

MATES IN MIND

England & Wales · Charity number 1172460

Details

Status Registered

Legal form Charitable company

Company number [10338868](#)

Registered 2017-04-06

Register [View on the Charity Commission register](#)

Contact

Address Work Life
174 Hammersmith Road
London
W6 7JP

Phone 02086001020

Website www.matesinmind.org

Activities

Objects: THE CHARITYÆS OBJECTS (ÆOBJECTSÆ) ARE:-(1) TO ADVANCE THE EDUCATION AND UNDERSTANDING OF EMPLOYERS, OTHER ORGANISATIONS AND THE GENERAL PUBLIC IN MENTAL HEALTH ISSUES.(2) TO PROMOTE AND IMPROVE THE MENTAL HEALTH AND WELL-BEING OF PERSONS.(3) TO RELIEVE, OR ASSIST IN THE RELIEF OF, PERSONS SUFFERING FROM MENTAL ILLNESS OR DISTRESS.FOR THE PUBLIC BENEFIT.

Activities: Provision of mental health awareness training and support in the workplace.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£526,014	£678,651	£-96,785	8
2023-12-31	£751,477	£691,755	£55,852	7
2022-12-31	£508,360	£548,237	£-3,870	6
2021-12-31	£486,201	£441,490	-	-
2020-12-31	£593,960	£584,958	£-25,380	10

Trustees

Name	Role	Appointed
Allan Wright		2022-10-21
Danny Clarke		2022-10-21
Henrietta Susan Frater		2024-05-23
Kizzy Augustin		2024-05-23
Nicola Hodgkinson		2020-03-10
Paul Cottam		2020-03-10
Sean Sadler		2023-07-05

MATES IN MIND

England & Wales - Charity number 1172460

Accounts

Mates in Mind –
A company limited by guarantee

Trustees' Report and Financial Statements

For the year ended 31 December 2024

Company number: 10338868
Charity number: 1172460
Scottish charity number: SC047778

Mates in Mind
Contents
For the year ended 31 December 2024

INDEX	PAGE
Trustees' Report and Financial Statements	
Report of the Trustees	3 – 11
Independent Auditor's Report	12 – 14
Statement of Financial Activities	15
Balance Sheet	16
Principal Accounting Policies	17 – 19
Notes to the Financial Statements	20 – 25
Reference and Administrative Details	26

Mates in Mind

Report of the Trustees

For the year ended 31 December 2024

Mates in Mind was established by the Health in Construction Leadership Group and the British Safety Council as a registered charity in August 2016, operating within the UK. The charity forms part of the British Safety Council group of entities for the purposes of preparing consolidated financial statements, however, the charity operates at arm's length from the British Safety Council as a separately registered charity with its own board of trustees.

The Trustees' Report is also a Directors' Report, as required by chapter 5 part 15 of the Companies Act 2006, and all charity trustees are company directors. In accordance with the small company exemptions in the Companies Act 2006, the Trustees have not produced a separate strategic report.

1. OUR COMMITMENT TO HEALTH, SAFETY AND WELLBEING

As a charity, we aim to ensure our team, associates and those people involved in our work activities are kept healthy and safe, and that we comply with all our legal obligations.

We review health, safety and wellbeing at each board meeting as well as in our regular team and line manager meetings. The team, additionally, participates in the British Safety Council group's health, safety and welfare committee, which comprises both management and employee representatives to act as a focal point for all strategic matters relating to the management of health and safety including reviewing relevant policies and reports, establishing sub-committees to undertake specific tasks, monitoring incident, accident and ill-health reporting.

All new staff are required to undertake induction training which includes detailed advice and guidance on health, safety and wellbeing. In addition to a core training scheme that includes induction and staff supervision, there are a number of additional optional training courses available to staff.

2. OBJECTIVES AND ACTIVITIES

2.1. Our charitable objects

The charity's objects, as set out in its governing document, are:

- a) To advance the education and understanding of employers, other organisations and the general public in mental health issues;
- b) To promote and improve the mental health and well-being of persons; and
- c) To relieve, or assist in the relief of, persons suffering from mental illness or distress for the public benefit.

2.2. Our vision, aims and strategy

In 2024 the Board of Trustees has been working to update the vision, mission and need for Mates in Mind. This has been a helpful approach to developing the charity as it seeks to implement its next three-year strategy.

- Our Vision: Positive mental health in and through work.
- Our Mission: Supporting organisations in higher risk sectors to create environments and cultures that promote positive mental health because everyone matters.
- The Need: The impact of work-related stress, other life events, and personal vulnerability, can adversely affect mental health. There is growing recognition that this can lead to a range of issues including diminished focus or disengagement from both work and life, which can sadly lead to increased levels of suicide.

As a charity, we have relied on donations and in-kind support from our key partners including the British Safety Council. However, our continued aim in 2024 and going into 2025 is to build on financial self-sufficiency. We aim to strengthen our primary purpose which centres around charitable activities working

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2024

with organisations supported through a focus on growing our fundraising income. We seek to grow our charitable outputs even further by generating and using available surplus and any restricted or unrestricted donations.

The charity trustees believe that Mates in Mind's vision, aims and objectives fully reflect our charitable objectives.

2.3. Our activities

Our main activities, undertaken to further the charity's purposes for the public benefit, are grouped under the following headings:

Guidance and Support - *to support organisations in creating the right programme*

Improving workplace mental health and wellbeing requires a cultural change in organisations from the executive team through line managers to those working at site level. The key to this is ensuring that the organisations we work with will have access to current and relevant information, guidance, advice and research. Dedicated Support Managers within the Mates in Mind team, work alongside our supporters throughout their subscription to ensure they have full access to this level of detail. Supporters can access a wide range of materials through our e-portal, via the newsletters and published articles. Throughout the year we also use webinars, seminars and networking events to share our guidance and advice to supporters and others across the industry. We also provide a more individualised approach where an additional bespoke focus is required through our Programme Support to analyse a broad spectrum of organisational data, understand the issues and work together to create and implement the solutions.

Awareness and Education - *to educate and inform the workforce*

Improving the understanding and knowledge of mental health and the impact that work related stress can have in the workplace is a vital part of creating a positive, proactive and preventative working environment where mental health challenges are openly supported and destigmatised. We offer a suite of educational and training options to provide practical knowledge and insight to develop and strengthen a holistic model. This is now available as blended learning, both online and can be delivered across the UK within companies through our training partners.

Our ongoing commitment to remain relevant and responsive to the needs of the industry includes commissioning research, demonstrated through the work undertaken to evaluate the needs of apprentices and SME businesses on the matter of mental health in construction. The findings of these research projects have further developed the work of Mates in Mind and have ensured that we remain authentic and current with the industry and those facing challenges so that we can better support them.

Communication - *to visibly support the framework throughout a business*

An effective mental health plan needs to be well communicated across a business. We have developed bespoke internal and external communications through press releases, web presence, social media, thought leadership articles and other communication campaigns. Our model offers support through a variety of communication materials – from stickers, posters, flyers, information cards, and bespoke products for our supporters. This is supported through our national events and campaigns calendar where we support key dates such as suicide prevention month, mental health awareness week and mental health awareness day with a range of media communication that is made available to supporters in advance to support any internal focus they might have planned.

Recognising good practice – *to improve the effectiveness & impact of our work and that of our partners*

For the sixth year running, the Mates in Mind Impact Awards have celebrated those making meaningful change across workplaces. These industry awards recognise and celebrate the good work raising awareness of mental health in the workplace and implementing a culture of change within large

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2024

organisations, SMEs and by individuals across the UK. An independent panel of leading industry experts adjudicates the awards.

The charity trustees have assessed and are satisfied that each of our activities are for public benefit. We are satisfied that we have complied with the duties placed upon us under section 17 of the Charities Act 2011 having due regard to the general guidance on public benefit published by the Charity Commission.

3. ACHIEVEMENTS AND PERFORMANCE

3.1 Financial performance

The charity trustees measure the performance of the charity against monthly quantitative and qualitative metrics. These include the number of workers we reach through our programme of activity.

During the year the charity's total income was £526,014 (2023: £751,477) and it recorded a net deficit of £152,637 (2023: £59,722 surplus). The reduction in income in 2024 reflects two changes: no seed funding donation was received from the British Safety Council, unlike in 2023 and in previous years; and certain training products were delivered by the British Safety Council under a revised arrangement for which Mates in Mind received a referral fee, resulting in lower reported income.

3.2 Empowering a Culture of Change

The year started with a change in leadership. In February, we welcomed our new Managing Director, Sam Downie, to the team and bid farewell to Sarah Meek, who served as Managing Director of Mates since 2021. The first quarter marked a period of transition; however, we initiated significant strategic work aimed at improving performance, developing and retaining relationships, and exploring opportunities to enhance our offerings to supporters while raising our profile.

We continued to work on several high-level projects, including the Tier 1 research in partnership with Warwick University, the New Hospitals Build Programme, the National Suicide Prevention Strategy Advisory Group, and with BSI in the development of a Suicide Prevention Standard.

During the second quarter, we celebrated several notable achievements: April saw record-breaking subscriptions and renewals for Supporters. Additionally, we secured a new contract with CITB to fund Supporter Lite for 100 SMEs and micro businesses hosting apprentices.

In June 2024, we hosted the Mates in Mind Impact Awards, where we celebrated with our runners-up and winners. They expressed their gratitude for helping them feel like part of a supportive community.

Three new team members joined the team during the year, bringing our total staff count to ten. Team growth was an important area as we prepared to implement our plans for sector development and increasing impact within the construction sector.

September and October are our busiest months for events, with World Suicide Prevention Day on 10 September and World Mental Health Day on 10 October. This year was no exception as we hosted webinars, spoke at events, and participated in panels and podcasts. The team attended or hosted a total of 23 events in these two months.

During the third quarter, some of the team attended UK Construction Week in Birmingham, where Sam Downie chaired and participated in panel discussions at the invitation of CITB and Design and Build. On 17 October we hosted the inaugural Make A Difference Construction Summit featuring five panels of leaders and influencers from across the construction sector, highlighting the current challenges, necessary changes, and how to create a sector that is good for workers' mental health. Additionally, Sam spoke at key events with Construction Industry Advisory Committee, (CONIAC), the London Health and Safety Group, and the Women in Construction Awards.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2024

Our marketing and communications continue to strengthen. In total, we achieved 20 appearances in trade publications and e-newsletters. Notably, this included a blog published on the HSE website, which was also shared through their newsletter and social media. We received good coverage across construction media, as well as one transport outlet. Additionally, three construction media outlets proactively reached out for exclusive articles, all of which were published in November. In October, we were recognized as a runner-up in the apprentice category at the London Construction Awards, highlighting the work we have initiated in the apprenticeship sector.

Our fundraising continues to go from strength to strength with the recruitment of a corporate fundraising manager and support for individual fundraisers. The team has developed strong fundraising performance and profile raising and aims to build on this next year.

The end of the year focused on the development of our three-year strategic plan for 2025-2027. We started by creating a summary strategy document and a theory of change to guide our prioritisation and setting of performance indicators. 2025 promises to be a year of development and growth for the charity, which has ended 2024 with exceptional levels of support through fundraising from current Supporters and new connections.

3.3 Project Summaries

Supporter Lite:

In 2024, Mates in Mind undertook the challenge to create a tailor-made programme aimed at micro-organisations and sole traders. Our Champion Model was an opportunity for large organisations to reach through their supply chain and champion the mental health of smaller organisations, by providing them with access to the Mates in Mind Supporter Lite programme.

The Supporter Lite programme provides resources to improve the mental well-being of small teams by including essential guidance to create working cultures that are good for workers' mental health.

The portal includes a variety of resources such as bitesize training videos, and an organisational assessment, it is aimed at expanding reach and access to mental health resources.

3.4 Expanding Into New Sectors

Mates in Mind has been working in the construction industry since our inception in 2016, as our team has grown, we have identified that construction is not the only sector in crisis. To begin tackling this, our dedicated team took steps to begin connecting with those looking to make positive change in other higher-risk sectors: transport and logistics and farming and agriculture.

The AgriWellbeing Alliance:

The Farm Safety Foundation found that 95% of UK farmers under the age of 40 rank poor mental health as one of the biggest hidden problems facing the industry today.

As experts in addressing mental health concerns proactively through work, Mates in Mind were contacted by The Farm Safety Foundation and asked to participate in their anniversary conference. Connecting with fellow experts, we recognised a growing concern for the mental health of farmers and strong parallels between the challenges faced in agriculture and those within the construction sector. Both industries share unique stressors and pressures tied to the nature of the work, which, while fostering strong job satisfaction and pride, can also take a toll on mental health.

Through our discussions with sector leaders, we identified a group of "accidental counsellors" — individuals within the farming sector who, in the course of their own work, find themselves offering emotional support to farmers in need. While it was encouraging to see that farmers were seeking to share their mental wellbeing struggles, we found that these accidental counsellors often lacked the confidence and training to effectively support their peers.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2024

We were asked to work with The Crown Estate to address this gap, and through this conversation extended our collaboration which led to the creation of the AgriWellbeing Alliance, a collaboration between The Crown Estate, Mates in Mind, the National Association of Agricultural Contractors (NAAC), Agrii, IOSH Rural Industries Group, Farm Safety Foundation (Yellow Wellies), and the Farming Community Network (FCN).

Our first step as an alliance was a research project in partnership with Harper Adams University. This study aims to deepen our understanding of how accidental counsellors feel about their role, the impact these interactions have on their own mental health, and what resources or interventions would help them feel more equipped to support farmers in managing their mental wellbeing.

Together, we developed a brief questionnaire, which has been distributed to a range of farming professionals, including land agents, agronomists, and agricultural contractors. The aim of this survey is to capture their perspectives on the mental health concerns within the sector, as well as their experiences and attitudes toward supporting the mental wellbeing of their peers. This data will play a crucial role in shaping the development of resources and interventions to better support mental health in agriculture. The results of the research will be analysed and published in 2025.

Transport and Logistics:

Randstad's 2023 'Health and Well-being in the Workplace' report found that 27% of logistics workers surveyed had taken time off work due to unmanageable stress or mental health conditions in the previous 12 months, and 19% of respondents were planning to leave the profession in the next 12 months because of it.

This year, we were proud to establish a transport and logistics round table with sector leading organisations to explore the needs and gaps in service for mental health in this sector. To supplement this work, our team designed and distributed a thorough survey to understand the current barriers faced by those working within the industry, particularly HGV drivers, which will remain open until 2025 – to ensure our service is entrenched in the needs of our community.

We had the opportunity to collaborate with Welcome Break for the month of December, to share resources with people accessing their facilities. We know that the festive season can increase pressure significantly in this sector, with higher workloads and even longer hours spent isolated through work. To share our resources and support we launched a campaign that included a QR code poster in collaboration with Welcome Break. These were placed in their restrooms across the country and linked anyone who scanned the code to essential mental health resources.

- Our QR Codes were scanned: 51 times.
- The Bit.ly links were registered: 119 times.
- We saw the most engagement on 19, 26, 27 and 29 of December.

3.5 Supporting the Future Workforce

The Mates in Mind Apprenticeship Programme was developed to deliver training to students, apprentices, and tutors, increasing their awareness of mental health and their confidence to start these difficult but crucial conversations. It aimed to increase awareness of mental health and the ability to explain it to another person, improve spotting the signs of mental health problems and the likelihood of attendees seeking support if concerned about their own mental health.

In 2024, Mates in Mind were approached to expand the Apprenticeship Programme and develop bespoke mental health awareness training to a new demographic of college students who were attending work experience at an organisation. This involved consulting the literature available on construction statistics, pressures and stressors and mental health; apprenticeship statistics, pressures and stressors and mental health and student statistics, pressures, and stressors (including establishing a professional identity whilst maintaining an authentic self) and mental health.

The programme was split into 2 sessions, a 90-minute information delivery and discussion session and a 60-minute recap and reflection session.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2024

Programme outcomes:

- 100% of individuals knew the distinction between mental health and mental illness, a key aim of the course and 100% of individuals reported that they could explain mental health to another person.
- All individuals reported that they felt that they could talk to someone they know if they were struggling and 67% felt that they could spot the signs that someone else was struggling.
- All individuals said that they would speak to someone they were working with if they thought that they weren't feeling great, 67% stating, only if they knew the person well and 33% if they didn't know the person well.
- 100% of individuals reported feeling confident in approaching someone that they believed to be struggling and the reasons they gave for this included:

'Because I am not afraid of expressing myself.'
'Important to help those around you.'
'It's important to reach out.'

4. FINANCIAL REVIEW (including Strategic Report)

4.1 Performance of the charity

The principal funding sources of the charity in the reporting year were income from its primary purpose trading activities, as well as donations and grants.

The charity's income for the year totalled £526,014 (2023: £751,477), which included £268,932 (2023: £356,068) from charitable activities and £257,082 (2023: £395,409) from donations. The charity's income from charitable activities was generated principally from the sale of supporter subscriptions, business champion packages and from training provided to supporter and other organisations. The reduction in income in 2024 reflects two changes: no seed funding donation was received from the British Safety Council, unlike in 2023 and in previous years; and certain training products were delivered by the British Safety Council under a revised arrangement for which Mates in Mind received a referral fee, resulting in lower reported income.

The charity's expenditure in the year totalled £678,651 (2023: £691,755), including £424,459 (2023: £337,960) in staff costs. The charity reported a net deficit in the year of £152,637 (2023: £59,722 surplus).

The summary above should be read in conjunction with the financial statements and related notes.

4.2 Position of the charity at the year-end

The charity had a deficit at 31 December 2024 in the amount of £96,785 (2023: £55,852 surplus).

The trustees received a signed letter from the British Safety Council committing to support Mates in Mind for at least 12 months from the date these financial statements are approved. Taking this into account and given our strategic plan, we believe the demand for the charity's services will be sufficient to deliver our charitable and financial objectives going forward.

4.3 Reserves

The charity's reserves are those unrestricted funds that are freely available to spend on any of the charity's purposes. They therefore exclude tangible and intangible fixed assets held for the charity's own use, which are treated as designated funds. In addition, restricted funds are held in relation to funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

The charity had negative free reserves at 31 December 2024 in the amount of £148,250 (2023: negative £40,983). The charity's medium-term aim is to grow its primary purpose trading activities and to use any surpluses generated to build modest reserves to act as a buffer against economic turbulence.

4.4 Principal risks and uncertainties facing the charity

The principal risk facing the charity was that income from its primary purpose trading activities would not grow sufficiently to cover its operating costs. The objective of the charity in managing this liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The charity expects to meet its financial obligations through operating cash flows.

The other principal risks include customer credit exposure. The charity may offer credit terms to its customers which allow payment of the debt after delivery of the goods or services. The charity is at risk to the extent that a customer may be unable to pay the debt on the specified due date. This risk is mitigated by strong on-going customer relationships.

4.5 Going concern

During the year, the charity continued to receive support from the British Safety Council. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements. With support from British Safety Council, the trustees have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of the charity to continue as a going concern.

5. FUTURE PLANS

We face the future with optimism that our plans will continue to build on our significant positive impact and that our pathway to financial sustainability will develop to generate a surplus by the start of the next strategy period.

Our focus over the coming three years is to ensure that our interventions are effective and that we are sharing resources across higher-risk sectors, achieving our charitable impact efficiently by developing a Data Strategy that reviews and makes recommendations for how we improve our collection, storage and utilisation of information.

We will also be developing our partnership working, using collaboration to achieve impact through reach and targeted interventions. Working closely with our network of Supporters and Fundraisers we are extending the resources we provide to our community of stakeholders by creating opportunities for knowledge sharing and connection.

Strengthened by our partnerships, we will continue to work with organisations to help them in their transformational journeys, creating positive approaches to mental health and wellbeing by providing them with the skills, clarity, and confidence to embed sustainable positive change for all their workforce.

Through a formal support services arrangement, we will continue to receive HR, financial, infrastructure and other administrative support from the British Safety Council, which also plays a key role in the governance arrangements of the charity.

6. STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1. Governing document

Governance arrangements are set out in the articles of association adopted 9 December 2020.

6.2. Structure

The charity is a company limited by guarantee, not having a share capital, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the company. The company is registered as a charity in England and Wales and Scotland.

The sole member of the charity is the British Safety Council (a charitable company limited by guarantee). Mates in Mind therefore forms part of the British Safety Council group for the purposes of the preparation of consolidated financial statements.

6.3. Our Board and Management

Our board of charity trustees are also directors of the charitable company (the charity), as set out in the last page of this document. The charity's constitution provides that the British Safety Council, as the sole member of the charity, is entitled to appoint up to two persons as trustees and that, where possible and practical, a further two trustees should have a construction industry background.

The charity trustees have delegated management of the charity to the Managing Director, who reports on performance against the strategic plans and budget approved by the charity trustees. The name of the Managing Director is set out on the last page of this document.

The charity benefits from the British Safety Council's system of governance and experience. The charity has entered into a management agreement with the British Safety Council, which provides for:

- the charity to adopt and apply accounting and employee policies and financial procedures that are consistent with the policies adopted by the British Safety Council;
- certain key matters to be determined by a special directors' resolution. Such resolutions require the approval of at least one of the trustees appointed by the British Safety Council; and
- the charity to provide to the British Safety Council quarterly income and expenditure statements, so that the British Safety Council can monitor the charity's performance against its plans.

On appointment, charity trustees undergo an induction process to brief them on their legal obligations under charity and company law, the content of the articles of association and the decision-making processes, the strategic plan and recent key decisions by the board. Induction also includes a presentation, a meeting with key staff and the provision of charity documents and Charity Commission publications. All the charity trustees have experience at senior levels in other professional and voluntary capacities. Charity trustees are encouraged to attend further training.

6.4. Risk Management

The charity trustees are responsible for the charity's risk management and the effectiveness of internal control systems. As part of the charity's regular procedures the charity trustees and management examine and review the major risks to which the charity is exposed. The charity trustees are satisfied that those major risks as identified have been adequately managed, where necessary. It is recognised that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed. To this end, the risk analysis schedules are presented annually to the board.

