsequent years to reflect repayments and any accrued interest.

2.6 Intangible fixed assets

Intangible fixed assets are stated at cost less amortisation. Amortisation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Website	33% straight line
Software CRM System	33% straight line

2.7 Tangible fixed assets

Assets costing less than £1,500 are not capitalised.Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated realisable value of each asset over its expected useful economic life, as follows:

Computer equipment	33% straight line
Office equipment	33% straight line

2.8 Cash at bank and in hand

Cash at bank and in hand comprises cash and short-term highly liquid investments with a maturity of three months or less from the date of opening the deposit or similar account.

2.9 Taxation

During the previous year, the charity received confirmation from HMRC that its supplies of training and Hub membership met the conditions of an exempt supply of education provided by an eligible body. This year is the first full year of that exemption. The charity is exempt from corporation tax on its charitable activities.

2.10 Pension costs

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost represents contributions payable by the charity to the fund.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

3	Income from donations and legacies	Total Funds 2021 £	Total Funds 2020 £
	The Rank Foundation	25,000	-
	Bright Future Trust	24,261	2,250
	The Buchanan Programme	20,526	
	Towergate Insurance	2,917	1,390
	Just Giving and Paypal Giving (various)	5,356	15,450
	Private donations (various)	2,080	3,872
	Charities Trust & Charities Aid Foundation	399	921
	St James's Place Wealth Management	-	2,500
		80,538	26,383

Restricted donations of £8,601 were received in 2020

4	Income from charitable activities	Total Funds 2021 £	Total Funds 2020 £
	Mindfulness training programmes:		
	.b	222,792	141,642
	Paws b	107,470	125,988
	.begin	60,218	61,812
	dots	35,046	-
	.breathe	31,694	24,884
	.b Foundations	26,215	17,693
	Hub	55,777	57,751
	Workshops	4,725	11,311
	Conference	14,200	18,632
	Other	353	4,612
	Consultancy and speaking engagements	-	5,088
		558,490	469,413

There was no income attributable to restricted charitable activities in 2020

5	Expenditure on charitable activities	Direct costs 2021 £	Support costs 2021 £	Total Funds 2021 £	Total Funds 2020 £
	Grants Awarded:				
	Outreach support	5,000	2,242	7,242	-
	Mindfulness training programmes:				
	.b	143,159	64,195	207,354	119,239
	Paws b	62,464	28,010	90,474	116,390
	.begin	39,857	17,873	57,730	76,417
	dots	33,536	15,038	48,574	-
	.breathe	16,633	7,459	24,092	32,113
	.b Foundations	16,229	7,277	23,506	38,114
	Hub	32,281	14,475	46,756	39,715
	Workshops	6,523	2,925	9,448	14,678
	Conference	5,974	2,679	8,653	7,459
	Other	4,400	1,973	6,373	12,694
	Consultancy and speaking engagements	-	-	-	635
		366,056	164,146	530,202	457,454
		Note 6	*Note 7*		

Expenditure attributable to restricted charitable activities in 2020 was £8,601

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

6 Direct costs

		2021	2020
		£	£
Staff costs	Note 8	218,135	204,070
Trainer fees		84,736	51,344
Printing, stationery and materials		26,491	26,839
Curricula development costs		11,754	-
Course translation costs		11,279	-
Outreach support		5,000	-
Consultancy fees		4,816	2,683
Trademark and IP costs		2,907	2,257
Conference expenses		938	1,536
Other direct costs		-	3,510
Venue hire		-	15,249
Trainer expenses		-	8,788
Catering and refreshments		-	1,155
Course accreditation costs		-	986
		366,056	318,417

7 Support costs

		2021	2020
		£	£
Staff costs	Note 8	122,032	96,771
Other office costs		13,564	12,234
Advertising and marketing		5,841	3,642
Computer running costs		5,243	2,971
Insurance		3,988	3,409
Consultancy fees		3,238	2,772
Amortisation		2,262	7,684
Bank and paypal charges		1,573	1,900
Staff Entertaining		643	193
Travel, accommodation and subsistence		279	3,112
Depreciation		70	38
Governance costs:			
Independent examination fee		2,750	2,750
Other services paid to examiner		993	1,462
Legal and professional fees		1,670	99
		164,146	139,037

8 Staff costs

	2021	2020
	£	£
Gross salaries	294,377	267,976
Employer's National Insurance	24,636	22,681
Employer's pension contributions	21,154	10,184
	340,167	300,841

Employer's pension contributions in 2021 are made against total salary whilst contributions in 2020 were made against qualifying earnings. Contributions in 2021 include a one-off payment of £4,868 to reflect contributions on total salary, rather than qualifying earnings from the period 1st August 2019 to 31st August 2020 inclusive.