7. REFERENCE AND ADMINISTRATIVE DETAILS

Reference and administrative details of the charity are set out on the last page of this document.

Trustees' responsibilities for the financial statements

The charity trustees (who are also directors of Mates in Mind for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the charity trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable laws). Under company law the charity trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing the financial statements, the charity trustees are required to:

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

The charity trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with the requirements of the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

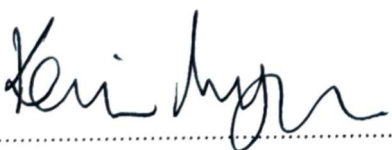
In so far as the charity trustees are aware:

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

The charity trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In preparing this report charity trustees have taken advantage of the small companies' exemptions provided by section 381a of the Companies Act 2006.

Auditor

UHY Hacker Young LLP were re-appointed as auditors of the company in accordance with section 485 of the Companies Act 2006.



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Kevin Myers on behalf of the board

The annual report was approved by the Board and authorised for issue on 30 July 2025.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MATES IN MIND

Opinion

We have audited the financial statements of Mates in Mind ("the charitable company") for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the sector in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the charitable company, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and profit.

Audit procedures performed included: review of the financial statements disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, review of

Mates in Mind
Independent Auditor's Report (continued)
For the year ended 31 December 2024

correspondence with legal advisors, enquiries of management and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.


Subarna Banerjee
(Senior Statutory Auditor)

For and on behalf of UHY Hacker Young
Chartered Accountants and Statutory Auditor

4 Thomas More Square
London E1W 1YW

Date: 31 July 2025

Mates in Mind

Statement of Financial Activities

For the year ended 31 December 2024

	Note	Year ended 31 December 2024			Year ended 31 December 2023		
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Income from:							
Donations		257,082	-	257,082	395,409	-	395,409
Charitable activities		268,932	-	268,932	353,629	2,439	356,068
Total		526,014	-	526,014	749,038	2,439	751,477
Expenditure on:							
Charitable activities	2	(678,651)	-	(678,651)	(689,316)	(2,439)	(691,755)
Total		(678,651)	-	(678,651)	(689,316)	(2,439)	(691,755)
Net (expense)/income		(152,637)	-	(152,637)	59,722	-	59,722
Transfers between funds		-	-	-	-	-	-
Net movement in funds		(152,637)	-	(152,637)	59,722	-	59,722
Reconciliation of funds / (deficit):							
Total funds/(deficit) brought forward at 1 January		37,352	18,500	55,852	(22,370)	18,500	(3,870)
Total funds/(deficit) carried forward at 31 December		(115,285)	18,500	(96,785)	37,352	18,500	55,852

All of the above results are derived from continuing activities. The net (expense)/income for the year for Companies Act purposes was the same as the net movement in funds for the year.

The accompanying accounting policies and notes form an integral part of these financial statements.

Mates in Mind
Balance Sheet
As at 31 December 2024

	Note	2024 £	2023 £
Fixed assets			
Intangible assets	4	31,334	78,335
Tangible fixed assets	5	1,631	-
		<u>32,965</u>	<u>78,335</u>
Current assets			
Debtors	6	23,548	27,589
Cash at bank		166,075	264,427
		<u>189,623</u>	<u>292,016</u>
Creditors: amounts falling due within one year	7	(319,373)	(314,499)
NET (LIABILITIES)/ASSETS		<u>(96,785)</u>	<u>55,852</u>
(Deficit)/Funds			
Unrestricted deficit - undesignated	9, 10	(148,250)	(40,983)
Unrestricted funds - designated	9, 10	32,965	78,335
Restricted funds	9, 10	18,500	18,500
TOTAL (DEFICIT)/FUNDS		<u>(96,785)</u>	<u>55,852</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

The financial statements were approved by the Board and authorised for issue on 30 July 2025.



.....
Kevin Myers, Chair

The accompanying accounting policies and notes form an integral part of these financial statements.

Company number: 10338868

1. PRINCIPAL ACCOUNTING POLICIES

Significant judgements, key assumptions and estimates

The preparation of the financial statements in conformity with generally accepted accounting practice requires the charity trustees to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts, and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out below:

Supporter deferred income

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met. Income received in advance, relating to future periods, is carried forward in the balance sheet as deferred income and released over the supporter membership period.

Basis of preparation

The charity has taken advantage of the exemptions from producing a separate cashflow statement and financial instrument disclosures as laid out in section 1.12 of FRS102.

The financial statements have been prepared:

- a) Under the historical cost convention.
- b) In sterling, which is the functional currency of the charity.
- c) In accordance with FRS102 section 1A small entities, the statement of recommended practice 'Accounting and Reporting by Charities' (SORP 2019) and applicable company and charitable law in the UK. The charity is a public benefit entity, as defined by FRS102. The accounting policies adopted by the charity trustees are described below.
- d) On the going concern basis.

The Trustees review and approve the annual budget and receive regular information to allow them to assess actual trading performance against the budget. The Trustees also review ongoing forecasts to ensure the charity remains financially viable. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements.

Having taken all of these factors into account, the Trustees have a reasonable expectation that the charity has adequate resources to continue operating for the foreseeable future and, for this reason, have continued to adopt the going concern basis for preparation of the financial statements. This view is informed by the letter of support from British Safety Council.

Fund accounting

Unrestricted funds are those which are available for use at the discretion of the charity trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are unrestricted funds which are to be used in accordance with specific decisions made by the charity trustees. They are reviewed annually. In addition, the charity trustees designate funds to match the net book value of tangible and intangible fixed assets.

Restricted funds are funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

Mates in Mind

Principal Accounting Policies (continued)
For the year ended 31 December 2024

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Intangible assets

Intangible assets are stated at cost less accumulated amortisation. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the assets to their residual values over their estimated useful lives (typical technological useful life), as follows:

Website development costs	3 – 5 years
---------------------------	-------------

Amortisation commences once the asset is brought into use. The carrying values of intangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Tangible fixed assets and depreciation

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer hardware	3 – 5 years
-------------------	-------------

Depreciation commences once the asset is brought into use. The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Trade debtors

Trade debtors are recognised at the undiscounted amount of cash receivable from the customer, less any appropriate provision for estimated irrecoverable amounts. A provision is established for irrecoverable amounts when there is objective evidence that amounts due under the original payment terms will not be collected.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits with an original maturity date of three months or less.

Income

Income is recognised to the extent that the charity obtains the right to consideration in exchange for its performance. Revenue is measured at the fair value of the consideration received, excluding discounts, rebates, VAT and other sales taxes or duty. The following criteria must also be met before revenue is recognised:

Income from the rendering of services, including training courses, is recognised by reference to the stage of completion. Fees received in advance, relating to future periods are carried forward in the balance sheet as deferred income.

Subscriptions, receivable on varying dates throughout the year, are apportioned on a time basis, the proportion received in advance being carried forward in the balance sheet.

Donations and grants are recognised when received or when the charity is entitled to the income and receipt is probable and measurable. Gifts in kind (representing donations of services) are measured at the fair value of the gift, usually the cost to the donor.

Mates in Mind

Principal Accounting Policies (continued)
For the year ended 31 December 2024

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Expenditure

All expenditure is accounted for on an accruals basis and is allotted directly to the activity to which they relate. Support costs including governance, management, finance, information technology, human resources are allocated to the charitable activities. Irrecoverable VAT is included in the expense item to which it relates.

Product development expenditure is written off as incurred.

Trade creditors

Trade creditors are recognised at the undiscounted amount owed to the supplier.

Defined contribution pension scheme

A personal pension is available to staff with an employer contribution depending on the employee's age. The cost of providing this benefit is charged to the SOFA in year.

Mates in Mind

Notes to the Financial Statements
For the year ended 31 December 2024

2. BREAKDOWN OF RESOURCES EXPENDED

Breakdown of resources expended

	2024		
	Activities undertaken directly £	Support costs £	Total £
Resources expended - Charitable activities	581,551	97,100	678,651

	2023		
	Activities undertaken directly £	Support costs £	Total £
Resources expended - Charitable activities	590,001	101,754	691,755

Support cost allocations

	2024	2023
	Support costs - Charitable activities £	Support costs - Charitable activities £
Management and administration	79,440	84,944
Human resources	2,195	2,924
Information Technology	15,465	13,886
Total	97,100	101,754

Total expenditure is stated after including the following:

	2024 £	2023 £
Staff costs (note 3)	424,459	337,960
Amoritsation of intangible assets (note 4)	47,001	47,001
Depreciation of owned tangible assets (note 5)	328	955
Auditor's remuneration	7,900	7,500

Mates in Mind

Notes to the Financial Statements (continued) For the year ended 31 December 2024

3. STAFF COSTS

Staff costs during the year are below:

	2024 £	2023 £
Wages and salaries	366,635	292,258
Social security costs	40,017	31,570
Expense for defined contribution pension schemes	17,807	14,132
	<u>424,459</u>	<u>337,960</u>

The average number of persons employed by the company during the year was 8 (2023: 7).

The number of employees who received employee benefits (excluding employer pension costs) of more than £60,000 during the year were as follows.

	2024 Number	2023 Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	-
£80,001 - £90,000	1	-
£90,001 - £100,000	-	1
	<u>2</u>	<u>2</u>

Two key management personnel (2023: Two) were members of the defined contribution pension scheme. Contributions amounting to £4,677 (2023: £6,987) were paid on their behalf.

4. INTANGIBLE ASSETS

	2024 Website development costs £	2023 Website development costs £
Cost		
At 1 January	188,004	188,004
Additions	-	-
At 31 December	<u>188,004</u>	<u>188,004</u>
Amortisation		
At 1 January	(109,669)	(62,668)
Provided in year	(47,001)	(47,001)
At 31 December	<u>(156,670)</u>	<u>(109,669)</u>
Net book value at 31 December	<u>31,334</u>	<u>78,335</u>
Net book value at 1 January	<u>78,335</u>	<u>125,336</u>

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2024

5. FIXED ASSETS

	2024 Computer equipment £	2023 Computer equipment £
Cost		
At 1 January	9,498	9,498
Additions	1,959	-
At 31 December	11,457	9,498
Depreciation		
At 1 January	(9,498)	(8,543)
Provided in year	(328)	(955)
At 31 December	(9,826)	(9,498)
Net book value at 31 December	1,631	-
Net book value at 1 January	-	955

6. DEBTORS

	2024 £	2023 £
Trade debtors	900	23,691
Other debtors	21,456	2,585
Prepayments and accrued income	1,192	1,313
	23,548	27,589

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	3,468	20,624
Other creditors	14,580	10,560
Taxation and social security	7,727	10,813
Accruals	10,723	17,187
Due to parent undertaking	18,309	15,749
Deferred income (note 8)	264,566	239,566
	319,373	314,499

8. DEFERRED INCOME

	2024 £	2023 £
Deferred income as at 1 January	239,566	285,673
Deferred incoming resources	230,294	292,016
Release of deferred income	(205,294)	(338,123)
Deferred income as at 31 December	264,566	239,566

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met.

Mates in Mind

Notes to the Financial Statements (continued) For the year ended 31 December 2024

9. SUMMARY OF MOVEMENTS IN FUNDS / (DEFICIT)

Movements in funds during the year ended 31 December 2024 were as follows:

	At 1 January 2024 £	Income £	Expenditure £	Transfers £	At 31 December 2024 £
Unrestricted funds					
Undesignated funds	(40,983)	526,014	(678,651)	45,370	(148,250)
Designated funds	78,335	-	-	(45,370)	32,965
	37,352	526,014	(678,651)	-	(115,285)
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	8,500	-	-	-	8,500
	18,500	-	-	-	18,500
Total funds / (deficit)	55,852	526,014	(678,651)	-	(96,785)

Movements in funds during the year ended 31 December 2023 were as follows:

	At 1 January 2023 £	Income £	Expenditure £	Transfers £	At 31 December 2023 £
Unrestricted funds					
Undesignated funds	(148,661)	749,038	(689,316)	47,956	(40,983)
Designated funds	126,291	-	-	(47,956)	78,335
	(22,370)	749,038	(689,316)	-	37,352
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	8,500	-	-	-	8,500
Hobson Trust	-	2,439	(2,439)	-	-
	18,500	2,439	(2,439)	-	18,500
Total funds / (deficit)	(3,870)	751,477	(691,755)	-	55,852

Undesignated funds / Designated funds

The board's policy is to designate funds to match the value of the charity's tangible and intangible fixed assets and for essential future spending. The transfers from undesignated to designated funds is to reflect the net book value of the tangible and intangible fixed assets at the year end. The deficit on undesignated funds arises from expenditures in the establishment and trading of the charity. The Trustees aim to increase primary purpose trading activities and use any surpluses generated to build modest reserves.

Restricted funds

Northern Counties Society Group represents funds to be spent on activities in the North East.

Tideway funds represent funds for use on projects related to providing training and support to vulnerable workers (sole traders/micro businesses), in the construction industry.

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2024

10. ANALYSIS OF NET (LIABILITIES) / ASSETS BETWEEN (DEFICIT) / FUNDS

Fund balances at 31 December 2024 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	31,334	-	31,334
Tangible fixed assets	-	1,631	-	1,631
Current assets	171,123	-	18,500	189,623
Current liabilities	(319,373)	-	-	(319,373)
Total (deficit) / funds	(148,250)	32,965	18,500	(96,785)

Fund balances at 31 December 2023 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	78,335	-	78,335
Tangible fixed assets	-	-	-	-
Current assets	273,516	-	18,500	292,016
Current liabilities	(314,499)	-	-	(314,499)
Total (deficit) / funds	(40,983)	78,335	18,500	55,852

11. CAPITAL COMMITMENTS

At the year-end, the charity had not entered into any capital commitments (2023: none).

12. PROVISIONS FOR LIABILITIES, CONTINGENT ASSETS AND LIABILITIES

At 31 December 2024 and 31 December 2023, the charity had no provisions for liabilities or contingent liabilities.

13. POST EMPLOYMENT BENEFITS

The charity operates a defined contribution group personal pension scheme. All eligible employees are automatically enrolled into the scheme in accordance with current legislation. The amount recognised in the SOFA as an expense for the defined contribution scheme is disclosed at note 3.

14. LEASING COMMITMENTS

At 31 December 2024 and 31 December 2023, the charity had no commitments under non-cancellable operating leases.

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2024

15. TRANSACTIONS WITH TRUSTEES AND OTHER RELATED PARTIES

Trustees

The trustees may incur travel, accommodation, subsistence and venue costs during the year in fulfilling their duties. Whilst these costs may be either reimbursed to the charity trustees or paid directly to third parties, no such reimbursements or payments were made during the year or prior year.

Indemnity insurance is provided for the charity trustees as part of the parent entity's policy. That part of the premium paid during the year and prior year in respect of the charity trustees cannot be separately identified.

Key management personnel

The charity trustees received no remuneration for their services to the charity during the year or prior year.

All senior employees who have authority and responsibility for planning, directing and controlling the activities of the charity are key management personnel. The names of those individuals who served as key management personnel during the year are set out on the last page of this document. Total benefits (including social security costs) in respect of key management personnel during the year was £109,652 (2023: £98,085).

Intra-group transactions

During the year the British Safety Council charged the charity fees in the amount of £70,643 (2023: £77,444) in respect of (i) management services (covering predominantly Finance, Information Technology and Human Resources) provided by the British Safety Council to the charity and (ii) direct costs of the charity in these same areas which were borne by the British Safety Council and recharged at cost.

At the end of the year, the net balance due to the British Safety Council was £18,309 (2023: £15,749 from the British Safety Council).

Other related party transactions

During the year, the charity recorded income from sales made to organisations where certain trustees undertake their employment duties. These transactions were undertaken on normal commercial terms, with table below indicating summary of income.

	2024 £	2023 £
Bazalgette Tunnel Ltd (t/a Tideway)	3,028	8,730
Construction Industry Training Board (CITB)	9,000	-
Total other related party transactions	12,028	8,730

The charity also received donations income of £4,668 on behalf of Vinic and Civils & Lintels

Parent and ultimate controlling party

The charity is a subsidiary of British Safety Council, a charity registered in England and Wales (Number 1097271), and Scotland (Number SC037998), and a company registered in England and Wales (Number 04618713). The parent company's strategy is to generate a surplus on revenue generating activities to fund the influencing of the health, safety and wellbeing agenda. The parent company's consolidated accounts are publicly available from Companies House.

Mates in Mind

Reference and Administrative Details For the year ended 31 December 2024

Company number:	10338868
Charity numbers:	1172460 in England and Wales SC047778 in Scotland
Registered office:	C/O Sedulo, Office 605, Albert House 256-260 Old Street, London, EC1V 9DD
The Board of Trustees:	Kevin Myers (Chair) Ian Bucknell Steve Hails Paul Cottam Nicola Hodgkinson Danny Clarke Sean Sadler Allan Wright Kizzy Augustin (appointed 23 May 2024) Henrietta Frater (appointed 23 May 2024) (Trustees listed above served throughout the year and since except where stated)
Key management personnel:	Sarah Meek Managing Director (to 16 February 2024) Samantha Downie Managing Director (from 16 February 2024)
Company secretary:	Sarah Meek (resigned 16 February 2024) Samantha Downie (appointed 16 February 2024)
Banker:	Barclays Bank plc, 75 King Street, London, W6 9HY
Solicitor:	Russell-Cooke Solicitors, 2 Putney Hill, London, SW15 6AB
Auditor:	UHY Hacker Young, Quadrant House, 4 Thomas More Square, London, E1W 1YW

MATES IN MIND

England & Wales - Charity number 1172460

Accounts

Mates in Mind –
A company limited by guarantee

Trustees' Report and Financial Statements

For the year ended 31 December 2023

Company number: 10338868
Charity number: 1172460
Scottish charity number: SC047778

Mates in Mind
Contents
For the year ended 31 December 2023

INDEX	PAGE
Trustees' Report and Financial Statements	
Report of the Trustees	3 – 10
Independent Auditor's Report	11 – 13
Statement of Financial Activities	14
Balance Sheet	15
Principal Accounting Policies	16 – 18
Notes to the Financial Statements	19 – 24
Reference and Administrative Details	25

Mates in Mind

Report of the Trustees

For the year ended 31 December 2023

Mates in Mind was established by the Health in Construction Leadership Group and the British Safety Council as a registered charity in August 2016, operating within the UK. The charity forms part of the British Safety Council group of entities for the purposes of preparing consolidated financial statements, however, the charity operates at arm's length from the British Safety Council as a separately registered charity with its own board of trustees.

The Trustees' Report is also a Directors' Report, as required by chapter 5 part 15 of the Companies Act 2006, and all charity trustees are company directors. In accordance with the small company exemptions in the Companies Act 2006, the Trustees have limited their report and not produced a separate strategic report.

1. OUR COMMITMENT TO HEALTH, SAFETY AND WELLBEING

As a charity, we aim to ensure our team, associates and those people involved in our work activities are kept healthy and safe, and that we comply with all our legal obligations.

We review health, safety and wellbeing at each board meeting as well as in our regular team and line manager meetings. The team, additionally, participates in the British Safety Council group's health, safety and welfare committee, which comprises both management and employee representatives to review health and safety policies, systems and management performance and adopt improvements where necessary.

All new staff are required to undertake induction training which includes detailed advice and guidance on health, safety and wellbeing. Following this, all staff are required to achieve as a minimum a level 1 qualification in health and safety, as well as basic awareness and understanding of mental health. We have both physical and mental health first aiders.

2. OBJECTIVES AND ACTIVITIES

2.1. Our charitable objects

The charity's objects, as set out in its governing document, are:

- a) To advance the education and understanding of employers, other organisations and the general public in mental health issues;
- b) To promote and improve the mental health and well-being of persons; and
- c) To relieve, or assist in the relief of, persons suffering from mental illness or distress for the public benefit.

2.2. Our vision, aims and strategy

Our vision is that "there is no health without mental health". In support of this vision, our principal aims are to:

- a) Raise awareness and understanding of mental health and mental ill-health;
- b) Help people to understand how, when and where to get support; and
- c) Break the silence and stigma through promoting cultures of positive wellbeing throughout the industry.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2023

2.2. Our vision, aims and strategy (continued)

As a charity, we have relied on donations and in-kind support from our key partners including, a significant amount of financial support from the British Safety Council. However, our aim building on 2023 and going into 2024 is to aim towards financial self-sufficiency. We aim to strengthen our primary purpose which centres around charitable activities working with organisations across the industry supported through a focus on growing our fundraising income. However, our goal is to ensure our overheads are kept to a minimum and we seek to grow our charitable outputs even further using available surplus and any restricted or unrestricted donations.

The charity trustees believe that Mates in Mind's vision, aims and objectives fully reflect our charitable objectives.

2.3. Our activities

Our main activities, undertaken to further the charity's purposes for the public benefit, are grouped under the following headings:

Guidance and Support - to support organisations in creating the right programme

Improving workplace mental health and wellbeing requires a cultural change in organisations from the executive team through line managers to those working at site level. Key to this is ensuring that the organisations we work with will have access to current and relevant information, guidance, advice and research. Dedicated Support Managers within the Mates in Mind team, work alongside our supporters throughout their subscription to ensure they have full access to this level of detail. Supporters can access a wide range of materials through our e-portal, via the newsletters and published articles. Throughout the year we also use webinars, seminars and networking events to share our guidance and advice to supporters and others across the industry. We also provide a more individualised approach where an additional bespoke focus is required through our Programme Support to analyse a broad spectrum of organisational data, understand the issues and work together to create and implement the solutions.

Awareness and Education - to educate and inform the workforce

Improving the understanding and knowledge of mental health and the impact that work related stress can have in the workplace is a vital part of creating a positive, proactive and preventative working environment where mental health challenges are openly supported and destigmatised. We offer a suite of educational and training options to provide practical knowledge and insight to develop and strengthen a holistic model. This is now available as blended learning, both online and can be delivered across the UK within companies through our training partners.

Our ongoing commitment to remain relevant and responsive to the needs of the industry includes commissioning research, demonstrated through the work undertaken to evaluate the needs of apprentices and SME businesses on the matter of mental health in construction. The findings of these research projects have further developed the work of Mates in Mind and have ensured that we remain authentic and current with the industry and those facing challenges so that we can better support them.

Communication - to visibly support the framework throughout a business

An effective mental health plan needs to be well communicated across a business. We have developed bespoke internal and external communications through press releases, web presence, social media, thought leadership articles and other communication campaigns. Our model offers support through a variety of communication materials – from stickers, posters, flyers, information cards, and bespoke products for our supporters. This is supported through our national events and campaigns calendar where we support key dates such as suicide prevention month, mental health awareness week and mental health awareness day with a range of media communication that is made available to supporters in advance to support any internal focus they might have planned.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2023

Recognising good practice – to improve the effectiveness & impact of our work and that of our partners

For the sixth year running, the Mates in Mind Impact Awards have celebrated those making meaningful change across workplaces. These industry awards recognise and celebrate the good work raising awareness of mental health in the workplace and implementing a culture of change within large organisations, SMEs and by individuals across the UK. An independent panel of leading industry experts adjudicates the awards.

The charity trustees have assessed and are satisfied that each of our activities are for public benefit. We are satisfied that we have complied with the duties placed upon us under section 17 of the Charities Act 2011 having due regard to the general guidance on public benefit published by the Charity Commission.

3. ACHIEVEMENTS AND PERFORMANCE

3.1 Financial performance

The charity trustees measure the financial performance of the charity against a budget set by them for the year. The charity trustees also measure monthly performance against other quantitative and qualitative performance metrics. These include the number of workers in the construction sector we reach through our programme of activity.

During the year the charity's total income was £751,477 (2022: £508,360) and it recorded a net surplus of £59,722 (2022: £39,877 deficit).

3.2 Managing Mental Health and Wellbeing

Our work during 2023 centred around continuing to improve the education and awareness around mental health across construction, the supply chain and related industries, fortifying our belief that there is no health without mental health. We focused on the whole construction sector, ensuring that organisations regardless of size are aware of their responsibility both socially and legally in providing mental health support, awareness and training for their teams including line managers. Our previous B&CE funded research has generated a number of new resources that we are encouraging are made available across the supply chain to the self-employed and sole traders that do not have access to the support often offered by larger organisations. This has also involved Mates in Mind working closely with a number of trade and membership associations to ensure their members have access to high quality material via our new partnerships.

3.3 Building understanding and capability

Our website continues to be the main repository and e-portal for materials including downloadable resources and collateral, video and podcasts, a growing number of case studies, further reference links for advice and support and a range of other content. We have also throughout the year been proactive in engaging with Government ministers and specifically the Men & Boys All Party Parliamentary Group to raise awareness of the issues, hosted a visit by HRH The Prince of Wales on World Mental Health Day and gave evidence as a witness at the Health & Social Care Select Committee focused on Men's Mental Health & Suicide Prevention. Our work has also focused on creating meaningful industry change through collaboration whether with the Tier 1 Industry Partners including CLC and wider industry colleagues or with procurement frameworks to raise mental health to a level of mandatory significance as safety when awarding work, to create a positive and proactive force for change. Our resulting engagement and interaction has seen a significant increase in activity via our website and social media.

Our work as a founding partner in the HSE Working Minds initiative has seen us feature in their promotional material to raise awareness of the importance of prevention to support any tertiary measures that have been introduced.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2023

3.4 Promoting leadership and worker engagement

We continue to celebrate and champion our partnerships with key groups and organisations from across construction and related industries. This has enabled Mates in Mind to push the reach of our voice further. Our Patron, Michelle Wiles, the business champions and supporter organisations have helped us to continue shaping the conversation around mental health and the importance of prevention with early intervention to avoid the over-reliance on safety net support when someone has reached crisis. During the last year, we have continued to use social media platforms to address the challenge of mental ill-health with influential leadership audiences, raising awareness about the issue and our collaborative approach to tackling it. We have also presented at numerous national conferences and online webinars to raise awareness of the importance of a holistic model incorporating proactive, prevention and peer to peer support.

3.5 Supporting the hardest to reach

Our work with trade associations and member bodies has helped us to spread the word and support further throughout the industry. Smaller companies and self-employed tradespeople often do not have internal support such as HR or Health and Safety departments that would be a usual route to discuss workplace mental health. Coupled with the Office of National Statistics continuing to report that low skilled labourers in construction have a suicide risk that is four times higher than the average for England, it is clear that those further down the supply chain are likely to be at a higher risk.

3.6 Campaigning for sensible legislation, regulation and application

Campaigning is a useful way to raise the profile of mental health issues in the workplace. Whilst Mates in Mind does not undertake direct campaigning at the moment although it is an area we will explore further in 2024 in collaboration with industry partners, to raise awareness and a call to action to make changes based on the extensive research findings. We continue to work with others in the meantime such as HSE, H&S Tier 1 Leadership Group, CLC and HCLG to support their campaigns across the industry. We have featured in the National Suicide Prevention Strategy published by the Department of Health and as a direct response to our submission, we were invited to give evidence at a Health & Social Care Select Committee presenting to a panel of MPs about the charity and the importance of early proactive steps.

3.7 Apprentices and New Entrants

During 2023, we took the opportunity to update the apprentice and student course delivered in colleges throughout the UK via a Train-The-Tutor model to reflect the pressures felt in society and on a personal level by this target demographic post-pandemic. We are passionate that the current mental health issues faced by those working in the industry are tackled from numerous points. This includes students and new entrants that are transitioning from classroom to workplace as we want them to feel supported and aware of how to look after their mental health and spot the signs in others as the business owners and line managers of the future. The results in the pre & post course questionnaires have been outstanding and a pilot funded by CITB in NW England is currently being evaluated. We have also launched the plan to roll out the course across Scotland with our friends from the Scottish Building Federation to support their apprentices and college staff in 2024.

4. FINANCIAL REVIEW (including Strategic Report)

4.1 Performance of the charity

The principal funding sources of the charity in the reporting year were income from its primary purpose trading activities, as well as donations and grants from various bodies, including the British Safety Council.

The charity's income for the year totalled £751,477 (2022: £508,360), which included £356,068 (2022: £227,273) from charitable activities and £395,409 (2022: £281,087) from donations. The charity's income

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2023

from charitable activities was generated principally from the sale of supporter subscriptions, business champion packages and from training provided to supporter and other organisations.

The charity's expenditure in the year totalled £691,755 (2022: £548,237), including £337,960 (2022: £310,262) in staff costs.

The charity reported a net surplus in the year of £59,722 (2022: £39,877 deficit).

The summary of the financial results should be read in conjunction with the financial statements and related notes.

4.2 Position of the charity at the year-end

The charity had a surplus at 31 December 2023 in the amount of £55,852 (2022: £3,870 deficit).

The trustees received a signed letter from the British Safety Council committing to support Mates in Mind for at least 12 months from the date these financial statements are approved. Taking this into account and given our strategic plan, we believe the demand for the charity's services will be sufficient to deliver our charitable and financial objectives going forward.

4.3 Reserves

The charity's reserves are those unrestricted funds that are freely available to spend on any of the charity's purposes. They therefore exclude tangible and intangible fixed assets held for the charity's own use, which are treated as designated funds. In addition, restricted funds are held in relation to funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

The charity had negative free reserves at 31 December 2023 in the amount of £40,983 (2022: negative £148,661). The charity's medium-term aim is to grow its primary purpose trading activities and to use any surpluses generated to build modest reserves to act as a buffer against economic turbulence.

4.4 Principal risks and uncertainties facing the charity

The principal risk facing the charity was that income from its primary purpose trading activities would not grow sufficiently to cover its operating costs. The objective of the charity in managing this liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The charity expects to meet its financial obligations through a combination of operating cash flows and financial support provided by the British Safety Council.

The other principal risks include customer credit exposure. The charity may offer credit terms to its customers which allow payment of the debt after delivery of the goods or services. The charity is at risk to the extent that a customer may be unable to pay the debt on the specified due date. This risk is mitigated by the strong on-going customer relationships.

4.5 Going concern

During the year, the charity continued to receive support from the British Safety Council. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements. With support from British Safety Council, the trustees have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of the charity to continue as a going concern.

5. FUTURE PLANS

5.1 Future plans

We continue to explore how we can adapt to reach those in need across the industry. Our focus on collaboration, research and ensuring our charitable objectives are achieved remain stronger than ever. Working closely with our network of Supporters and business champions, strengthened by our partnerships, we will continue to work with organisations to help them in their transformational journeys to creating positive approaches to mental health and wellbeing by providing them the skills, clarity, and confidence to embed sustainable and positive changes amongst their workforce.

Therefore, to achieve this, in 2024 the focus with an increase in the team headcount for the first time since the pandemic will be across three key areas:

1. Further increasing and diversifying our significantly strengthened income streams in order to enhance our charitable work across the industry;
2. Further developing our model offered to supporters and new entrants to ensure it remains current, needs-driven through industry feedback and research outcomes and evidence-based; and
3. Working with our supporter organisations, business champions and their line managers to ensure that supply chains, new entrants and everyone working across the industry is aware of the impact that work-related stress can have and what proactive and preventative steps need to be taken before individuals reach crisis point. This will include providing free packs to SMEs to ensure they have access to resources and support to assist them on the journey.

Through a formal support services arrangement, we will continue to receive HR, financial, infrastructure and other administrative support from the British Safety Council, which also plays a key role in the governance arrangements of the charity.

6. STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1. Governing document

The governance arrangements are set out in Mates in Mind's articles of association adopted 9 December 2020.

6.2. Structure

The charity is a company limited by guarantee, not having a share capital, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the company. The company is registered as a charity in England and Wales and Scotland.

The sole member of the charity is the British Safety Council (a charitable company limited by guarantee). Mates in Mind therefore forms part of the British Safety Council group for the purposes of the preparation of consolidated financial statements.

6.3. Our Board and Management

Our board of charity trustees are also directors of the charitable company (the charity), as set out in the last page of this document. The charity's constitution provides that the British Safety Council, as the sole member of the charity, is entitled to appoint up to two persons as trustees and that, where possible and practical, a further two trustees should have a construction industry background.

The charity trustees have delegated management of the charity to the Managing Director, who reports on performance against the strategic plans and budget approved by the charity trustees. The name of the Managing Director is set out on the last page of this document.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2023

The charity benefits from the British Safety Council's system of governance and experience. The charity has entered into a management agreement with the British Safety Council, which provides for:

- the charity to adopt and apply accounting and employee policies and financial procedures that are consistent with the policies adopted by the British Safety Council;
- certain key matters to be determined by a special directors' resolution. Such resolutions require the approval of at least one of the trustees appointed by the British Safety Council; and
- the charity to provide to the British Safety Council quarterly income and expenditure statements, so that the British Safety Council can monitor the charity's performance against its plans.

On appointment, charity trustees undergo an induction process to brief them on their legal obligations under charity and company law, the content of the articles of association and the decision-making processes, the strategic plan and recent key decisions by the board. Induction also includes a presentation, a meeting with key staff and the provision of charity documents and Charity Commission publications. All the charity trustees have experience at senior levels in other professional and voluntary capacities. Charity trustees are encouraged to attend further training.

6.4. Risk Management

The charity trustees are responsible for the charity's risk management and the effectiveness of internal control systems. As part of the charity's regular procedures the charity trustees and management examine and review the major risks to which the charity is exposed. The charity trustees are satisfied that those major risks as identified have been adequately managed, where necessary. It is recognised that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed. To this end, the risk analysis schedules are presented annually to the board of trustees.

7. REFERENCE AND ADMINISTRATIVE DETAILS

Reference and administrative details of the charity are set out on the last page of this document.

Mates in Mind
Report of the Trustees (continued)
For the year ended 31 December 2023

Trustees' responsibilities for the financial statements

The charity trustees (who are also directors of Mates in Mind for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the charity trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable laws). Under company law the charity trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing the financial statements, the charity trustees are required to:

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

The charity trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with the requirements of the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the charity trustees are aware:

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

The charity trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In preparing this report charity trustees have taken the advantage of the small companies' exemptions provided by section 381a of the Companies Act 2006.

Auditor

UHY Hacker Young LLP were re-appointed as auditors of the company in accordance with section 485 of the Companies Act 2006.



Kevin Myers on behalf of the board

The annual report was approved by the Board and authorised for issue on 10 September 2024.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MATES IN MIND

Opinion

We have audited the financial statements of Mates in Mind ("the charitable company") for the year ended 31 December 2023 which comprise the statement of financial activities, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Mates in Mind

Independent Auditor's Report (continued)

For the year ended 31 December 2023

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the sector in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the charitable company, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and profit.

Audit procedures performed included: review of the financial statements disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, review of correspondence with legal advisors, enquiries of management and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud

Mates in Mind
Independent Auditor's Report (continued)
For the year ended 31 December 2023

is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Subarna Banerjee
(Senior Statutory Auditor)

For and on behalf of UHY Hacker Young
Chartered Accountants and Statutory Auditor

4 Thomas More Square
London E1W 1YW

Date: 10 September 2024

Mates in Mind

Statement of Financial Activities

For the year ended 31 December 2023

	Note	Year ended 31 December 2023			Year ended 31 December 2022		
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Income from:							
Donations		395,409	-	395,409	281,087	-	281,087
Charitable activities		353,629	2,439	356,068	222,273	5,000	227,273
Total		749,038	2,439	751,477	503,360	5,000	508,360
Expenditure on:							
Charitable activities	2	(689,316)	(2,439)	(691,755)	(529,084)	(19,153)	(548,237)
Total		(689,316)	(2,439)	(691,755)	(529,084)	(19,153)	(548,237)
Net (expense)/income		59,722	-	59,722	(25,724)	(14,153)	(39,877)
Transfers between funds		-	-	-	-	-	-
Net movement in funds		59,722	-	59,722	(25,724)	(14,153)	(39,877)
Reconciliation of funds / (deficit):							
Total funds/(deficit) brought forward at 1 January		(22,370)	18,500	(3,870)	3,354	32,653	36,007
Total funds/(deficit) carried forward at 31 December		37,352	18,500	55,852	(22,370)	18,500	(3,870)

All of the above results are derived from continuing activities. The net income for the year for Companies Act purposes was the same as the net movement in funds for the year.

The accompanying accounting policies and notes form an integral part of these financial statements.

Mates in Mind
Balance Sheet
As at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	4	78,335	125,336
Tangible fixed assets	5	-	955
		<u>78,335</u>	<u>126,291</u>
Current assets			
Debtors	6	27,589	30,738
Cash at bank		264,427	158,090
		<u>292,016</u>	<u>188,828</u>
Creditors: amounts falling due within one year	7	(314,499)	(318,989)
NET ASSETS/(LIABILITIES)		<u>55,852</u>	<u>(3,870)</u>
Funds/(Deficit)			
Unrestricted deficit - undesignated	9, 10	(40,983)	(148,661)
Unrestricted funds - designated	9, 10	78,335	126,291
Restricted funds	9, 10	18,500	18,500
TOTAL FUNDS/(DEFICIT)		<u>55,852</u>	<u>(3,870)</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

The financial statements were approved by the Board and authorised for issue on 10 September 2024.



.....
Kevin Myers, Chair

The accompanying accounting policies and notes form an integral part of these financial statements.

Company number: 10338868

1. PRINCIPAL ACCOUNTING POLICIES

Significant judgements, key assumptions and estimates

The preparation of the financial statements in conformity with generally accepted accounting practice requires the charity trustees to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts, and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out below:

Supporter deferred income

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met. Income received in advance, relating to future periods, is carried forward in the balance sheet as deferred income and released over the supporter membership period.

Basis of preparation

The charity has taken advantage of the exemptions from producing a separate cashflow statement and financial instrument disclosures as laid out in section 1.12 of FRS102.

The financial statements have been prepared:

- a) Under the historical cost convention.
- b) In sterling, which is the functional currency of the charity.
- c) In accordance with FRS102 section 1A small entities, the statement of recommended practice 'Accounting and Reporting by Charities' (SORP 2019) and applicable company and charitable law in the UK. The charity is a public benefit entity, as defined by FRS102. The accounting policies adopted by the charity trustees are described below.
- d) On the going concern basis.

The Trustees review and approve the annual budget and receive regular information to allow them to assess actual trading performance against the budget. The Trustees also review ongoing forecasts to ensure the charity remains financially viable. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements.

Having taken all of these factors into account, the Trustees have a reasonable expectation that the charity has adequate resources to continue operating for the foreseeable future and, for this reason, have continued to adopt the going concern basis for preparation of the financial statements. This view is informed by the letter of support from British Safety Council.

Fund accounting

Unrestricted funds are those which are available for use at the discretion of the charity trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are unrestricted funds which are to be used in accordance with specific decisions made by the charity trustees. They are reviewed annually. In addition, the charity trustees designate funds to match the net book value of tangible and intangible fixed assets.

Restricted funds are funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

Mates in Mind

Principal Accounting Policies (continued)
For the year ended 31 December 2023

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Intangible assets

Intangible assets are stated at cost less accumulated amortisation. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the assets to their residual values over their estimated useful lives (typical technological useful life), as follows:

Website development costs	3 – 5 years
---------------------------	-------------

Amortisation commences once the asset is brought into use. The carrying values of intangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Tangible fixed assets and depreciation

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer hardware	3 – 5 years
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Depreciation commences once the asset is brought into use. The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Trade debtors

Trade debtors are recognised at the undiscounted amount of cash receivable from the customer, less any appropriate provision for estimated irrecoverable amounts. A provision is established for irrecoverable amounts when there is objective evidence that amounts due under the original payment terms will not be collected.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits with an original maturity date of three months or less.

Income

Income is recognised to the extent that the charity obtains the right to consideration in exchange for its performance. Revenue is measured at the fair value of the consideration received, excluding discounts, rebates, VAT and other sales taxes or duty. The following criteria must also be met before revenue is recognised:

Income from the rendering of services, including training courses, is recognised by reference to the stage of completion. Fees received in advance, relating to future periods are carried forward in the balance sheet as deferred income.

Subscriptions, receivable on varying dates throughout the year, are apportioned on a time basis, the proportion received in advance being carried forward in the balance sheet.

Donations and grants are recognised when received or when the charity is entitled to the income and receipt is probable and measurable. Gifts in kind (representing donations of services) are measured at the fair value of the gift, usually the cost to the donor.

Mates in Mind

Principal Accounting Policies (continued)
For the year ended 31 December 2023

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Expenditure

All expenditure is accounted for on an accruals basis and is allotted directly to the activity to which they relate. Support costs including governance, management, finance, information technology, human resources are allocated to the charitable activities. Irrecoverable VAT is included in the expense item to which it relates.

Product development expenditure is written off as incurred.

Trade creditors

Trade creditors are recognised at the undiscounted amount owed to the supplier.

Defined contribution pension scheme

A personal pension is available to staff with an employer contribution depending on the employee's age. The cost of providing this benefit is charged to the SOFA in year.

Mates in Mind

Notes to the Financial Statements
For the year ended 31 December 2023

2. BREAKDOWN OF RESOURCES EXPENDED

Breakdown of resources expended

	2023		
	Activities undertaken directly £	Support costs £	Total £
Resources expended - Charitable activities	590,001	101,754	691,755

	2022		
	Activities undertaken directly £	Support costs £	Total £
Resources expended - Charitable activities	432,420	115,817	548,237

Support cost allocations

	2023	2022
	Support costs - Charitable activities £	Support costs - Charitable activities £
Management and administration	84,944	98,044
Human resources	2,924	3,960
Information Technology	13,886	13,813
Total	101,754	115,817

Total expenditure is stated after including the following:

	2023 £	2022 £
Staff costs (note 3)	337,960	310,262
Amoritsation of intangible assets (note 4)	47,001	47,001
Depreciation of owned tangible assets (note 5)	955	2,165
Auditor's remuneration	7,500	6,000

Mates in Mind

Notes to the Financial Statements (continued) For the year ended 31 December 2023

3. STAFF COSTS

Staff costs during the year are below:

	2023 £	2022 £
Wages and salaries	292,258	271,599
Social security costs	31,570	26,914
Expense for defined contribution pension schemes	14,132	11,749
	337,960	310,262

The average number of persons employed by the company during the year was 7 (2022: 6).

The number of employees who received employee benefits (excluding employer pension costs) of more than £60,000 during the year were as follows.

	2023 Number	2022 Number
£60,001 - £70,000	1	-
£70,001 - £80,000	-	-
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
	2	1

One key management personnel (2022: One) were members of the defined contribution pension scheme. Contributions amounting to £6,987 (2022: £6,042) were paid on their behalf.

4. INTANGIBLE ASSETS

	2023 Website development costs £	2022 Website development costs £
Cost		
At 1 January	188,004	188,004
Additions	-	-
At 31 December	188,004	188,004
Amortisation		
At 1 January	(62,668)	(15,667)
Provided in year	(47,001)	(47,001)
At 31 December	(109,669)	(62,668)
Net book value at 31 December	78,335	125,336
Net book value at 1 January	125,336	172,337

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2023

5. FIXED ASSETS

	2023 Computer equipment £	2022 Computer equipment £
Cost		
At 1 January	9,498	9,498
At 31 December	9,498	9,498
Depreciation		
At 1 January	(8,543)	(6,378)
Provided in year	(955)	(2,165)
At 31 December	(9,498)	(8,543)
Net book value at 31 December	-	955
Net book value at 1 January	955	3,120

6. DEBTORS

	2023 £	2022 £
Trade debtors	23,691	17,886
Other debtors	2,585	2,000
Due from parent undertaking	-	10,852
Prepayments and accrued income	1,313	-
	27,589	30,738

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	20,624	239
Other creditors	10,560	10,081
Taxation and social security	10,813	6,692
Accruals	17,187	16,304
Due to parent undertaking	15,749	-
Deferred income (note 8)	239,566	285,673
	314,499	318,989

8. DEFERRED INCOME

	2023 £	2022 £
Deferred income as at 1 January	285,673	213,232
Deferred incoming resources	306,386	266,832
Release of deferred income	(352,493)	(194,391)
Deferred income as at 31 December	239,566	285,673

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met.