The average number of employees on a headcount basis was 10 (2020: 9)

No member of staff earned over £60,000 in 2021 (2020:nil)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

9

Intangible fixed assets	Website & CRM System £
Cost	
At 1 September 2020	102,453
Additions in Year	7,300
At 31 August 2021	109,753
Amortisation	
At 1 September 2020	101,154
Charge for the year	2,262
At 31 August 2021	103,416
Net book value	
At 31 August 2021	6,337
At 31 August 2020	1,299

10 **Tangible fixed assets**

	Fixtures, fittings & equipment £
Cost	
At 1 September 2020	1,769
At 31 August 2021	1,769
Depreciation	
At 1 September 2020	1,699
Charge for the year	70
At 31 August 2021	1,769
Net book value	
At 31 August 2021	-
At 31 August 2020	70

11 **Debtors**

	2021 £	2020 £
Trade debtors	12,336	12,324
Prepayments	7,674	4,439
Accrued income	-	2,891
	20,010	19,654

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

12 Creditors: amounts falling due within one year

	2021	2020
	£	£
Deferred income	78,234	102,777
Taxation and social security	5,433	24,973
Trade creditors	9,281	13,883
Accruals	16,995	8,816
	109,943	150,449
Deferred income in respect of training course fees:		
Brought forward	102,777	71,974
Released in the year	(102,777)	(71,974)
Deferred in the year	78,234	102,777
Carried forward	78,234	102,777

13 Creditors: amounts falling due after one year

	2021	2020
	£	£
Concessionary loan (due in 2 - 5 years)	60,000	60,000
Government Bounceback Loan Scheme	-	50,000
	60,000	110,000

The concessionary loan is repayable in 2024 and is interest free.

14 Analysis of movement between funds

	General Reserves	Restricted Funds	Designated Funds	Total Funds
	£	£	£	£
Balance at 1 September 2020	143,277	-	-	143,277
Income in year	581,503	57,559		639,062
Expenditure in year	(475,943)	(54,259)		(530,202)
Tranfsers between funds	(8,659)	(3,300)	11,959	-
Balance at 31 August 2021	240,178	-	11,959	252,137

During the year £57,559 was recognised in donations and grants for restricted purposes (2020:£8,601) £25,000 of this was received from The Rank Foundation as part of a Covid-19 recovery fund and was allocated to the development of a CRM system and to support the provision of services instigated as a response to the pandemic. £24,261 (2020:£2,250) was received in the year from Bright Future Trust in furtherance of the second year of a three year initative to support the provision of our .b curriculum in alternative education settings. £2,917 was received from Towergate Insurance to support our new experts workshops. £5,381 was received from various fundraising initiatives and was allocated to support the provision of our online courses throughout the year. The surplus of £11,959 yielded from charitable activities in 2020/21 was designated for sole use in the continuance of such activities, in order to comply with HMRC conditions of being an eligible body for the purposes of the education and training VAT exemption. There were no designated funds in 2020.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

15 Key management personnel

The Chief Executive Officer and the Director of Curricula and Training are considered to be the charity's key management personnel. During the year, employment benefits, employer's pension contributions and employer's national insurance totalling £114,328 (2020: £123,136) were paid in respect of key management personnel.

16 Related party transactions

During the year, three trustees received places on training courses provided by the charity free of charge. The aggregate value of these courses was £440 (2020:1 at £195) Trustees serving at any point in the year (total 12) and key management personnel (total 2) received complimentary membership and access to the Hub. The aggregate value of these memberships was £900 for Trustees (2020:10 at £750) and £150 for key management personnel (2020:2 at £150) There were no expenses paid to trustees during the year (2020: £38) No trustee was paid any remuneration in respect of their role as a trustee of the charity.