Mates in Mind

Notes to the Financial Statements (continued) For the year ended 31 December 2023

9. SUMMARY OF MOVEMENTS IN (DEFICIT) / FUNDS

Movements in funds during the year ended 31 December 2023 were as follows:

	At 1 January 2023 £	Income £	Expenditure £	Transfers £	At 31 December 2023 £
Unrestricted funds					
Undesignated funds	(148,661)	749,038	(689,316)	47,956	(40,983)
Designated funds	126,291	-	-	(47,956)	78,335
	(22,370)	749,038	(689,316)	-	37,352
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	8,500	-	-	-	8,500
Hobson Trust	-	2,439	(2,439)	-	-
	18,500	2,439	(2,439)	-	18,500
Total (deficit) / funds	(3,870)	751,477	(691,755)	-	55,852

Movements in funds during the year ended 31 December 2022 were as follows:

	At 1 January 2022 £	Income £	Expenditure £	Transfers £	At 31 December 2022 £
Unrestricted funds					
Undesignated funds	(172,103)	503,360	(529,084)	49,166	(148,661)
Designated funds	175,457	-	-	(49,166)	126,291
	3,354	503,360	(529,084)	-	(22,370)
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	8,500	-	-	-	8,500
B&CE	14,153	-	(14,153)	-	-
Apprentice Programme	-	5,000	(5,000)	-	-
	32,653	5,000	(19,153)	-	18,500
Total (deficit) / funds	36,007	508,360	(548,237)	-	(3,870)

Undesignated funds / Designated funds

The board's policy is to designate funds to match the value of the charity's tangible and intangible fixed assets and for essential future spending. The transfers from undesignated to designated funds is to reflect the net book value of the tangible and intangible fixed assets at the year end. The deficit on undesignated funds arises from expenditures in the establishment and trading of the charity. The Trustees aim to increase primary purpose trading activities and use any surpluses generated to build modest reserves.

Restricted funds

Northern Counties Society Group represents funds to be spent on activities in the North East.

Tideway funds represent funds for use on projects related to providing training and support to vulnerable workers (sole traders/micro businesses), in the construction industry.

Hobson Trust represents funds for improving workplace mental health of frontline construction workers in London.

B&CE represents funds for mental health research.

Apprentice programme represents sponsorship of the Mates in Mind apprenticeship mental health programme for Trafford and Stockport College.

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2023

10. ANALYSIS OF NET (LIABILITIES) / ASSETS BETWEEN (DEFICIT) / FUNDS

Fund balances at 31 December 2023 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	78,335	-	78,335
Tangible fixed assets	-	-	-	-
Current assets	273,516	-	18,500	292,016
Current liabilities	(314,499)	-	-	(314,499)
Total (deficit) / funds	(40,983)	78,335	18,500	55,852

Fund balances at 31 December 2022 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	125,336	-	125,336
Tangible fixed assets	-	955	-	955
Current assets	170,328	-	18,500	188,828
Current liabilities	(318,989)	-	-	(318,989)
Total (deficit) / funds	(148,661)	126,291	18,500	(3,870)

11. CAPITAL COMMITMENTS

At the year-end, the charity had not entered into any capital commitments (2022: none).

12. PROVISIONS FOR LIABILITIES, CONTINGENT ASSETS AND LIABILITIES

At 31 December 2023 and 31 December 2022, the charity had no provisions for liabilities or contingent liabilities.

13. POST EMPLOYMENT BENEFITS

The charity operates a defined contribution group personal pension scheme. All eligible employees are automatically enrolled into the scheme in accordance with current legislation. The amount recognised in the SOFA as an expense for the defined contribution scheme is disclosed at note 3.

14. LEASING COMMITMENTS

At 31 December 2023 and 31 December 2022, the charity had no commitments under non-cancellable operating leases.

15. TRANSACTIONS WITH TRUSTEES AND OTHER RELATED PARTIES

Trustees

The trustees may incur travel, accommodation, subsistence and venue costs during the year in fulfilling their duties. Whilst these costs may be either reimbursed to the charity trustees or paid directly to third parties, no such reimbursements or payments were made during the year or prior year.

Indemnity insurance is provided for the charity trustees as part of the parent entity's policy. That part of the premium paid during the year and prior year in respect of the charity trustees cannot be separately identified.

Key management personnel

The charity trustees received no remuneration for their services to the charity during the year or prior year.

All senior employees who have authority and responsibility for planning, directing and controlling the activities of the charity are key management personnel. The names of those individuals who served as key management personnel during the year are set out on the last page of this document. Total benefits (including social security costs) in respect of key management personnel during the year was £98,085 (2022: £108,301).

Intra-group transactions

During the year the British Safety Council charged the charity fees in the amount of £77,444 (2022: £90,544) in respect of (i) management services (covering predominantly Finance, Information Technology and Human Resources) provided by the British Safety Council to the charity and (ii) direct costs of the charity in these same areas which were borne by the British Safety Council and recharged at cost.

At the end of the year, the net balance due to the British Safety Council was £15,749 (2022: £10,852 from the British Safety Council).

Other related party transactions

During the year, the charity recorded income from sales made to organisations where certain trustees undertake their employment duties. These transactions were undertaken on normal commercial terms and amounted to £10,598 in aggregate (2022: £11,172). Income per related party can be analysed as follows: Balfour Beatty Plc £623 (2022: £8,260), Bazalgette Tunnel Ltd (t/a Tideway) £8,730 (2022: £1,667) and Balfour Beatty VINCI Joint Venture: £1,245 (2022: £1,245).

Parent and ultimate controlling party

The charity is a subsidiary of British Safety Council, a charity registered in England and Wales (Number 1097271), and Scotland (Number SC037998), and a company registered in England and Wales (Number 04618713). The parent company's strategy is to generate a surplus on revenue generating activities to fund the Influencing of the health, safety and wellbeing agenda. The parent company's consolidated accounts are publicly available from Companies House.

Mates in Mind

Reference and Administrative Details For the year ended 31 December 2023

Company number:	10338868
Charity numbers:	1172460 in England and Wales SC047778 in Scotland
Registered office:	10 Queen Street Place, London, EC4R 1BE
The Board of Trustees:	Kevin Myers (Chair) Steve Hails Paul Cottam Nicola Hodgkinson Ian Bucknell (appointed 5 July 2023) Sean Sadler (appointed 5 July 2023) Danny Clarke Allan Wright Kizzy Augustin (appointed 23 May 2024) Henrietta Frater (appointed 23 May 2024) Michael Robinson (resigned 5 July 2023) Arun Muttreja (resigned 5 July 2023) (Trustees listed above served throughout the year and since except where stated)
Key management personnel:	Sarah Meek Managing Director (to 16 February 2024) Samantha Downie Managing Director (from 16 February 2024)
Company secretary:	Michael Robinson (resigned 5 July 2023) Sarah Meek (appointed 5 July 2023, resigned 16 February 2024) Samantha Downie (appointed 16 February 2024)
Banker:	Barclays Bank plc, 75 King Street, London, W6 9HY
Solicitor:	Russell-Cooke Solicitors, 2 Putney Hill, London, SW15 6AB
Auditor:	UHY Hacker Young, Quadrant House, 4 Thomas More Square, London, E1W 1YW

MATES IN MIND

England & Wales - Charity number 1172460

Accounts

Mates in Mind –
A company limited by guarantee

Trustees' Report and Financial Statements

For the year ended 31 December 2022

Company number: 10338868
Charity number: 1172460
Scottish charity number: SC047778

Mates in Mind
Contents
For the year ended 31 December 2022

INDEX	PAGE
Trustees' Report and Financial Statements	
Report of the Trustees	3 – 10
Independent Auditor's Report	11 – 13
Statement of Financial Activities	14
Balance Sheet	15
Principal Accounting Policies	16 – 18
Notes to the Financial Statements	19 – 24
Reference and Administrative Details	25

Mates in Mind

Report of the Trustees

For the year ended 31 December 2022

Mates in Mind was established by the Health in Construction Leadership Group and the British Safety Council as a registered charity in August 2016, operating within the UK. The charity forms part of the British Safety Council group of entities for the purposes of preparing consolidated financial statements, however, the charity operates at arm's length from the British Safety Council as a separately registered charity with its own board of trustees.

The Trustees' Report is also a Directors' Report, as required by chapter 5 part 15 of the Companies Act 2006, and all charity trustees are company directors. In accordance with the small company exemptions in the Companies Act 2006, the Trustees have limited their report and not produced a separate strategic report.

1. OUR COMMITMENT TO HEALTH, SAFETY AND WELLBEING

As a charity, we aim to ensure our team, associates and those people involved in our work activities are kept healthy and safe, and that we comply with all our legal obligations.

We review health, safety and wellbeing at each board meeting as well as in our regular team and line manager meetings. The team, additionally, participates in the British Safety Council group's health, safety and welfare committee, which comprises both management and employee representatives to review health and safety policies, systems and management performance and adopt improvements where necessary.

All new staff are required to undertake induction training which includes detailed advice and guidance on health, safety and wellbeing. Following this, all staff are required to achieve as a minimum a level 1 qualification in health and safety, as well as basic awareness and understanding of mental health. We have both physical and mental health first aiders.

2. OBJECTIVES AND ACTIVITIES

2.1. Our charitable objects

The charity's objects, as set out in its governing document, are:

- a) To advance the education and understanding of employers, other organisations and the general public in mental health issues;
- b) To promote and improve the mental health and well-being of persons; and
- c) To relieve, or assist in the relief of, persons suffering from mental illness or distress for the public benefit.

2.2. Our vision, aims and strategy

Our vision is that "there is no health without mental health". In support of this vision, our principal aims are to:

- a) Raise awareness and understanding of mental health and mental ill-health;
- b) Help people to understand how, when and where to get support; and
- c) Break the silence and stigma through promoting cultures of positive wellbeing throughout the industry.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2022

2.2. Our vision, aims and strategy (continued)

As a charity, we have relied on donations and in-kind support from our key partners including, a significant amount of financial support from the British Safety Council. However, our aim going into 2024 is to be financially self-sufficient. We aim to increase our primary purpose trading activities and initially use any surpluses generated to build modest reserves to act as a buffer against economic turbulence. However, our goal is to ensure our overheads are kept to a minimum and we seek to grow our charitable outputs even further using available surplus and any restricted donations.

The charity trustees believe that Mates in Mind's vision, aims and objectives fully reflect our charitable objectives.

2.3. Our activities

Our main activities, undertaken to further the charity's purposes for the public benefit, are grouped under the following headings:

Guidance and Support - to support organisations in creating the right programme

Improving workplace mental health and wellbeing requires a cultural change in organisations from the executive team through line managers to those working at site level. Key to this is ensuring that the organisations we work with will have access to current and relevant information, guidance, advice and research. Dedicated Support Managers within the Mates in Mind team, work alongside our supporters throughout their subscription to ensure they have full access to this level of detail. Supporters can access a wide range of materials through our e-portal, via the newsletters and published articles. Throughout the year we also use webinars, seminars and networking events to share our guidance and advice to supporters and others across the industry. We also provide a more individualised approach where an additional bespoke focus is required through our Programme Support to analyse a broad spectrum of organisational data, understand the issues and work together to create and implement the solutions.

Awareness and Education - to educate and inform the workforce

Improving the understanding and knowledge of mental health and the impact that work related stress can have in the workplace is a vital part of creating a positive working environment where mental health challenges are openly supported and destigmatised. We offer a suite of educational and training options to provide practical knowledge and insight. This is now available as blended learning, both online and can be delivered across the UK within companies through our training partners.

Our ongoing commitment to commissioning research, is demonstrated through the work undertaken to evaluate the needs of apprentices and SME businesses on the matter of mental health in construction. The findings of both of these research projects have further developed the work of Mates in Mind and have ensured that we remain authentic and current with the industry and those facing challenges so that we can better support them.

Communication - to visibly support the framework throughout a business

An effective mental health plan needs to be well communicated across a business. We have developed bespoke internal and external communications through press releases, web presence, social media, thought leadership articles and other communication campaigns. Our model offers support through a variety of communication collateral – from stickers, posters, flyers, information cards, and bespoke products for our supporters. This is supported through our national events and campaigns calendar where we support key dates such as suicide prevention month, mental health awareness week and mental health awareness day with a range of media communication that is made available to supporters in advance to support any internal focus they might have planned.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2022

Recognising good practice – to improve the effectiveness & impact of our work and that of our partners

For the fifth year running, the Mates in Mind Impact Awards have celebrated those making meaningful change across workplaces. These industry awards recognise and celebrate the good work raising awareness of mental health in the workplace and implementing a culture of change within large organisations, SMEs and by individuals across the UK. An independent panel of leading industry experts adjudicates the awards.

The charity trustees have assessed and are satisfied that each of our activities are for public benefit. We are satisfied that we have complied with the duties placed upon us under section 17 of the Charities Act 2011 having due regard to the general guidance on public benefit published by the Charity Commission.

3. ACHIEVEMENTS AND PERFORMANCE

3.1 Financial performance

The charity trustees measure the financial performance of the charity against a budget set by them for the year. The charity trustees also measure monthly performance against other quantitative and qualitative performance metrics. These include the number of workers in the construction sector we reach through our programme of activity.

During the year the charity's total income was £508,360 (2021: £486,201) and it recorded a net deficit of £39,877 (2021: £44,711 surplus).

3.2 Managing Mental Health and Wellbeing

Our work during 2022 centred around continuing to improve the education and awareness around mental health across construction, the supply chain and related industries, fortifying our belief that there is no health without mental health. We focused on the whole construction sector, ensuring that organisations regardless of size are aware of their responsibility both socially and legally in providing mental health support, awareness and training for their teams including line managers. Our previous B&CE funded research has generated a number of new resources that we are encouraging are made available across the supply chain to the self-employed and sole traders that do not have access to the support often offered by larger organisations. This has also involved Mates in Mind working closely with a number of trade associations to ensure their members have access to high quality material via our new partnerships.

3.3 Building understanding and capability

Our website continues to be the main repository and e-portal for materials including downloadable resources and collateral, video and podcasts, a growing number of case studies, further reference links for advice and support and a range of other content. We have also throughout the year been proactive in engaging with Government ministers and specifically the Men & Boys APPG to raise awareness of the issues, with us hosting a drop-in session at the Houses of Parliament. Our work has also focused on creating meaningful industry change seeing us working with procurement frameworks to raise mental health to a level of mandatory significance as safety when awarding work, to create a positive and proactive force for change. Our engagement and interaction with individuals have seen a significant increase in activity via our website and social media.

Our work as a founding partner in the HSE Working Minds initiative has seen us feature in their promotional material to raise awareness of the importance of prevention to support any tertiary measures that have been introduced.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2022

3.4 Promoting leadership and worker engagement

We continue to celebrate and champion our partnerships with key groups and organisations from across construction and related industries. This has enabled Mates in Mind to push the reach of our voice further. Our Patron, Michelle Wiles, the business champions and supporter organisations have helped us to continue shaping the conversation around mental health and the importance of prevention with early intervention to avoid the over-reliance on safety net support when someone has reached crisis. During the last year, we have continued to use social media platforms to address the challenge of mental ill-health with influential leadership audiences, raising awareness about the issue and our collaborative approach to tackling it.

3.5 Supporting the hardest to reach

Our work with trade associations and member bodies has helped us to spread the word and support further throughout the industry. Smaller companies and self-employed tradespeople often do not have internal support such as HR or Health and Safety departments that would be a usual route to discuss workplace mental health. Coupled with the Office of National Statistics continuing to report that low skilled labourers in construction have a suicide risk that is four times higher than the average for England, it is clear that those further down the supply chain are likely to be at a higher risk.

3.6 Campaigning for sensible legislation, regulation and application

Campaigning is a useful way to raise the profile of mental health issues in the workplace. Whilst Mates in Mind does not undertake direct campaigning at the moment although it is an area we will explore further in 2023 in collaboration with industry partners, to raise awareness and a call to action to make changes based on the extensive research findings. We continue to work with others in the meantime such as HSE, H&S Tier 1 Leadership Group and HCLG to support their campaigns across the industry.

4. FINANCIAL REVIEW (including Strategic Report)

4.1 Performance of the charity

The principal funding sources of the charity in the reporting year were income from its primary purpose trading activities, as well as donations and grants from various bodies, including the British Safety Council.

The charity's income for the year totalled £508,360 (2021: £486,201), which included £227,273 (2021: £347,564) from charitable activities and £281,087 (2021: £138,637) from donations. The charity's income from charitable activities was generated principally from the sale of supporter subscriptions, business champion packages and from training provided to supporter and other organisations.

The charity's expenditure in the year totalled £548,237 (2021: £441,490), including £310,262 (2021: £363,502) in staff costs.

The charity reported a net deficit in the year of £39,877 (2021: £44,711 surplus).

The summary of the financial results should be read in conjunction with the financial statements and related notes.

4.2 Position of the charity at the year-end

The charity had a deficit at 31 December 2022 in the amount of £3,870 (2021: £36,007 surplus).

We saw an increase in the SME supporters during 2022 and, though smaller in size and income, we were pleased to have engaged with those in this part of the construction industry for the reasons stated previously.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2022

The trustees received a signed letter from the British Safety Council committing to support Mates in Mind for at least 12 months from the date these financial statements are approved. Taking this into account and given our likely and prudent growth plan, we believe the demand for the charity's services will be sufficient to deliver our charitable and financial objectives going forward.

4.3 Reserves

The charity's reserves are those unrestricted funds that are freely available to spend on any of the charity's purposes. They therefore exclude tangible and intangible fixed assets held for the charity's own use, which are treated as designated funds. In addition, restricted funds are held in relation to funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

The charity had negative free reserves at 31 December 2022 in the amount of £148,661 (2021: negative £172,103). The charity's medium-term aim is to grow its primary purpose trading activities and to use any surpluses generated to build modest reserves to act as a buffer against economic turbulence. The charity is looking to grow its income to generate surpluses to build-up to modest reserves.

4.4 Principal risks and uncertainties facing the charity

The principal risk facing the charity was that income from its primary purpose trading activities would not grow sufficiently to cover its operating costs. The objective of the charity in managing this liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The charity expects to meet its financial obligations through a combination of operating cash flows and financial support provided by the British Safety Council.

The other principal risks include customer credit exposure. The charity may offer credit terms to its customers which allow payment of the debt after delivery of the goods or services. The charity is at risk to the extent that a customer may be unable to pay the debt on the specified due date. This risk is mitigated by the strong on-going customer relationships.

4.5 Going concern

During the year, the charity continued to receive support from the British Safety Council. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements. With support from British Safety Council, the trustees have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of the charity to continue as a going concern.

5. FUTURE PLANS

5.1 Future plans

We continue to face the future and explore how we can adapt to reach those in need across the industry. Our focus on collaboration, research and ensuring our charitable objectives are achieved remain stronger than ever. Working closely with our network of Supporters and business champions, strengthened by our partnerships, we will continue to work with organisations to help them in their transformational journeys to creating positive approaches to mental health and wellbeing by providing them the skills, clarity, and confidence to embed sustainable and positive changes amongst their workforce.

Therefore, to achieve this, in 2023 the focus will be across three key areas:

1. Increasing and diversifying our income streams in order to enhance our charitable work across the industry;
2. Further developing our model offered to supporters to ensure it remains current, needs-driven through industry feedback and research outcomes and evidence-based; and
3. Working with our supporter organisations, business champions and their line managers to ensure that supply chains, new entrants and everyone working across the industry is aware of the impact that work-related stress can have and what proactive and preventative steps need to be taken before individuals reach crisis point.

Through a formal support services arrangement, we will continue to receive HR, financial, infrastructure and other administrative support from the British Safety Council, which also plays a key role in the governance arrangements of the charity.

6. STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1. Governing document

The governance arrangements are set out in Mates in Mind's articles of association adopted 9 December 2020.

6.2. Structure

The charity is a company limited by guarantee, not having a share capital, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The company is registered as a charity in England and Wales and Scotland.

The sole member of the charity is the British Safety Council (a charitable company limited by guarantee). Mates in Mind therefore forms part of the British Safety Council group for the purposes of the preparation of consolidated financial statements.

6.3. Our Board and Management

Our board of charity trustees are also directors of the charitable company (the charity), as set out in the last page of this document. The charity's constitution provides that the British Safety Council, as the sole member of the charity, is entitled to appoint up to two persons as trustees and that, where possible and practical, a further two trustees should have a construction industry background.

The charity trustees have delegated management of the charity to the Managing Director, who reports on performance against the strategic plans and budget approved by the charity trustees. The name of the Managing Director is set out on the last page of this document.

The charity benefits from the British Safety Council's system of governance and experience. The charity has entered into a management agreement with the British Safety Council, which provides for:

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2022

- the charity to adopt and apply accounting and employee policies and financial procedures that are consistent with the policies adopted by the British Safety Council;
- certain key matters to be determined by a special directors' resolution. Such resolutions require the approval of at least one of the trustees appointed by the British Safety Council; and
- the charity to provide to the British Safety Council quarterly income and expenditure statements, so that the British Safety Council can monitor the charity's performance against its plans.

On appointment, charity trustees undergo an induction process to brief them on their legal obligations under charity and company law, the content of the articles of association and the decision-making processes, the strategic plan and recent key decisions by the board. Induction also includes a presentation, a meeting with key staff and the provision of charity documents and Charity Commission publications. All the charity trustees have experience at senior levels in other professional and voluntary capacities. Charity trustees are encouraged to attend further training.

6.4. Risk Management

The charity trustees are responsible for the charity's risk management and the effectiveness of internal control systems. As part of the charity's regular procedures the charity trustees and management examine and review the major risks to which the charity is exposed. The charity trustees are satisfied that those major risks as identified have been adequately managed, where necessary. It is recognised that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed. To this end, the risk analysis schedules are presented annually to the board of trustees.

7. REFERENCE AND ADMINISTRATIVE DETAILS

Reference and administrative details of the charity are set out on the last page of this document.

Trustees' responsibilities for the financial statements

The charity trustees (who are also directors of Mates in Mind for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the charity trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable laws). Under company law the charity trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing the financial statements, the charity trustees are required to:

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

The charity trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with the requirements of the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the charity trustees are aware:

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

The charity trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In preparing this report charity trustees have taken the advantage of the small companies' exemptions provided by section 381a of the Companies Act 2006.

Auditor

BDO LLP resigned as auditors on 9 May 2023 and UHY Hacker Young LLP were appointed as auditors of the company.



Steve Hails on behalf of the board

The annual report was approved by the Board and authorised for issue on 26 September 2023.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF MATES IN MIND

Opinion

We have audited the financial statements of Mates in Mind ("the charitable company") for the year ended 31 December 2022 which comprise the statement of financial activities, the balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statement is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the sector in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by the charitable company, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and profit.

Mates in Mind

Independent Auditor's Report (continued)
For the year ended 31 December 2022

Auditor's responsibilities for the audit of the financial statements (continued)

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, review of correspondence with legal advisors, enquiries of management and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Subarna Banerjee
(Senior Statutory Auditor)

For and on behalf of UHY Hacker Young
Chartered Accountants and Statutory Auditor

4 Thomas More Square
London E1W 1YW

Date: 28 September 2023

Mates in Mind

Statement of Financial Activities

For the year ended 31 December 2022

	Note	Year ended 31 December 2022			Year ended 31 December 2021		
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Income from:							
Donations		281,087	-	281,087	138,637	-	138,637
Charitable activities		222,273	5,000	227,273	312,464	35,100	347,564
Total		503,360	5,000	508,360	451,101	35,100	486,201
Expenditure on:							
Charitable activities	2	(529,084)	(19,153)	(548,237)	(420,543)	(20,947)	(441,490)
Total		(529,084)	(19,153)	(548,237)	(420,543)	(20,947)	(441,490)
Net (expense)/income		(25,724)	(14,153)	(39,877)	30,558	14,153	44,711
Transfers between funds		-	-	-	-	-	-
Net movement in funds		(25,724)	(14,153)	(39,877)	30,558	14,153	44,711
Reconciliation of funds / (deficit):							
Total funds/(deficit) brought forward at 1 January		3,354	32,653	36,007	(27,204)	18,500	(8,704)
Total funds/(deficit) carried forward at 31 December		(22,370)	18,500	(3,870)	3,354	32,653	36,007

All of the above results are derived from continuing activities. The net income for the year for Companies Act purposes was the same as the net movement in funds for the year.

The accompanying accounting policies and notes form an integral part of these financial statements.

Mates in Mind
Balance Sheet
As at 31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Intangible assets	4	125,336	172,337
Tangible fixed assets	5	955	3,120
		<u>126,291</u>	<u>175,457</u>
Current assets			
Debtors	6	30,738	18,350
Cash at bank		158,090	86,169
		<u>188,828</u>	<u>104,519</u>
Creditors: amounts falling due within one year	7	(318,989)	(243,969)
NET (LIABILITIES)/ASSETS		<u>(3,870)</u>	<u>36,007</u>
Funds/(Deficit)			
Unrestricted deficit - undesignated	9, 10	(148,661)	(172,103)
Unrestricted funds - designated	9, 10	126,291	175,457
Restricted funds	9, 10	18,500	32,653
TOTAL (DEFICIT)/FUNDS		<u>(3,870)</u>	<u>36,007</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

The financial statements were approved by the Board and authorised for issue on 26 September 2023.

.....
Steve Hails, Chair

The accompanying accounting policies and notes form an integral part of these financial statements.

Company number: 10338868

1. PRINCIPAL ACCOUNTING POLICIES

Significant judgements, key assumptions and estimates

The preparation of the financial statements in conformity with generally accepted accounting practice requires the charity trustees to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts, and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out below:

Supporter deferred income

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met. Income received in advance, relating to future periods, is carried forward in the balance sheet as deferred income and released over the supporter membership period.

Basis of preparation

The charity has taken advantage of the exemptions from producing a separate cashflow statement and financial instrument disclosures as laid out in section 1.12 of FRS102.

The financial statements have been prepared:

- a) Under the historical cost convention.
- b) In sterling, which is the functional currency of the charity.
- c) In accordance with FRS102 section 1A small entities, the statement of recommended practice 'Accounting and Reporting by Charities' (SORP 2019) and applicable company and charitable law in the UK. The charity is a public benefit entity, as defined by FRS102. The accounting policies adopted by the charity trustees are described below.
- d) On the going concern basis.

The Trustees review and approve the annual budget and receive regular information to allow them to assess actual trading performance against the budget. The Trustees also review ongoing forecasts to ensure the charity remains financially viable. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements.

Having taken all of these factors into account, the Trustees have a reasonable expectation that the charity has adequate resources to continue operating for the foreseeable future and, for this reason, have continued to adopt the going concern basis for preparation of the financial statements. This view is informed by the letter of support from British Safety Council.

Fund accounting

Unrestricted funds are those which are available for use at the discretion of the charity trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are unrestricted funds which are to be used in accordance with specific decisions made by the charity trustees. They are reviewed annually. In addition, the charity trustees designate funds to match the net book value of tangible and intangible fixed assets.

Restricted funds are funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

Mates in Mind

Principal Accounting Policies (continued)
For the year ended 31 December 2022

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Intangible assets

Intangible assets are stated at cost less accumulated amortisation. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the assets to their residual values over their estimated useful lives (typical technological useful life), as follows:

Website development costs	3 – 5 years
---------------------------	-------------

Amortisation commences once the asset is brought into use. The carrying values of intangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Tangible fixed assets and depreciation

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer hardware and software	4 - 8 years
--------------------------------	-------------

Depreciation commences once the asset is brought into use. The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Trade debtors

Trade debtors are recognised at the undiscounted amount of cash receivable from the customer, less any appropriate provision for estimated irrecoverable amounts. A provision is established for irrecoverable amounts when there is objective evidence that amounts due under the original payment terms will not be collected.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits with an original maturity date of three months or less.

Income

Income is recognised to the extent that the charity obtains the right to consideration in exchange for its performance. Revenue is measured at the fair value of the consideration received, excluding discounts, rebates, VAT and other sales taxes or duty. The following criteria must also be met before revenue is recognised:

Income from the rendering of services, including training courses, is recognised by reference to the stage of completion. Fees received in advance, relating to future periods are carried forward in the balance sheet as deferred income.

Subscriptions, receivable on varying dates throughout the year, are apportioned on a time basis, the proportion received in advance being carried forward in the balance sheet.

Donations and grants are recognised when received or when the charity is entitled to the income and receipt is probable and measurable. Gifts in kind (representing donations of services) are measured at the fair value of the gift, usually the cost to the donor.

Mates in Mind

Principal Accounting Policies (continued)
For the year ended 31 December 2022

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Expenditure

All expenditure is accounted for on an accruals basis and is allotted directly to the activity to which they relate. Support costs including governance, management, finance, information technology, human resources are allocated to the charitable activities. Irrecoverable VAT is included in the expense item to which it relates.

Product development expenditure is written off as incurred.

Trade creditors

Trade creditors are recognised at the undiscounted amount owed to the supplier.

Defined contribution pension scheme

A personal pension is available to staff with an employer contribution depending on the employee's age. The cost of providing this benefit is charged to the SOFA in year.

Mates in Mind

Notes to the Financial Statements
For the year ended 31 December 2022

2. BREAKDOWN OF RESOURCES EXPENDED

Breakdown of resources expended

	2022		
	Activities undertaken directly £	Support costs £	Total £
Resources expended - Charitable activities	432,420	115,817	548,237

	2021		
	Activities undertaken directly £	Support costs £	Total £
Resources expended - Charitable activities	402,992	38,498	441,490

Support cost allocations

	2022	2021
	Support costs - Charitable activities £	Support costs - Charitable activities £
Management and administration	98,044	22,810
Human resources	3,960	3,924
Information Technology	13,813	11,764
Total	115,817	38,498

Total expenditure is stated after including the following:

	2022 £	2021 £
Staff costs (note 3)	310,262	363,502
Auditor's remuneration	6,000	6,350

Mates in Mind

Notes to the Financial Statements (continued) For the year ended 31 December 2022

3. STAFF COSTS

Staff costs during the year are below:

	2022 £	2021 £
Wages and salaries	271,599	312,970
Social security costs	26,914	34,763
Expense for defined contribution pension schemes	11,749	15,769
	310,262	363,502

The average number of persons employed by the company during the year was 6 (2021: 7).

The number of employees who received employee benefits (excluding employer pension costs) of more than £60,000 during the year were as follows.

	2022 Number	2021 Number
£80,001 - £90,000	1	-
	1	-

One key management personnel (2021: Two) were members of the defined contribution pension scheme. Contributions amounting to £6,042 (2021: £8,300) were paid on their behalf.

We have applied for an additional £10,000 of Employment Allowance credits from HMRC relating to prior years which has yet to be confirmed by HMRC and, as such, are not included in the figures above.

4. INTANGIBLE ASSETS

	2022 Website development costs £	2021 Website development costs £
Cost		
At 1 January	188,004	58,419
Additions	-	129,585
At 31 December	188,004	188,004
Amortisation		
At 1 January	(15,667)	-
Provided in year	(47,001)	(15,667)
At 31 December	(62,668)	(15,667)
Net book value at 31 December	125,336	172,337
Net book value at 1 January	172,337	58,419

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2022

5. FIXED ASSETS

	2022 Computer equipment £	2021 Computer equipment £
Cost		
At 1 January	9,498	9,498
At 31 December	9,498	9,498
Depreciation		
At 1 January	(6,378)	(4,002)
Provided in year	(2,165)	(2,376)
At 31 December	(8,543)	(6,378)
Net book value at 31 December	955	3,120
Net book value at 1 January	3,120	5,496

6. DEBTORS

	2022 £	2021 £
Trade debtors	17,886	15,756
Other debtors	2,000	1,296
Due from parent undertaking	10,852	862
Prepayments and accrued income	-	436
	30,738	18,350

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	239	9,848
Other creditors	10,081	8,174
Taxation and social security	6,692	3,536
Accruals	16,304	9,179
Deferred income (note 8)	285,673	213,232
	318,989	243,969

8. DEFERRED INCOME

	2022 £	2021 £
Deferred income as at 1 January	213,232	208,799
Deferred incoming resources	266,832	193,299
Release of deferred income	(194,391)	(188,866)
Deferred income as at 31 December	285,673	213,232

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met.

Mates in Mind

Notes to the Financial Statements (continued) For the year ended 31 December 2022

9. SUMMARY OF MOVEMENTS IN (DEFICIT) / FUNDS

Movements in funds during the year ended 31 December 2022 were as follows:

	At 1 January 2022 £	Income £	Expenditure £	Transfers £	At 31 December 2022 £
Unrestricted funds					
Undesignated funds	(172,103)	503,360	(529,084)	49,166	(148,661)
Designated funds	175,457	-	-	(49,166)	126,291
	3,354	503,360	(529,084)	-	(22,370)
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	8,500	-	-	-	8,500
B&CE	14,153	-	(14,153)	-	-
Apprentice Programme	-	5,000	(5,000)	-	-
	32,653	5,000	(19,153)	-	18,500
Total (deficit) / funds	36,007	508,360	(548,237)	-	(3,870)

Movements in funds during the year ended 31 December 2021 were as follows:

	At 1 January 2021 £	Income £	Expenditure £	Transfers £	At 31 December 2021 £
Unrestricted funds					
Undesignated funds	(91,119)	451,101	(420,543)	(111,542)	(172,103)
Designated funds	63,915	-	-	111,542	175,457
	(27,204)	451,101	(420,543)	-	3,354
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	8,500	-	-	-	8,500
B&CE	-	35,100	(20,947)	-	14,153
	18,500	35,100	(20,947)	-	32,653
Total (deficit) / funds	(8,704)	486,201	(441,490)	-	36,007

Undesignated funds / Designated funds

The board's policy is to designate funds to match the value of the charity's tangible and intangible fixed assets and for essential future spending. The transfers from undesignated to designated funds is to reflect the net book value of the tangible and intangible fixed assets at the year end. The deficit on undesignated funds arises from expenditures in the establishment and trading of the charity. The Trustees aim to increase primary purpose trading activities and use any surpluses generated to build modest reserves.

Restricted funds

Northern Counties Society Group represents funds to be spent on activities in the North East.

Tideway funds represent funds for use on projects related to providing training and support to vulnerable workers (sole traders/micro businesses), in the construction industry.

B&CE represents funds for mental health research.

Apprentice programme represents sponsorship of the Mates in Mind apprenticeship mental health programme for Trafford and Stockport College.

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2022

10. ANALYSIS OF NET (LIABILITIES) / ASSETS BETWEEN (DEFICIT) / FUNDS

Fund balances at 31 December 2022 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	125,336	-	125,336
Tangible fixed assets	-	955	-	955
Current assets	170,328	-	18,500	188,828
Current liabilities	(318,989)	-	-	(318,989)
Total (deficit) / funds	(148,661)	126,291	18,500	(3,870)

Fund balances at 31 December 2021 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	172,337	-	172,337
Tangible fixed assets	-	3,120	-	3,120
Current assets	71,866	-	32,653	104,519
Current liabilities	(243,969)	-	-	(243,969)
Total (deficit) / funds	(172,103)	175,457	32,653	36,007

11. CAPITAL COMMITMENTS

At the year-end, the charity had not entered into any capital commitments (2021: none).

12. PROVISIONS FOR LIABILITIES, CONTINGENT ASSETS AND LIABILITIES

At 31 December 2022 and 31 December 2021, the charity had no provisions for liabilities or contingent liabilities, however a contingent asset for £10,000 regarding an Employment Allowance claim which is detailed in note 3, has not been recognised in these financial statements.

13. POST EMPLOYMENT BENEFITS

The charity operates a defined contribution group personal pension scheme. All eligible employees are automatically enrolled into the scheme in accordance with current legislation. The amount recognised in the SOFA as an expense for the defined contribution scheme is disclosed at note 3.

14. LEASING COMMITMENTS

At 31 December 2022 and 31 December 2021, the charity had no commitments under non-cancellable operating leases.

Mates in Mind

Notes to the Financial Statements (continued)
For the year ended 31 December 2022

15. TRANSACTIONS WITH TRUSTEES AND OTHER RELATED PARTIES

Trustees

The trustees may incur travel, accommodation, subsistence and venue costs during the year in fulfilling their duties. Whilst these costs may be either reimbursed to the charity trustees or paid directly to third parties, no such reimbursements or payments were made during the year or prior year.

Indemnity insurance is provided for the charity trustees as part of the parent entity's policy. That part of the premium paid during the year and prior year in respect of the charity trustees cannot be separately identified.

Key management personnel

The charity trustees received no remuneration for their services to the charity during the year or prior year.

All senior employees who have authority and responsibility for planning, directing and controlling the activities of the charity are key management personnel. The names of those individuals who served as key management personnel during the year are set out on the last page of this document. Total benefits (including social security costs) in respect of key management personnel during the year was £108,301 (2021: £113,155).

Intra-group transactions

During the year the British Safety Council charged the charity fees in the amount of £90,544 (2021: £11,940) in respect of (i) management services (covering predominantly Finance, Information Technology and Human Resources) provided by the British Safety Council to the charity and (ii) direct costs of the charity in these same areas which were borne by the British Safety Council.

At the end of the year, the net balance due from the British Safety Council was £10,852 (2021: £862 from the British Safety Council).

Other related party transactions

During the year, the charity recorded income from sales made to organisations where certain trustees undertake their employment duties. These transactions were undertaken on normal commercial terms and amounted to £11,172 in aggregate (2021: £3,334). Income per related party can be analysed as follows: Balfour Beatty Plc £8,260 (2021: £3,334), Bazalgette Tunnel Ltd (t/a Tideway) £1,667 (2021: £nil) and Balfour Beatty VINCI Joint Venture: £1,245 (2021: £nil).

Parent and ultimate controlling party

The charity is a subsidiary of British Safety Council, a charity registered in England and Wales (Number 1097271), and Scotland (Number SC037998), and a company registered in England and Wales (Number 04618713). The parent company's strategy is to generate a surplus on revenue generating activities to fund the Influencing of the health, safety and wellbeing agenda. The parent company's consolidated accounts are publicly available from Companies House.

Mates in Mind

Reference and Administrative Details For the year ended 31 December 2022

Company number:	10338868
Charity numbers:	1172460 in England and Wales SC047778 in Scotland
Registered office:	10 Queen Street Place, London, EC4R 1BE
The Board of Trustees:	Steve Hails (Chair) Kevin Myers Paul Cottam Nicola Hodgkinson Danny Clarke (appointed 21 October 2022) Allan Wright (appointed 21 October 2022) Ian Bucknell (appointed 5 July 2023) Sean Sadler (appointed 5 July 2023) Heather Bryant (resigned 15 December 2022) Michael Robinson (resigned 5 July 2023) Arun Muttreja (resigned 5 July 2023) (Trustees listed above served throughout the year and since except where stated)
Key management personnel:	Sarah Meek Managing Director
Company secretary:	Michael Robinson (resigned 5 July 2023) Sarah Meek (appointed 5 July 2023)
Banker:	Barclays Bank plc, 75 King Street, London, W6 9HY
Solicitor:	Russell-Cooke Solicitors, 2 Putney Hill, London, SW15 6AB
Auditor:	UHY Hacker Young, Quadrant House, 4 Thomas More Square, London, E1W 1YW

MATES IN MIND

England & Wales - Charity number 1172460

Accounts

**Mates in Mind –
A company limited by guarantee**

Trustees' Report and Financial Statements

For the year ended 31 December 2021

Company number: 10338868
Charity number: 1172460
Scottish charity number: SC047778



Mates in Mind
Contents
For the year ended 31 December 2021

INDEX	PAGE
Trustees' Report and Financial Statements	
Report of the Trustees	3 – 10
Independent Auditor's Report	11 – 13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16 – 26
Reference and Administrative Details	27

Mates in Mind

Report of the Trustees

For the year ended 31 December 2021

Mates in Mind was established by the Health in Construction Leadership Group and the British Safety Council as a registered charity in August 2016, operating primarily in the UK. The charity forms part of the British Safety Council group of entities for the purposes of preparing consolidated financial statements, however, the charity operates at arm's length from the British Safety Council as a separately registered charity with its own board of trustees.

The Trustees' Report is also a Directors' Report, as required by chapter 5 part 15 of the Companies Act 2006, and all charity trustees are company directors. In accordance with the small company exemptions in the Companies Act 2006, the Trustees have limited their report and not produced a separate strategic report.

1. OUR COMMITMENT TO HEALTH, SAFETY AND WELLBEING

As a charity, we aim to ensure our staff, associates and those people affected by our work activities are kept healthy and safe, and that we comply with all our legal obligations.

We review health, safety and wellbeing at each board meeting as well as in our regular team and line manager meetings. The team, additionally, participates in the British Safety Council group's health, safety and welfare committee, which comprises both management and employee representatives to review health and safety policies, systems and management performance and adopt improvements where necessary.

All new staff are required to undertake induction training which includes detailed advice and guidance on health, safety and wellbeing. Following this, all staff are required to achieve as a minimum a level 1 qualification in health and safety, as well as basic awareness and understanding of mental health. We have both physical and mental health first aiders.

2. OBJECTIVES AND ACTIVITIES

2.1. Our charitable objects

The charity's objects, as set out in its governing document, are:

- a) To advance the education and understanding of employers, other organisations and the general public in mental health issues;
- b) To promote and improve the mental health and well-being of persons; and
- c) To relieve, or assist in the relief of, persons suffering from mental illness or distress for the public benefit.

2.2. Our vision, aims and strategy

Our vision is that "there is no health without mental health". In support of this vision, our principal aims are to:

- a) Raise awareness and understanding of mental health and mental ill-health;
- b) Help people to understand how, when and where to get support; and
- c) Break the silence and stigma through promoting cultures of positive wellbeing throughout the industry.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2021

2.2. Our vision, aims and strategy (continued)

As a charity, we have relied on donations and in-kind support from our key partners including, a significant amount of financial support from the British Safety Council. However, our aim is to be financially self-sufficient. We aim to increase our primary purpose trading activities and initially use any surpluses generated to build modest reserves to act as a buffer against economic turbulence. Once we have achieved this any further surplus will be used to further our charitable aims.

The charity trustees believe that Mates in Mind's vision, aims and objectives fully reflect our charitable objectives.

2.3. Our activities

Our main activities, undertaken to further the charity's purposes for the public benefit, are grouped under the following headings:

Guidance and Support - to support organisations in creating the right programme

Improving workplace mental health and wellbeing requires a cultural change in organisations from the executive team through line managers to those working at site level. Key to this is ensuring that the organisations we work with will have access to current and relevant information, guidance, advice and research. Dedicated Support Managers at Mates in Mind work with our supporters throughout their subscription to ensure they have full access to this level of detail. Supporters can access a wide range of materials through our website, via the newsletters and published articles. Throughout the year we also use webinars, seminars and networking events to share our guidance and support to supporters and others across the industry. We can also provide a more individualised approach through our Programme Support to analyse a broad spectrum of organisational data, understand the issues and work together to create and implement the solutions.

Awareness and Education - to educate and inform the workforce

Improving the understanding and knowledge of mental health and the impact that work related stress can have in the workplace is a vital part of creating a positive working environment where mental health challenges are openly supported and destigmatised. We offer a suite of educational and training options to provide practical knowledge and insight. This is now available as blended learning, both online and can be delivered across the UK within companies through our training partners.

Our ongoing commitment to commissioning research, is demonstrated through the work undertaken to evaluate the needs of apprentices and SME businesses on the matter of mental health in construction. The findings of both of these research projects have further developed the work of Mates in Mind and have ensured that we remain authentic and current with the industry and those facing challenges so that we can better support them.

Communication - to visibly support the framework throughout a business

An effective mental health plan needs to be well communicated across a business. We have developed bespoke internal and external communications through press releases, web presence, social media and other visible collateral. Our model offers support through a variety of communication collateral – from stickers, posters, flyers, information cards, and bespoke products for our supporters. This is supported through our national events and campaigns calendar where we support key dates such as suicide prevention month and mental health awareness day with a range of media communication that is made available to supporters.

Recognising good practice – to improve the effectiveness & impact of our work and that of our partners

For the fourth year running, the Mates in Mind Impact Awards have celebrated those making meaningful change across workplaces. The awards aim to recognise and celebrate the good work of large

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2021

organisations, SMEs and individuals across the UK. An independent panel of leading industry experts adjudicates the awards.

The charity trustees have assessed and are satisfied that each of our activities are for public benefit. We are satisfied that we have complied with the duties placed upon us under section 17 of the Charities Act 2011 having due regard to the general guidance on public benefit published by the Charity Commission.

3. ACHIEVEMENTS AND PERFORMANCE

3.1 Financial performance

The charity trustees measure the financial performance of the charity against a budget set by them for the year. The charity trustees also measure performance against other quantitative and qualitative performance metrics. These include the number of workers in the construction sector we reach through our programme of activity.

During the year the charity's total income was £486,201 (2020: £610,636 restated) and it recorded a net surplus of £44,711 (2020: £25,678 restated).

3.2 Managing the charity through COVID-19

COVID-19 has continued to have a huge impact on our charity during 2021, in terms of income, events, donations and new supporters. The latter end of the year saw a slow return to face-to-face events and engagement with supporters, but the team continued to work from home.

3.3 Managing Mental Health and Wellbeing

Our work during 2021 centred around continuing to improve the education and awareness around mental health across construction and related industries, fortifying our belief that there is no health without mental health. We focused on the whole construction sector, ensuring that organisations regardless of size are providing mental health support, awareness and training for their teams including line managers and supply chain. Through our B&CE funded research, we have reached out to the self-employed and sole traders that do not have access to the support often offered by larger organisations to identify their needs and how we can provide charitable support going forwards.

The Covid pandemic has highlighted the importance of a positive approach to mental health in any workplace or educational setting and Mates in Mind is available for any business seeking support, advice and guidance.

3.4 Building understanding and capability

Our website is the main repository for materials and includes downloadable resources and collateral, video and podcasts, a growing number of case studies, further reference links for advice and technical support, and a range of other content. We have also been proactively building understanding and sharing information through our support for wider campaigns such as Mental Health Awareness Week, Time to Talk Day, Stop Make a Change and International Suicide Prevention Awareness Day. Our engagement and interaction with individuals have seen a significant increase in activity via our website and social media.

To coincide with Stress Awareness month, we launched Chris' story to share the impact that work-related stress had on him which led to him ending his life through suicide. This story is told sensitively through the words of his family, friends and former colleagues. It continues to have a significant impact on those that watch it and it is a powerful and emotive representation of why assessing the risk and putting in place an action plan is so important. Mates in Mind launched its Stress Management Model

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2021

which we offer to organisations seeking to address this rising concern, and we also collaborated with HSE on their Working Minds campaign to further promote this.

3.5 Promoting leadership and worker engagement

We continue to celebrate and champion our partnerships with key groups and organisations from across construction and related industries. This has enabled Mates in Mind to push the reach of our voice further. Our business champions and supporter organisations have helped us to continue shaping the conversation around mental health. During the last year, we have continued this through a new website and social media platforms to address the challenge of mental ill-health with influential leadership audiences, raising awareness about the issue and our collaborative approach to tackling it.

3.6 Supporting the hardest to reach

Promoting Mental Health amongst Small and Medium sized Enterprises is a key area of concern and was the focus of our B&CE funded research which commenced with a nationwide survey in 2021. Preliminary findings were published in December 2020 with the final report published in June 2022. These organisations often do not have internal support such as HR or Health and Safety departments that would be a usual route to discuss workplace mental health. Coupled with the Office of National Statistics continuing to report that low skilled labourers in construction have a suicide risk that is three times higher than the average for England, it is clear that those further down the supply chain are likely to be at a higher risk.

3.7 Campaigning for sensible legislation, regulation and application

Campaigning is a useful way to raise the profile of mental health issues in the workplace. Whilst Mates in Mind does not undertake direct campaigning at the moment although it is an area we would like to explore in 2022 in collaboration, to raise awareness and a call to action to make changes based on the extensive research findings. We continue to work with others in the meantime such as HSE and HCLG to support their campaigns across the industry.

4. FINANCIAL REVIEW (including Strategic Report)

4.1 Performance of the charity

The principal funding sources of the charity in the reporting year were income from its primary purpose trading activities, as well as donations and grants from various bodies, including the British Safety Council.

The charity's income for the year totalled £486,201 (2020: £610,636 restated), which included £347,564 (2020: £348,402 restated) from charitable activities, £Nil (2020: £97,452) from grants and £138,637 (2020: £108,692) from donations. The charity's income from charitable activities was generated principally from the sale of supporter subscriptions, business champion packages and from licence income from the use of its Start the Conversation learning materials. During the year the charity received no government grant income support under the Coronavirus Job Retention Scheme (2020: £56,090).

The charity's expenditure in the year totalled £441,490 (2020: £584,958), including £363,502 (2020: £493,815) in staff costs.

The charity reported a net surplus in the year of £44,711 (2020: £25,678 restated).

The summary of the financial results should be read in conjunction with the financial statements and related notes.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2021

4.2 Position of the charity at the year-end

The charity had funds at 31 December 2021 in the amount of £36,007 (2020: deficit of £8,704 restated).

We saw an increase in the SME supporters during 2021, and though smaller in size and income we were pleased to have engaged with those in this part of the construction industry for the reasons stated previously. It was however sad to see a number of our supporters unfortunately feel the negative impact of the global pandemic resulting in them ceasing trading.

The trustees received a signed letter from the British Safety Council committing to support Mates in Mind for at least the next 12 months. Taking this into account and given our likely and prudent growth plan, we believe the demand for the charity's services will be sufficient to deliver our charitable and financial objectives going forward.

4.3 Reserves

The charity's reserves are those unrestricted funds that are freely available to spend on any of the charity's purposes. They therefore exclude tangible and intangible fixed assets held for the charity's own use, which are treated as designated funds. In addition, restricted funds are held in relation to funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

The charity had negative free reserves at 31 December 2021 in the amount of £172,103 (2020: negative £91,119 restated). The charity's medium-term aim is to grow its primary purpose trading activities and to use any surpluses generated to build modest reserves to act as a buffer against economic turbulence. The charity is looking to grow its income to generate surpluses to build-up to modest reserves.

4.4 Principal risks and uncertainties facing the charity

The principal risk facing the charity was that income from its primary purpose trading activities would not grow sufficiently to cover its operating costs. The objective of the charity in managing this liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The charity expects to meet its financial obligations through a combination of operating cash flows and financial support provided by the British Safety Council.

The other principal risks include customer credit exposure. The charity may offer credit terms to its customers which allow payment of the debt after delivery of the goods or services. The charity is at risk to the extent that a customer may be unable to pay the debt on the specified due date. This risk is mitigated by the strong on-going customer relationships. Through 2021 the charity has experienced temporary delays in payment from some customers which are pursued through regular dialogue.

4.5 Going concern

During the year, the charity continued to receive support from the British Safety Council. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements. With support from British Safety Council, the trustees have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of the charity to continue as a going concern.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2021

5. FUTURE PLANS

5.1 Future plans

We continue to face the future and explore how we can adapt to reach those in need across the industry. Our focus on collaboration, research and ensuring our charitable objectives are achieved remain stronger than ever. Working closely with our network of Supporters and business champions, strengthened by our partnerships, we will continue to work with organisations to help them in their transformation journeys to creating positive approaches to mental health and wellbeing by providing them the skills, clarity, and confidence to embed sustainable and positive changes amongst their workforce.

Therefore, to achieve this, in 2022 the focus will be across three key areas:

1. Increasing and diversifying our income streams in order to enhance our charitable work across the industry;
2. Further developing our model offered to supporters to ensure it remains current, needs driven through industry feedback and research outcomes and evidence based; and
3. Working with our supporter organisations, business champions and their line managers to ensure that supply chains, new entrants and everyone working across the industry is aware of the impact that work related stress can have and what proactive and preventative steps need to be taken before individuals reach crisis point.

Through a formal management fee, we will continue to receive HR and financial, infrastructure and other administrative support from the British Safety Council, which also plays a key role in the governance arrangements of the charity.

6. STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1. Governing document

The governance arrangements are set out in Mates in Mind's articles of association adopted 9 December 2020.

6.2. Structure

The charity is a company limited by guarantee, not having a share capital, incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The company is registered as a charity in England and Wales and Scotland.

The sole member of the charity is the British Safety Council (a charitable company limited by guarantee). Mates in Mind therefore forms part of the British Safety Council group for the purposes of the preparation of consolidated financial statements.

6.3. Our Board and Management

Our board of charity trustees is currently made up of seven trustees who are also directors of the charitable company (the charity), as set out in the last page of this document. The charity's constitution provides that the British Safety Council, as the sole member of the charity, is entitled to appoint up to two persons as trustees and that, where possible and practical, a further two trustees should have a construction industry background.

The charity trustees have delegated management of the charity to the Managing Director, who reports on performance against the strategic plans and budget approved by the charity trustees. The name of the Managing Director is set out on the last page of this document.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2021

The charity benefits from the British Safety Council's system of governance and experience. The charity has entered into a management agreement with the British Safety Council, which provides for:

- the charity to adopt and apply accounting and employee policies and financial procedures that are consistent with the policies adopted by the British Safety Council;
- certain key matters to be determined by a special directors' resolution. Such resolutions require the approval of at least one of the trustees appointed by the British Safety Council; and
- the charity to provide to the British Safety Council quarterly income and expenditure statements, so that the British Safety Council can monitor the charity's performance against its plans.

On appointment, charity trustees undergo an induction process to brief them on their legal obligations under charity and company law, the content of the articles of association and the decision-making processes, the strategic plan and recent key decisions by the board. Induction also includes a presentation, a meeting with key staff and the provision of charity documents and Charity Commission publications. All the charity trustees have experience at senior levels in other professional and voluntary capacities. Charity trustees are encouraged to attend further training.

6.4. Risk Management

The charity trustees are responsible for the charity's risk management and the effectiveness of internal control systems. As part of the charity's regular procedures the charity trustees and management examine and review the major risks to which the charity is exposed. The charity trustees are satisfied that those major risks as identified have been adequately managed, where necessary. It is recognised that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed. To this end, the risk analysis schedules are presented annually to the board of trustees.

7. REFERENCE AND ADMINISTRATIVE DETAILS

Reference and administrative details of the charity are set out on the last page of this document.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2021

Trustees' responsibilities for the financial statements

The charity trustees (who are also directors of Mates in Mind for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the charity trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable laws). Under company law the charity trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing the financial statements, the charity trustees are required to:

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

The charity trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with the requirements of the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the charity trustees are aware:

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

The charity trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In preparing this report charity trustees have taken the advantage of the small companies' exemptions provided by section 381a of the Companies Act 2006.

Auditor

BDO LLP were re-appointed as auditors in accordance with section 485 (4) of the Companies Act 2006.



Steve Hails on behalf of the board

The annual report was approved by the Board and authorised for issue on 28 September 2022.

Mates in Mind
Independent Auditor's Report
As at 31 December 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF MATES IN MIND

Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as 31 December 2021 and of incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended.

We have audited the financial statements of Mates in Mind ("the Charitable Company for the year ended 31 December 2021 which comprise the statement of financial activities (incorporating an income and expenditure statement), balance sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remain independent of the Charitable Company in accordance with the ethical requirements relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions related to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charitable Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

We have nothing to report in this regard.

Mates in Mind

Independent Auditor's Report (continued)

For the year ended 31 December 2021

Other Companies Act 2006 reporting

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' Report, which are included in the Trustees' Report, have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic report or the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- proper and adequate accounting records have not been, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities for the financial statements, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

Extent to which the audit was capable of detecting irregularities, including fraud

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

- enquiry of management and Those Charged with Governance regarding known or suspected instances of non-compliance with laws and regulation and fraud;
- reading minutes of meetings of Those Charged with Governance; reviewing correspondence with regulatory bodies and from legal advisors to identify indications of non-compliance with laws and regulations;

Mates in Mind

Independent Auditor's Report (continued)

For the year ended 31 December 2021

Extent to which the audit was capable of detecting irregularities, including fraud (continued)

- assessing the design and operating effectiveness of controls and procedures relevant to the preparation of the financial statements and the detection and prevention of irregularities and fraud;
- determining whether the accounting policies and presentation adopted in the financial statements are in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Statement of Recommended Practice for Charities;
- performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud. Areas of identified risk are then tested substantively;
- addressing the risk of fraud through management override of controls by testing the appropriateness of journal entries and other adjustments, with particular focus on unusual account combinations and postings by unexpected users or senior management;
- challenging the assumptions and judgements made by management for key estimates, in particular the recoverability of debtors;
- incorporating unpredictability into our testing approach through amending the nature and extent of audit procedures; and
- carrying out detailed testing, on a sample basis, of transactions and balances agreeing to appropriate documentary evidence to verify the completeness, existence and accuracy of the reported financial statements.

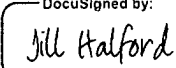
Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the Charitable Company's trustees, as a body, in accordance with the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company, the Charitable Company's members as a body and the Charitable Company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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Jill Halford (Senior Statutory Auditor)
For and on behalf of BDO LLP, Statutory Auditor
London, UK
Date: 29 September 2022

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Mates in Mind
Statement of Financial Activities
(incorporating an Income and Expenditure Statement)
For the year ended 31 December 2021

	Note	Year ended 31 December 2021			Year ended 31 December 2020 (Restated)		
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Income from:							
Donations		138,637	-	138,637	108,692	-	108,692
Charitable activities		312,464	35,100	347,564	333,402	15,000	348,402
Grants		-	-	-	97,452	-	97,452
Other income	2	-	-	-	56,090	-	56,090
Total		451,101	35,100	486,201	595,636	15,000	610,636
Expenditure on:							
Charitable activities	2	(420,543)	(20,947)	(441,490)	(578,458)	(6,500)	(584,958)
Total		(420,543)	(20,947)	(441,490)	(578,458)	(6,500)	(584,958)
Net income		30,558	14,153	44,711	17,178	8,500	25,678
Transfers between funds		-	-	-	-	-	-
Net movement in funds		30,558	14,153	44,711	17,178	8,500	25,678
Reconciliation of funds / (deficit):							
Total funds/(deficit) brought forward at 1 January		(27,204)	18,500	(8,704)	(44,382)	10,000	(34,382)
Total funds/(deficit) carried forward at 31 December		3,354	32,653	36,007	(27,204)	18,500	(8,704)

All of the above results are derived from continuing activities. The net income for the year for Companies Act purposes was the same as the net movement in funds for the year.

The accompanying accounting policies and notes form an integral part of these financial statements.

Mates in Mind
Balance Sheet
As at 31 December 2021

	Note	2021 £	2020 (Restated) £
Fixed assets			
Intangible assets	4	172,337	58,419
Tangible fixed assets	5	<u>3,120</u>	<u>5,496</u>
		175,457	63,915
Current assets			
Debtors	6	18,350	50,529
Cash at bank		<u>86,169</u>	<u>231,765</u>
		104,519	282,294
Creditors: amounts falling due within one year	7	(243,969)	(354,913)
NET ASSETS/(LIABILITIES)		<u><u>36,007</u></u>	<u><u>(8,704)</u></u>
Funds/(Deficit)			
Unrestricted deficit - undesignated	9, 10	(172,103)	(91,119)
Unrestricted funds - designated	9, 10	175,457	63,915
Restricted funds	9, 10	<u>32,653</u>	<u>18,500</u>
TOTAL FUNDS/(DEFICIT)		<u><u>36,007</u></u>	<u><u>(8,704)</u></u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

The financial statements were approved by the Board and authorised for issue on 28 September 2022.



.....
Steve Hails, Chair

The accompanying accounting policies and notes form an integral part of these financial statements.

Company number: 10338868

Mates in Mind

Notes to the Financial Statements

For the year ended 31 December 2021

1. PRINCIPAL ACCOUNTING POLICIES

Significant judgements, key assumptions and estimates

The preparation of the financial statements in conformity with generally accepted accounting practice requires the charity trustees to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts, and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates. The key estimates and assumptions used in these financial statements are set out below:

Supporter deferred income

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met. Income received in advance, relating to future periods, is carried forward in the balance sheet as deferred income and released over the supporter membership period.

Basis of preparation

The charity has taken advantage of the exemptions from producing a separate cashflow statement and financial instrument disclosures as laid out in section 1.12 of FRS102.

The financial statements have been prepared:

- a) Under the historical cost convention.
- b) In sterling, which is the functional currency of the charity.
- c) In accordance with FRS102 section 1A small entities, the statement of recommended practice 'Accounting and Reporting by Charities' (SORP 2019) and applicable company and charitable law in the UK. The charity is a public benefit entity, as defined by FRS102. The accounting policies adopted by the charity trustees are described below.
- d) On the going concern basis.

The Trustees review and approve the annual budget and receive regular information to allow them to assess actual trading performance against the budget. The Trustees also review ongoing forecasts to ensure the charity remains financially viable. The trustees have obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements.

Having taken all of these factors into account, the Trustees have a reasonable expectation that the charity has adequate resources to continue operating for the foreseeable future and, for this reason, have continued to adopt the going concern basis for preparation of the financial statements. This view is informed by the letter of support from British Safety Council.

Fund accounting

Unrestricted funds are those which are available for use at the discretion of the charity trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are unrestricted funds which are to be used in accordance with specific decisions made by the charity trustees. They are reviewed annually. In addition, the charity trustees designate funds to match the net book value of tangible and intangible fixed assets.

Restricted funds are funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Intangible assets

Intangible assets are stated at cost less accumulated amortisation. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the assets to their residual values over their estimated useful lives (typical technological useful life), as follows:

Website development costs	3 – 5 years
---------------------------	-------------

Amortisation commences once the asset is brought into use. The carrying values of intangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Tangible fixed assets and depreciation

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer hardware and software	4 - 8 years
--------------------------------	-------------

Depreciation commences once the asset is brought into use. The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Trade debtors

Trade debtors are recognised at the undiscounted amount of cash receivable from the customer, less any appropriate provision for estimated irrecoverable amounts. A provision is established for irrecoverable amounts when there is objective evidence that amounts due under the original payment terms will not be collected.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits with an original maturity date of three months or less.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Income

Income is recognised to the extent that the charity obtains the right to consideration in exchange for its performance. Revenue is measured at the fair value of the consideration received, excluding discounts, rebates, VAT and other sales taxes or duty. The following criteria must also be met before revenue is recognised:

Income from the rendering of services, including training courses, is recognised by reference to the stage of completion. Fees received in advance, relating to future periods are carried forward in the balance sheet as deferred income.

Subscriptions, receivable on varying dates throughout the year, are apportioned on a time basis, the proportion received in advance being carried forward in the balance sheet.

Donations and grants are recognised when received or when the charity is entitled to the income and receipt is probable and measurable. Gifts in kind (representing donations of services) are measured at the fair value of the gift, usually the cost to the donor.

Expenditure

All expenditure is accounted for on an accruals basis and is allotted directly to the activity to which they relate. Support costs including governance, management, finance, information technology, human resources are allocated to the charitable activities. Irrecoverable VAT is included in the expense item to which it relates.

Product development expenditure is written off as incurred.

Trade creditors

Trade creditors are recognised at the undiscounted amount owed to the supplier.

Defined contribution pension scheme

A personal pension is available to staff with an employer contribution depending on the employee's age. The cost of providing this benefit is charged to the SOFA in year.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

2. OTHER INCOME / BREAKDOWN OF RESOURCES EXPENDED

Other income - Coronavirus Job Retention Scheme ("furlough support")

During the year the group received no government grant income support under the Coronavirus Job Retention Scheme ("furlough support") in contribution to staff costs. This grant income was presented as Other income in the Statement of Financial Activities and amounted to £56,090 in 2020.

Breakdown of resources expended

	2021		
	Activities undertaken directly	Support costs	Total
	£	£	£
Resources expended - Charitable activities	402,992	38,498	441,490

	2020		
	Activities undertaken directly	Support costs	Total
	£	£	£
Resources expended - Charitable activities	543,761	41,197	584,958

Support cost allocations

	2021	2020
	Support costs - Charitable activities	Support costs - Charitable activities
	£	£
Management and administration	22,810	36,212
Human resources	3,924	4,500
Information Technology	11,764	485
Total	38,498	41,197

Total expenditure is stated after including the following:

	2021	2020
	£	£
Staff costs (note 3)	363,502	493,815
Auditor's remuneration - auditing the accounts	6,350	6,350
Auditor's remuneration - tax compliance services	-	3,560

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

3. STAFF COSTS

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	312,970	409,087
Social security costs	34,763	47,570
Expense for defined contribution pension schemes	15,769	25,617
Redundancy costs	-	11,541
	<u>363,502</u>	<u>493,815</u>

The average number of persons employed by the company during the year was 7 (2020: 10).

The number of employees who received employee benefits (excluding employer pension costs) of more than £60,000 during the year was as follows.

	2021 Number	2020 Number
£60,001 - £70,000	-	1
£70,001 - £80,000	-	1
	<u>-</u>	<u>2</u>

Two key management personnel (2020: Two) were members of the defined contribution pension scheme. Contributions amounting to £8,300 (2020: £8,969) were paid on their behalf.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

4. INTANGIBLE ASSETS

	2021 Website development costs £	2020 Website development costs £
Cost		
At 1 January	58,419	-
Additions	129,585	58,419
Disposals	-	-
At 31 December	188,004	58,419
Amortisation		
At 1 January	-	-
Provided in year	(15,667)	-
Disposals	-	-
At 31 December	(15,667)	-
Net book value at 31 December	172,337	58,419
Net book value at 1 January	58,419	-

5. FIXED ASSETS

	2021 Computer equipment £	2020 Computer equipment £
Cost		
At 1 January	9,498	9,498
Additions	-	-
Disposals	-	-
At 31 December	9,498	9,498
Depreciation		
At 1 January	(4,002)	(1,628)
Provided in year	(2,376)	(2,374)
Disposals	-	-
At 31 December	(6,378)	(4,002)
Net book value at 31 December	3,120	5,496
Net book value at 1 January	5,496	7,870

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

6. DEBTORS

	2021	2020
	£	£
Trade debtors	15,756	45,305
Other debtors	1,296	4,827
Due from parent undertaking	862	-
Prepayments and accrued income	436	397
	<u>18,350</u>	<u>50,529</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020 (Restated)
	£	£
Trade creditors	9,848	6,619
Other creditors	8,174	18,962
Taxation and social security	3,536	10,844
Accruals	9,179	14,624
Due to parent undertaking	-	95,065
Deferred income (note 8)	213,232	208,799
	<u>243,969</u>	<u>354,913</u>

8. DEFERRED INCOME

	2021	2020 (Restated)
	£	£
Deferred income as at 1 January	208,799	198,056
Deferred incoming resources	193,299	266,757
Release of deferred income	(188,866)	(256,014)
Deferred income as at 31 December	<u>213,232</u>	<u>208,799</u>

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met. Income received in advance, relating to future periods, is carried forward in the balance sheet as deferred income.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

9. SUMMARY OF MOVEMENTS IN (DEFICIT) / FUNDS

Movements in funds during the year ended 31 December 2021 were as follows:

	At 1 January 2021 £	Income £	Expenditure £	Transfers £	At 31 December 2021 £
Unrestricted funds					
Undesignated funds	(91,119)	451,101	(420,543)	(111,542)	(172,103)
Designated funds	63,915	-	-	111,542	175,457
	(27,204)	451,101	(420,543)	-	3,354
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	8,500	-	-	-	8,500
B&CE	-	35,100	(20,947)	-	14,153
	18,500	35,100	(20,947)	-	32,653
Total (deficit) / funds	(8,704)	486,201	(441,490)	-	36,007

Restated movements in funds during the year ended 31 December 2020 were as follows:

	At 1 January 2020 £	Income £	Expenditure £	Transfers £	At 31 December 2020 £
Unrestricted funds					
Undesignated funds	(52,252)	595,636	(578,458)	(56,045)	(91,119)
Designated funds	7,870	-	-	56,045	63,915
	(44,382)	595,636	(578,458)	-	(27,204)
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	-	15,000	(6,500)	-	8,500
	10,000	15,000	(6,500)	-	18,500
Total (deficit) / funds	(34,382)	610,636	(584,958)	-	(8,704)

Undesignated funds / Designated funds

The board's policy is to designate funds to match the value of the charity's tangible and intangible fixed assets and for essential future spending. The transfers from undesignated to designated funds is to reflect the net book value of the tangible and intangible fixed assets at the year end. The deficit on undesignated funds arises from expenditures in the establishment and trading of the charity. The Trustees aim to increase primary purpose trading activities and use any surpluses generated to build modest reserves.

Restricted funds

Northern Counties Society Group represents funds to be spent on activities in the North East.

Tideway funds represent funds for use on projects related to providing training and support to vulnerable workers (sole traders/micro businesses), in the construction industry.

B&CE represents funds to be spent on mental health research.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

10. ANALYSIS OF NET (LIABILITIES) / ASSETS BETWEEN (DEFICIT) / FUNDS

Fund balances at 31 December 2021 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	172,337	-	172,337
Tangible fixed assets	-	3,120	-	3,120
Current assets	71,866	-	32,653	104,519
Current liabilities	(243,969)	-	-	(243,969)
Total (deficit) / funds	(172,103)	175,457	32,653	36,007

Restated (deficit) / fund balances at 31 December 2020 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	58,419	-	58,419
Tangible fixed assets	-	5,496	-	5,496
Current assets	263,794	-	18,500	282,294
Current liabilities	(354,913)	-	-	(354,913)
Total (deficit) / funds	(91,119)	63,915	18,500	(8,704)

11. CAPITAL COMMITMENTS

At the year-end, the charity had not entered into any capital commitments (2020: £175,000).

12. PROVISIONS FOR LIABILITIES, CONTINGENT ASSETS AND LIABILITIES

At 31 December 2021 and 31 December 2020, the charity had no provisions for liabilities, contingent assets or contingent liabilities.

13. POST EMPLOYMENT BENEFITS

Defined contribution scheme

The charity operates a defined contribution group personal pension scheme. All eligible employees are automatically enrolled into the scheme in accordance with current legislation. The amount recognised in the SOFA as an expense for the defined contribution scheme is disclosed at note 3.

14. LEASING COMMITMENTS

At 31 December 2021 and 31 December 2020, the charity had no commitments under non-cancellable operating leases.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2021

15. TRANSACTIONS WITH TRUSTEES AND OTHER RELATED PARTIES

Trustees

The trustees incurred travel, accommodation, subsistence and venue costs during the year in fulfilling their duties. Whilst these costs may be either reimbursed to the charity trustees or paid directly to third parties, no such reimbursements or payments were made during the year or prior year.

Indemnity insurance is provided for the charity trustees as part of the parent entity's policy. That part of the premium paid during the year and prior year in respect of the charity trustees cannot be separately identified.

Key management personnel

The charity trustees received no remuneration for their services to the charity during the year or prior year.

All senior employees who have authority and responsibility for planning, directing and controlling the activities of the charity are key management personnel. The names of those individuals who served as key management personnel during the year are set out on the last page of this document. Total benefits (including social security costs) in respect of key management personnel during the year was £113,155 (2020: £167,557).

Intra-group transactions

During the year the British Safety Council charged the charity fees in the amount of £11,940 (2020: £29,862) in respect of management services provided by the British Safety Council to the charity. The British Safety Council provided no grants to the charity (2020: £97,452).

At the end of the year, the net balance due from the British Safety Council was £862 (2020: £95,065 due to the British Safety Council).

Other related party transactions

During the year, the charity recorded income from sales made to organisations where certain trustees undertake their employment duties. These transactions were undertaken on normal commercial terms and amounted to £3,334 in aggregate (2020: £21,600). Income per related party can be analysed as follows: Balfour Beatty Plc £3,334 (2020: £7,342), Bazalgette Tunnel Ltd (t/a Tideway) £Nil (2020: £13,663) and Seddon Construction Ltd £Nil (2020: £595).

Parent and ultimate controlling party

The charity is a subsidiary of British Safety Council, a charity registered in England and Wales (Number 1097271), and Scotland (Number SC037998), and a company registered in England and Wales (Number 04618713). The parent company's strategy is to generate a surplus on revenue generating activities to fund the Influencing the health, safety and wellbeing agenda. The parent company's consolidated accounts are publicly available from its registered office at 70 Chancellors Road, Hammersmith, London W6 9RS.

Mates in Mind

Notes to the Financial Statements (continued)

For the year ended 31 December 2021

16. PRIOR YEAR RESTATEMENT

Prior year unrestricted income has been restated by recognising additional income of £16,676, which had erroneously been treated as deferred income in the 2020 financial statements. A summary of the change in previously stated balances, together with the restated balances, is shown below:

	Original 2020 Balance (£)	Restatement	Restated 2020 Balance (£)
SOFA - Income	593,960	16,676	610,636
Balance Sheet - Unrestricted deficit - undesignated	(107,795)	16,676	(91,119)
Balance Sheet - Creditors	371,589	(16,676)	354,913

Mates in Mind
Reference and Administrative Details
For the year ended 31 December 2021

Company number: 10338868

Charity numbers: 1172460 in England and Wales
SC047778 in Scotland

Principal and registered office: 70 Chancellors Road
Hammersmith
London
W6 9RS

The Board of Trustees: Steve Hails (Chair)
Michael Robinson
Heather Bryant
Kevin Myers
Paul Cottam
Nicola Hodgkinson
Arun Muttreja (from 21 May 2021)
Samantha Peters (to 21 May 2021)

(Trustees listed above served throughout the year and since except where stated)

Key management personnel: Sarah Casemore Managing Director (from 18 June 2021)
James Rudoni Managing Director (to 18 June 2021)

Company secretary: Michael Robinson

Banker: Barclays Bank plc, 75 King Street, London, W6 9HY

Solicitor: Russell-Cooke Solicitors, 2 Putney Hill, London, SW15 6AB

Auditor: BDO LLP, 55 Baker Street, London, W1U 7EU

MATES IN MIND

England & Wales - Charity number 1172460

Accounts

Mates in Mind –
A company limited by guarantee

Trustees' Report and Financial Statements

For the year ended 31 December 2020

Company number: 10338868
Charity number: 1172460
Scottish charity number: SC047778



INDEX**PAGE****Trustees' Report and Financial Statements**

Report of the Trustees	3 – 10
Independent Auditor's Report	11 – 13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16 – 25
Reference and Administrative Details	26

Mates in Mind

Report of the Trustees

For the year ended 31 December 2020

Mates in Mind was established by the Health in Construction Leadership Group and the British Safety Council as a registered charity in August 2016, operating primarily in the UK. The British Safety Council is the sole member of the charity, and the charity therefore forms part of the British Safety Council group of entities for the purposes of preparing consolidated financial statements. However, the charity operates at arm's length from the British Safety Council.

The Trustees' Report is also a Directors' Report, as required by chapter 5 part 15 of the Companies Act 2006, and all charity trustees are company directors. In accordance with the small company exemptions in the Companies Act 2006, the Trustees have limited their report and not produced a separate strategic report.

1. OUR COMMITMENT TO HEALTH, SAFETY AND WELLBEING

We aim to ensure our staff, associates and those people affected by our work activities are kept healthy and safe, and that we comply with all our legal obligations.

We review health, safety and wellbeing at each board meeting as well as in our regular team and line manager meetings. The team is represented on the group's health, safety and welfare committee, which comprises both management and employee representatives from all departments and divisions, and meets quarterly to review health and safety policies, systems and management performance and institute improvements where necessary.

All new staff are required to undertake induction training which includes detailed advice and guidance on health, safety and wellbeing. Following this, all staff are required to achieve as a minimum a level 1 qualification in health and safety, as well as basic awareness and understanding of mental health. We have both physical and mental health first aiders.

2. OBJECTIVES AND ACTIVITIES

2.1. Our charitable objects

The charity's objects, as set out in its governing document, are:

- a) To advance the education and understanding of employers, other organisations and the general public in mental health issues;
- b) To promote and improve the mental health and well-being of persons; and
- c) To relieve, or assist in the relief of, persons suffering from mental illness or distress for the public benefit.

2.2. Our vision, aims and strategy

Our vision is that "there is no health without mental health".

In support of this vision, our principal aims are to:

- a) Raise awareness and understanding of mental health and mental ill-health;
- b) Help people to understand how, when and where to get support; and
- c) Break the silence and stigma through promoting cultures of positive wellbeing throughout the industry.

We continue with our aim to reach 75% of workers in the construction industry by 2025.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2020

2.2. Our vision, aims and strategy (continued)

As a charity, we have relied on donations and in-kind support from our key partners including, a significant amount of financial support from the British Safety Council. However, our aim is to be financially self-sufficient. We aim to increase our primary purpose trading activities and initially use any surpluses generated to build modest reserves to act as a buffer against economic turbulence. Once we have achieved this any further surplus will be used to further our charitable aims.

The charity trustees believe that Mates in Mind's vision, aims and objectives fully reflect our charitable objectives.

2.3. Our activities

Our main activities, undertaken to further the charity's purposes for the public benefit, are grouped under the following headings:

Guidance and Support - to support organisations in creating the right programme

Improving workplace mental health requires a cultural change in organisations from board room to site. Key to this is ensuring that the organisations we work with will have access to current and relevant information, guidance, advice and news. Dedicated support managers at Mates in Mind assist our supporters with direct advice and guidance. Supporters can access a wide range of materials through our web site, via the newsletters and published articles. Throughout the year we also used virtual conferences, seminars and networking events to share our guidance and support to supporters and others. Through working directly through our partners, business champions and supporters we also improved our reach through programme support delivered directly by the Mates in Mind team.

Awareness and Education - to educate and inform the workforce

Improving the understanding and knowledge of mental health in the workplace across employees at all levels is a vital part of creating a positive mental health environment. We offer a suite of educational and training options. This is now offered as blended learning, with online and face-to-face packages available. They are also delivered across the UK through our training partners.

Communication - to visibly support the framework throughout a business

An effective mental health plan needs to be well communicated across a business. We developed bespoke internal and external communications through press releases, web presence, social media and other visible collateral. Our programme offers support through a variety of communication collateral – from stickers, posters, flyers, information cards, and bespoke products for our supporters.

Recognising good practice – to improve the effectiveness & impact of our work and that of our partners

For the fourth year running, the Mates in Mind Impact Awards have celebrated those making meaningful change across workplaces. The awards aim to recognise and celebrate the good work of large organisations, SMEs and individuals across the UK. An independent panel of leading industry experts adjudicates the awards.

The charity trustees have assessed and are satisfied that each of our activities are for public benefit. We are satisfied that we have complied with the duties placed upon us under section 17 of the Charities Act 2011 having due regard to the general guidance on public benefit published by the Charity Commission.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2020

3. ACHIEVEMENTS AND PERFORMANCE

3.1 Financial performance

The charity trustees measure the financial performance of the charity against a budget set by them for the year. The charity trustees also measure performance against other quantitative and qualitative performance metrics. These include the number of workers in the construction sector we reach through our programme of activity.

During the year the charity's total income was £593,960 (2019: £590,782) and it incurred a net surplus of £9,002 (2019: net deficit £15,621).

3.2 Managing the charity through COVID-19

COVID-19 has had a huge impact on our organisation during 2020, whether that's financial or people related, like so many others. Although we have weathered the continuing storm well due to strong, quick and decisive action, we are now a smaller organisation than in the past due to restructuring but with a firm platform from which to grow back to previous levels and beyond.

3.3 Managing Mental Health and Wellbeing

Our work during 2020 centred around improving the education and awareness around mental health, fortifying our belief that there is no health without mental health. We doubled down on our core industry, supporting the whole construction sector, ensuring that organisations of all sizes are providing the right mental health support for their employees (especially as mental health has been a core issue for workers during the COVID-19 pandemic and evidence shows that this will likely lead to ongoing trauma afterwards). We have also been reaching out to the self-employed and sole traders that do not have access to the support often offered by larger organisations and may be more vulnerable as a result.

Making the most of the move to remote working during the 2020 COVID lockdown, we adapted our training with Live Online and digital delivery of services. We have been working with the British Safety Council ('BSC') with the development of their new Wellbeing programme – Being Well Together. Mates in Mind are providing the Mental Health elements of the service. This is available to Mates in Mind ('MinM') and BSC customers alike. Not only will this add another reason for organisations to reach out to us, but also remain engaged with MinM.

COVID-19 has highlighted the importance of mental health in any workplace and MinM support and growth (albeit slowly) into the Transport and Logistics sector. MinM reacts to any new opportunity that arises in any sector or geographic location if appropriate.

3.4 Building understanding and capability

Our website is the main repository for materials and includes downloadable resources and collateral, video and podcasts, a growing number of case studies, further reference links for advice and technical support, and a range of other content. We have also been proactively building understanding and sharing information through our support for wider campaigns such as Mental Health Awareness Week, Time to Talk Day, Stop Make a Change and International Suicide Prevention Awareness Day. Our engagement and interaction with individuals have seen a significant increase in activity via our website and social media.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2020

3.5 Promoting leadership and worker engagement

We continue to celebrate and champion our partnerships with key groups and organisations from across various sectors. This has enabled Mates in Mind to push the reach of our voice further. Our partner organisations have helped us to continue shaping the conversation around mental health. During the last year, Mates in Mind have been lucky enough to be provided platforms at numerous industry events, where we addressed the challenge of mental ill-health with influential leadership audiences, raising awareness about the issue and our joined-up approach to tackling it.

3.6 Supporting the hardest to reach

Promoting Mental Health amongst Small and Medium sized Enterprises is a key area of focus. These organisations often do not have internal support such as HR or Health and Safety departments that would be a usual route to discuss workplace mental health. Coupled with the Office of National Statistics reporting that low skilled labourers in construction have a suicide risk that is three times higher than the average for England, it is clear that those further down the supply chain are likely to be at a higher risk.

3.7 Campaigning for sensible legislation, regulation and application

Campaigning is a useful way to raise the profile of mental health issues in the workplace. Whilst Mates in Mind does not undertake direct campaigning, we do support others that address this issue or associated issues. We are therefore able to support and provide reciprocal benefit to select partners with this understanding, including the British Safety Council and the Health in Construction Leadership Group, such that they can take their campaigns and lobbying forward.

4. FINANCIAL REVIEW (including Strategic Report)

4.1 Performance of the charity

The principal funding sources of the charity in the reporting year were income from its primary purpose trading activities, as well as donations and grants from various bodies, including the British Safety Council.

The charity's income for the year totalled £593,960 (2019: £590,782), which included £331,726 (2019: £337,032) from charitable activities, £97,452 (2019: £99,586) from grants and £108,692 (2019: £154,164) from donations. The charity's income from charitable activities was generated principally from the sale of supporter subscriptions, business champion packages and from licence income from the use of its Start the Conversation learning materials. During the year the charity received £56,090 (2019: nil) government grant income support under the Coronavirus Job Retention Scheme ("furlough support").

The charity's expenditure in the year totalled £584,958 (2019: £606,403), including £493,815 (2019: £435,548) in staff costs.

The charity incurred a net surplus in the year of £9,002 (2019: net deficit £15,621).

The summary of the financial results should be read in conjunction with the financial statements and related notes.

4.2 Position of the charity at the year-end

The charity had negative funds at 31 December 2020 in the amount of £25,380 (2019: negative £34,382). The charity is projecting a budgeted surplus for 2021. This is predominantly due to increases in supporters and from referral fees from the British Safety Council. This increase is expected to move the charity to a positive net funds position during 2021.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2020

Additionally, the trustees have received a signed letter from the parent company committing to support Mates in Mind for at least the next 12 months. Taking all of this into account and given our likely and prudent growth plan, we believe the demand for the charity's services will be sufficient to deliver our charitable and financial objectives going forward.

4.3 Reserves

The charity's reserves are those unrestricted funds that are freely available to spend on any of the charity's purposes. They therefore exclude tangible and intangible fixed assets held for the charity's own use, which are treated as designated funds. In addition, restricted funds are held in relation to funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

The charity had negative free reserves at 31 December 2020 in the amount of £107,795 (2019: negative £52,252). The charity's medium-term aim is to grow its primary purpose trading activities and to use any surpluses generated to build modest reserves to act as a buffer against economic turbulence.

4.4 Principal risks and uncertainties facing the charity

The principal risk facing the charity was that income from its primary purpose trading activities would not grow sufficiently to cover its operating costs. The objective of the charity in managing this liquidity risk is to ensure that it can meet its financial obligations as and when they fall due. The charity expects to meet its financial obligations through a combination of operating cash flows and financial support provided by its parent entity, the British Safety Council.

Due to the financial risk from COVID in 2020 the trustees took the difficult decision to make redundancies to lower the charity's fixed costs and mitigate this risk.

The other principal risks include customer credit exposure. The charity may offer credit terms to its customers which allow payment of the debt after delivery of the goods or services. The charity is at risk to the extent that a customer may be unable to pay the debt on the specified due date. This risk is mitigated by the strong on-going customer relationships. At the start of COVID in 2020 the charity did experience temporary delays in payment from customers as they adjusted their payment process to working remotely.

4.5 Going concern

During the year, the charity continued to receive support from its parent entity, the British Safety Council. The trustees have therefore obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements. The trustees have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of the charity to continue as a going concern.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2020

5. FUTURE PLANS

5.1 MINM Future plans

As we look to the next 12 months and beyond, we are excited for Mates in Mind to continue to advance the reach of our joined-up approach to mental health. Working closely with our community of Supporters and bolstered by our partnerships, we are striving to ensure that every workplace understands that there is no health without mental health – and providing them the skills, clarity, and confidence to drive positive change to mental health amongst their workforce.

With this in mind, over the next year the focus will be across five key areas:

Reaching those in need: In 2021 Mates in Mind will continue to expand across construction but also widen its reach into new sectors. It will also focus on increasing direct support and signposting to important groups such as apprentices, sole traders and micro-businesses.

Financial sustainability: Trading income and donations are core to ensuring long-term financial security that will enable the charity to cope with external factors that might have an impact.

Delivering more and wider range of support: The range of services on offer will increase to complement the current programme and meet the maturing needs of our supporters.

Increased impact: Improving the understanding of interventions in workplace mental health will focus on our research and evidence base.

Improved access: The development of a new website will improve access to advice, guidance and support. This will increase engagement with supporters and non-supporters alike. It will also include e-commerce making it easier for organisations to purchase subscriptions and materials from MinM.

It is anticipated that we will continue to receive in-kind managerial, administrative and project support from the British Safety Council, which also plays a key role in the governance arrangements of the charity.

6. STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1. Governing document

The governance arrangements are set out in Mates in Mind's articles of association adopted 9 December 2020.

6.2. Structure

The charity is a company limited by guarantee not having a share capital incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

The sole member of the charity is the British Safety Council (a charitable company limited by guarantee). Mates in Mind therefore forms part of the British Safety Council group for the purposes of the preparation of consolidated financial statements.

6.3. Our Board and Management

Our board of charity trustees is currently made up of seven trustees who are also members and directors of the charitable company (the charity), as set out in the last page of this document. The charity's constitution provides that the British Safety Council, as the sole member of the charity, is entitled to appoint up to two persons as trustees and that, where possible and practical, a further two trustees should have a construction industry background.

Mates in Mind

Report of the Trustees (continued)

For the year ended 31 December 2020

The charity trustees have delegated management of the charity to the Managing Director, who reports on performance against the strategic plans and budget approved by the charity trustees. The name of the Managing Director is set out on the last page of this document.

The charity, which forms part of the British Safety Council group, benefits from the British Safety Council's system of governance and experience. The charity has entered into a management agreement with the British Safety Council, which provides for:

- the charity to adopt and apply accounting and employee policies and financial procedures that are consistent with the policies and financial adopted by the British Safety Council;
- certain key matters to be determined by a special directors' resolution. Such resolutions require the approval of at least one of the trustees appointed by the British Safety Council; and
- the charity to provide to the British Safety Council quarterly income and expenditure statements, so that the British Safety Council can monitor the charity's performance against its plans.

On appointment, charity trustees undergo an induction process to brief them on their legal obligations under charity and company law, the content of the articles of association and the decision-making processes, the strategic plan and recent key decisions by the board. Induction also includes a presentation, a meeting with key staff and the provision of charity documents and Charity Commission publications. All the charity trustees have experience at senior levels in other professional and voluntary capacities. Charity trustees are encouraged to attend further training.

6.3. Risk Management

The charity trustees are responsible for the charity's risk management and the effectiveness of internal control systems. As part of the charity's regular procedures the charity trustees and management examine and review the major risks to which the charity is exposed. The charity trustees are satisfied that those major risks as identified have been adequately managed, where necessary. It is recognised that systems can only provide reasonable, but not absolute, assurance that major risks have been adequately managed. To this end, the risk analysis schedules are presented annually to the board of trustees.

7. REFERENCE AND ADMINISTRATIVE DETAILS

Reference and administrative details of the charity are set out on the last page of this document.

Mates in Mind

Report of the Trustees (continued)
For the year ended 31 December 2020

Trustees' responsibilities for the financial statements

The charity trustees (who are also directors of Mates in Mind for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the charity trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable laws). Under company law the charity trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing the financial statements, the charity 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The charity trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and with the requirements of the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the charity trustees are aware:

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

The charity trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In preparing this report charity trustees have taken the advantage of the small companies' exemptions provided by section 381a of the Companies Act 2006.

Auditor

BDO LLP were re-appointed as auditors in accordance with section 485 (4) of the Companies Act 2006.



Steve Hails on behalf of the board

The annual report was approved by the Board and authorised for issue on 28 July 2021.

Mates in Mind
Independent Auditor's Report
As at 31 December 2020

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF MATES IN MIND

Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 December 2020 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006, as amended in 2010.

We have audited the financial statements of Mates in Mind ("the Charitable Company") for the year ended 31 December 2020 which comprise the statement of financial activities (incorporating an income and expenditure account), the balance sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

Basis for opinion

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

Conclusions related to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charitable Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. The other information comprises: the Report of the Trustees. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Mates in Mind

Independent Auditor's Report (continued)

For the year ended 31 December 2020

Other Companies Act 2006 reporting

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report, which are included in the Trustees' Report, has been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Trustee's report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 requires us to report to you if, in our opinion;

- proper and adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities for the financial statements, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

Extent to which the audit was capable of detecting irregularities, including fraud

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

- enquiry of management and Those Charged with Governance regarding known or suspected instances of non-compliance with laws and regulation and fraud;

Mates in Mind
Independent Auditor's Report (continued)
For the year ended 31 December 2020

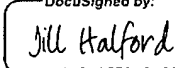
- reading minutes of meetings of Those Charged with Governance; reviewing correspondence with regulatory bodies and from legal advisors to identify indications of non-compliance with laws and regulations;
- assessing the design and operating effectiveness of controls and procedures relevant to the preparation of the financial statements and the detection and prevention of irregularities and fraud;
- determining whether the accounting policies and presentation adopted in the financial statements are in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Statement of Recommended Practice for Charities;
- performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud. Areas of identified risk are then tested substantively;
- addressing the risk of fraud through management override of controls by testing the appropriateness of journal entries and other adjustments, with particular focus on unusual account combinations and postings by unexpected users or senior management;
- challenging the assumptions and judgements made by management for key estimates, in particular the recoverability of debtors;
- incorporating unpredictability into our testing approach through amending the nature and extent of audit procedures;
- carrying out detailed testing, on a sample basis, of transactions and balances agreeing to appropriate documentary evidence to verify the completeness, existence and accuracy of the reported financial statements.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:
<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the Charitable Company's trustees, as a body, in accordance with the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company, the Charitable Company's members as a body and the Charitable Company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

Jill Halford (Senior Statutory Auditor)
For and on behalf of BDO LLP, statutory auditor
London, UK

Date: 29 July 2021

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Mates in Mind
Statement of Financial Activities
(incorporating an Income and Expenditure Statement)
For the year ended 31 December 2020

	Note	Year ended 31 December 2020			Year ended 31 December 2019		
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
Income from:							
Donations		108,692	-	108,692	154,164	-	154,164
Charitable activities		316,726	15,000	331,726	337,032	-	337,032
Grants		97,452	-	97,452	99,586	-	99,586
Other income	2	56,090	-	56,090	-	-	-
Total		578,960	15,000	593,960	590,782	-	590,782
Expenditure on:							
Charitable activities	2	(578,458)	(6,500)	(584,958)	(583,702)	(22,701)	(606,403)
Total		(578,458)	(6,500)	(584,958)	(583,702)	(22,701)	(606,403)
Net Income / (expenditure)		502	8,500	9,002	7,080	(22,701)	(15,621)
Transfers between funds		-	-	-	-	-	-
Net movement in funds / (deficit)		502	8,500	9,002	7,080	(22,701)	(15,621)
Reconciliation of funds / (deficit):							
Total deficit brought forward at 1 January		(44,382)	10,000	(34,382)	(51,462)	32,701	(18,761)
Total deficit carried forward at 31 December		(43,880)	18,500	(25,380)	(44,382)	10,000	(34,382)

All of the above results are derived from continuing activities. The profit / (loss) for the for year for Companies Act purposes was the same as the net movement in funds for the year.

The accompanying accounting policies and notes form an integral part of these financial statements.

Mates in Mind
Balance Sheet
As at 31 December 2020

	Note	2020 £	2019 £
Fixed assets			
Intangible assets	4	58,419	-
Tangible fixed assets	5	<u>5,496</u>	<u>7,870</u>
		63,915	7,870
Current Assets			
Debtors	6	50,529	180,754
Cash at bank		<u>231,765</u>	<u>44,887</u>
		282,294	225,641
Creditors: amounts falling due within one year	7	(371,589)	(267,893)
NET LIABILITIES		<u>(25,380)</u>	<u>(34,382)</u>
(Deficit) / funds			
Unrestricted deficit - undesignated	9, 10	(107,795)	(52,252)
Unrestricted funds - designated	9, 10	63,915	7,870
Restricted funds	9, 10	<u>18,500</u>	<u>10,000</u>
TOTAL DEFICIT		<u>(25,380)</u>	<u>(34,382)</u>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small company's regime.

The financial statements were approved by the Board and authorised for issue on 28 July 2021.



.....
Steve Hails, Chair

The accompanying accounting policies and notes form an integral part of these financial statements.

Company number: 10338868

Mates in Mind

Notes to the Financial Statements

For the year ended 31 December 2020

1. PRINCIPAL ACCOUNTING POLICIES

Significant judgements, key assumptions and estimates

The preparation of the financial statements in conformity with generally accepted accounting practice requires the charity trustees to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the accounts, and the reported amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates.

The charity has taken advantage of the exemptions from producing a separate cashflow statement and financial instrument disclosures as laid out in section 1.12 of FRS102.

Basis of preparation

The financial statements have been prepared:

- a) Under the historical cost convention.
- b) In sterling, which is the functional currency of the charity.
- c) In accordance with FRS102 section 1A small entities, the statement of recommended practice 'Accounting and Reporting by Charities' (SORP 2019) and applicable company and charitable law in the UK. The charity is a public benefit entity, as defined by FRS 102. The accounting policies adopted by the charity trustees are described below.
- d) On the going concern basis.
COVID-19 has impacted on the short to medium term future of Mates in Mind. However, the trustees are very supportive of the fact the charity has acted quickly to reduce costs, deliver a comprehensive offering virtually, and operate more efficiently. This has included a restructure of the team, furloughing employees in non-critical areas and reducing headcount. Taking all of this into account and given the charity's likely and prudent growth plan, the trustees believe the reduced number of employees and demand for the charity's services will be sufficient to deliver its charitable and financial objectives going forward.

Due to COVID the charity has refined its forecasting process and tools enabling it to budget at a more granular detail for 2021 – 2023. This additional detail and regular forecast updates providing the trustees with more visibility and confidence in the charity as a going concern. Whilst the charity is expected to generate positive cash flows for the foreseeable future, this is contingent upon the British Safety Council continuing to provide support. The trustees have therefore obtained written confirmation from the British Safety Council of its intention to provide support to the charity to enable it to continue operating and to meet its liabilities, as and when they fall due, for a period of not less than 12 months from the date of this Trustees' Report and financial statements.

Fund accounting

Unrestricted funds are those which are available for use at the discretion of the charity trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds are unrestricted funds which are to be used in accordance with specific decisions made by the charity trustees. They are reviewed annually. In addition, the charity trustees designate funds to match the net book value of tangible and intangible fixed assets.

Restricted funds are funds received for a particular purpose the use of which is restricted to terms stipulated by the donor.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Intangible assets

Intangible assets are stated at cost less accumulated amortisation. Amortisation is calculated, using the straight-line method, to allocate the depreciable amount of the assets to their residual values over their estimated useful lives, as follows:

Website development costs	3 – 5 years
---------------------------	-------------

Amortisation commences once the asset is brought into use. The carrying values of intangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Tangible fixed assets and depreciation

Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer hardware and software	4 - 8 years
--------------------------------	-------------

Depreciation commences once the asset is brought into use. The carrying values of tangible fixed assets are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable. An impairment loss is recognised immediately in the SOFA.

Trade debtors

Trade debtors are recognised at the undiscounted amount of cash receivable from the customer, less any appropriate provision for estimated irrecoverable amounts. A provision is established for irrecoverable amounts when there is objective evidence that amounts due under the original payment terms will not be collected.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits with an original maturity date of three months or less.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

1. PRINCIPAL ACCOUNTING POLICIES (continued)

Income

Income is recognised to the extent that the charity obtains the right to consideration in exchange for its performance. Revenue is measured at the fair value of the consideration received, excluding discounts, rebates, VAT and other sales taxes or duty. The following criteria must also be met before revenue is recognised:

Income from the rendering of services, including training courses, is recognised by reference to the stage of completion. Fees received in advance, relating to future periods are carried forward in the balance sheet as deferred income.

Subscriptions, receivable on varying dates throughout the year, are apportioned on a time basis, the proportion received in advance being carried forward in the balance sheet.

Donations and grants are recognised when received or when the charity is entitled to the income and receipt is probable and measurable. Gifts in kind (representing donations of services) are measured at the fair value of the gift, usually the cost to the donor.

Expenditure

All expenditure is accounted for on an accruals basis and is allotted directly to the activity to which they relate. Support costs including governance, management, finance, information technology, human resources are allocated to the charitable activities. Irrecoverable VAT is included in the expense item to which it relates.

Product development expenditure is written off as incurred.

Trade creditors

Trade creditors are recognised at the undiscounted amount owed to the supplier.

Defined contribution pension scheme

A charity's personal pension is available to staff with an employer contribution depending on the employee's age. The cost of providing this benefit is charged to the SOFA in year.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

2. OTHER INCOME / BREAKDOWN OF RESOURCES EXPENDED

Other income - Coronavirus Job Retention Scheme ("furlough support")

During the year the group received government grant income support under the Coronavirus Job Retention Scheme ("furlough support") in contribution to staff costs. This grant income is presented as Other income in the Statement of Financial Activities and amounted to £56,090 (2019: nil).

Breakdown of resources expended

	2020		
	Activities undertaken directly	Support costs	Total
	£	£	£
Resources expended - Charitable activities	543,761	41,197	584,958

	2019		
	Activities undertaken directly	Support costs	Total
	£	£	£
Resources expended - Charitable activities	538,600	67,803	606,403

Support cost allocations

	2020	2019
	Support costs - Charitable activities	Support costs - Charitable activities
	£	£
Management and administration	36,212	57,413
Human resources	4,500	8,920
Information Technology	485	1,470
Total	41,197	67,803

Total expenditure is stated after including the following:

	2020	2019
	£	£
Staff costs (note 3)	493,815	435,548
Auditor's remuneration - auditing the accounts	6,350	6,300
Auditor's remuneration - tax compliance services	3,560	2,716

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

3. STAFF COSTS

Staff costs during the year were as follows:

	2020	2019
	£	£
Wages and salaries	409,087	379,853
Social security costs	47,570	39,346
Expense for defined contribution pension schemes	25,617	16,349
Redundancy costs	11,541	-
	<u>493,815</u>	<u>435,548</u>

The average number of persons employed by the group during the year was 10 (2019: 9).

The number of employees who received employee benefits (excluding employer pension costs) of more than £60,000 during the year was as follows.

	2020	2019
	Number	Number
£60,001 - £70,000	1	1
£70,001 - £80,000	1	-
£80,001 - £90,000	-	1
	<u>2</u>	<u>2</u>

Two key management personnel (2019: two) were members of the defined contribution pension scheme. Contributions amounting to £8,969 (2019: £9,630) were paid on their behalf.

During the year, as part of the redundancy programme, an ex-gratia payment of £5,273 was made to Joscelyne Shaw, a former member of key management personnel, recognising the contribution during the formation and subsequent activities of the charity.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

4. INTANGIBLE ASSETS

	2020 Website development costs £	2019 Website development costs £
Cost		
At 1 January	-	-
Additions	58,419	-
Disposals	-	-
At 31 December	58,419	-
Amortisation		
At 1 January	-	-
Provided in year	-	-
Disposals	-	-
At 31 December	-	-
Net book value at 31 December	58,419	-
Net book value at 1 January	-	-

5. FIXED ASSETS

	2020 Computer equipment £	2019 Computer equipment £
Cost		
At 1 January	9,498	3,698
Additions	-	5,800
Disposals	-	-
At 31 December	9,498	9,498
Depreciation		
At 1 January	(1,628)	(462)
Provided in year	(2,374)	(1,166)
Disposals	-	-
At 31 December	(4,002)	(1,628)
Net book value at 31 December	5,496	7,870
Net book value at 1 January	7,870	3,236

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

6. DEBTORS

	2020	2019
	£	£
Trade debtors	45,305	69,831
Other debtors	4,827	2,568
Due from parent undertaking	-	108,055
Prepayments and accrued income	397	300
	<u>50,529</u>	<u>180,754</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Trade creditors	6,619	17,408
Other creditors	18,962	7,144
Taxation and social security	10,845	22,785
Accruals	14,624	22,500
Due to parent undertaking	95,065	-
Deferred income (note 8)	225,474	198,056
	<u>371,589</u>	<u>267,893</u>

8. DEFERRED INCOME

	2020	2019
	£	£
Deferred income as at 1 January	198,056	157,967
Deferred incoming resources	283,432	41,718
Release of deferred income	(256,014)	(1,629)
Deferred income as at 31 December	<u>225,474</u>	<u>198,056</u>

Income is recognised in accordance with the accounting policies, with a deferral made for income which has been invoiced before its recognition criteria are met. Income received in advance, relating to future periods, is carried forward in the balance sheet as deferred income.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

9. SUMMARY OF MOVEMENTS IN (DEFICIT) / FUNDS

Movements in funds during the year ended 31 December 2020 were as follows:

	At 1 January 2020 £	Income £	Expenditure £	Transfers £	At 31 December 2020 £
Unrestricted funds					
Undesignated funds	(52,252)	578,960	(578,458)	(56,045)	(107,795)
Designated funds	7,870	-	-	56,045	63,915
	(44,382)	578,960	(578,458)	-	(43,880)
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
Tideway	-	15,000	(6,500)	-	8,500
	10,000	15,000	(6,500)	-	18,500
Total (deficit) / funds	(34,382)	593,960	(584,958)	-	(25,380)

Movements in funds during the year ended 31 December 2019 were as follows:

	At 1 January 2019 £	Income £	Expenditure £	Transfers £	At 31 December 2019 £
Unrestricted funds					
Undesignated funds	(54,698)	590,782	(583,702)	(4,634)	(52,252)
Designated funds	3,236	-	-	4,634	7,870
	(51,462)	590,782	(583,702)	-	(44,382)
Restricted					
Northern Counties Society Group	10,000	-	-	-	10,000
BC&e Mowlem Awards	20,000	-	(20,000)	-	-
CITB NI	2,701	-	(2,701)	-	-
	32,701	-	(22,701)	-	10,000
Total (deficit) / funds	(18,761)	590,782	(606,403)	-	(34,382)

Undesignated funds / Designated funds

The board's policy is to designate funds to match the value of the charity's tangible and intangible fixed assets and for essential future spending. The transfers from undesignated to designated funds is to reflect the net book value of the tangible and intangible fixed assets at the year end. The deficit on undesignated funds arises from expenditures in the establishment and trading of the charity. The Trustees aim to increase primary purpose trading activities and use any surpluses generated to build modest reserves.

Restricted funds

Tideway funds represent funds for use on projects related to providing training and support to vulnerable workers (sole traders/micro businesses), in the construction industry.

Northern Counties Society Group represents funds to be spent on activities in the North East.

BC&e Mowlem Awards represents funds to be spent on mental health training for apprentices.

CITB NI represents grant funded projects to undertake training in Northern Ireland.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

10. ANALYSIS OF NET (LIABILITIES) / ASSETS BETWEEN (DEFICIT) / FUNDS

Fund balances at 31 December 2020 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Intangible fixed assets	-	58,419	-	58,419
Tangible fixed assets	-	5,496	-	5,496
Current Assets	263,794	-	18,500	282,294
Current liabilities	(371,589)	-	-	(371,589)
Total funds	(107,795)	63,915	18,500	(25,380)

Fund balances at 31 December 2019 are represented by:

	Undesignated funds £	Designated funds £	Restricted Funds	Total funds £
Tangible fixed assets	-	7,870	-	7,870
Current Assets	215,641	-	10,000	225,641
Current liabilities	(267,893)	-	-	(267,893)
Total funds	(52,252)	7,870	10,000	(34,382)

11. CAPITAL COMMITMENTS

At the year-end, the charity had entered into capital commitments amounting to £175,000 (2019: nil).

12. PROVISIONS FOR LIABILITIES, CONTINGENT ASSETS AND LIABILITIES

At 31 December 2020 and 31 December 2019, the charity had no provisions for liabilities, contingent assets or contingent liabilities.

13. POST EMPLOYMENT BENEFITS

Defined contribution scheme

The charity operates a defined contribution group personal pension scheme. All eligible employees are automatically enrolled into the scheme in accordance with current legislation. The amount recognised in the SOFA as an expense for the defined contribution scheme is disclosed at note 3.

14. LEASING COMMITMENTS

At 31 December 2020 and 31 December 2019, the charity had no commitments under non-cancellable operating leases.

Mates in Mind
Notes to the Financial Statements (continued)
For the year ended 31 December 2020

15. TRANSACTIONS WITH TRUSTEES AND OTHER RELATED PARTIES

Trustees

The trustees incurred travel, accommodation, subsistence and venue costs during the year in fulfilling their duties. Whilst these costs may be either reimbursed to the charity trustees or paid directly to third parties, no such reimbursements or payments were made during the year or prior year.

Indemnity insurance is provided for the charity trustees as part of the parent entity's policy. That part of the premium paid during the year and prior year in respect of the charity trustees cannot be separately identified.

Key management personnel

The charity trustees received no remuneration for their services to the charity during the year or prior year.

All senior employees who have authority and responsibility for planning, directing and controlling the activities of the charity are key management personnel. The names of those individuals who served as key management personnel during the year are set out on the last page of this document. Total benefits (including social security costs) in respect of key management personnel during the year was £167,557 (2019: £155,248).

Intra-group transactions

During the year the British Safety Council charged the charity fees in the amount of £29,862 (2019: £38,600) in respect of management services provided by the British Safety Council to the charity. In addition, the British Safety Council provided grants to the charity in the amount of £97,452 (2019: £99,586) to assist with its administration costs.

At the end of the year, the net balance due to the British Safety Council was £95,065 (2019: £108,055 due from the British Safety Council).

Other related party transactions

During the year, the charity recorded income from sales made to organisations where certain trustees undertake their employment duties. These transactions were undertaken on normal commercial terms and amounted to £21,600 in aggregate (2019: £18,393). Income per related party can be analysed as follows: Balfour Beatty Plc £7,342 (2019: £18,393), Bazalgette Tunnel Ltd (t/a Tideway) £13,663 (2019: nil) and Seddon Construction Ltd £595 (2019: nil).

Parent and ultimate controlling party

The charity is a subsidiary of British Safety Council, a charity registered in England and Wales (Number 1097271), and Scotland (Number SC037998), and a company registered in England and Wales (Number 04618713). The parent company's strategy is to generate a surplus on revenue generating activities to fund the Influencing the health, safety and wellbeing agenda. The parent company's consolidated accounts are publicly available from its registered office at 70 Chancellors Road, Hammersmith, London W6 9RS.

Mates in Mind
Reference and Administrative Details
For the year ended 31 December 2020

Company number: 10338868

Charity numbers: 1172460 in England and Wales
SC047778 in Scotland

Principal and registered office: 70 Chancellors Road
Hammersmith
London
W6 9RS

The Board of Trustees: Steve Hails (Chair)
Michael Robinson
Heather Bryant
Kevin Myers
Paul Cottam (from 10 March 2020)
Nicola Hodgkinson (from 10 March 2020)
Arun Muttreja (from 21 May 2021)
Fiona Malcolm (to 10 March 2020)
Samantha Peters (to 21 May 2021)

(Trustees listed above served throughout the year and since except where stated)

Key management personnel: Sarah Casemore Managing Director (from 18 June 2021)
James Rudoni Managing Director (to 18 June 2021)
Joscelyne Shaw Executive Director (to 31 October 2020)

Company secretary: Michael Robinson

Bankers: Barclays Bank plc, 75 King Street, London, W6 9HY

Solicitors: Russell-Cooke Solicitors, 2 Putney Hill, London, SW15 6AB

Auditor: BDO LLP, 55 Baker Street, London, W1U 7EU