

THE MINDFULNESS INITIATIVE

England & Wales · Charity number 1179834

Details

Status Registered

Legal form CIO

Registered 2018-09-06

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

Contact

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101 King's Cross Road
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Activities

Objects: "TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT IN THE PRACTICE AND SCIENCE OF MINDFULNESS AND COMPASSION TRAINING, AND IN FURTHERANCE: I) TO SUPPLY EDUCATION, RESEARCH AND OTHER SERVICES TO MEMBERS OF THE UK PARLIAMENT AND CIVIL SERVICE TO HELP THEM INQUIRE INTO THE PRACTICE, SCIENCE AND BENEFITS OF MINDFULNESS AND COMPASSION TRAINING WITHIN PUBLIC SERVICES AND POLICY MAKING, AND EXTEND SUCH EDUCATION, RESEARCH AND OTHER SERVICES TO THE LEGISLATIVE SYSTEMS OF OTHER COUNTRIES. II) TO EDUCATE LEADERS, PROFESSIONALS AND SERVICE COMMISSIONERS ABOUT THE PRACTICE, SCIENCE AND BENEFITS OF MINDFULNESS AND COMPASSION TRAINING IN ALL SECTORS. III) TO PROMOTE EDUCATION AND RESEARCH INTO MINDFULNESS AND COMPASSION TRAINING PROGRAMMES OF ALL KINDS, AND MAKE THIS RESEARCH AND TRAINING ACCESSIBLE TO THE PUBLIC. IV) TO SUPPORT THE FURTHER DEVELOPMENT OF MINDFULNESS, COMPASSION AND OTHER CONTEMPLATIVE MIND-TRAINING PROGRAMMES BY COOPERATING WITH MINDFULNESS ORGANISATIONS, ACADEMICS AND PRACTITIONERS INTERNATIONALLY, INCLUDING BY CONVENING AND FACILITATING CONFERENCES, SEMINARS AND OTHER GATHERINGS TO SHARE INFORMATION AND COORDINATE RESEARCH

Activities: The Mindfulness Initiative conducts research and educates leaders, policy makers, service commissioners and the public about the theory and practice of mindfulness and compassion training. It works with legislators around the world to help them make capacities of heart and mind serious considerations of

public policy, and explore how mindfulness training may improve political discourse.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** The General Public/mankind

Geography

- Australia
- Austria
- Belgium
- Bhutan
- Canada
- Croatia
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Guernsey
- Hungary
- Iceland
- Ireland
- Israel
- Italy
- Morocco
- Netherlands
- New Zealand
- Northern Ireland
- Norway
- Scotland
- Slovakia
- Spain
- Sri Lanka
- Sweden
- Switzerland
- United Arab Emirates
- United States
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£160,900	£170,993	-	-
2023-12-31	£72,310	£164,569	-	-
2022-12-31	£151,189	£141,080	-	-
2021-12-31	£197,659	£191,061	-	-
2020-12-31	£215,805	£187,320	-	-

Trustees

Name	Role	Appointed
David Crook		2023-08-04
Kareen Griffiths		2023-12-05
Richard Edwards		2025-10-15

Accounts

The Mindfulness Initiative

**Trustees' Report and Financial Statements
For the year ended 31 December 2024**

	Page
Trustees' and charity information	1
Trustees' report	2
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11
Notes to the financial statements	12

The Mindfulness Initiative

Trustees' and charity information

Trustees

Alison Evans (Chair)
David Crook
Kareen Griffiths

Registered address

The Mindfulness Initiative
International House
101 King's Cross Road
London
WC1X 9LP

Charity number

1179834

Independent examiner

Caroline Clarke
Clarke + Wells
66 High Street
Lewes
BN7 1XG

Bankers

Unity Trust Bank
PO Box 7193
Planetary Road
Willenhall
WV1 9DG

The Charity Bank Limited
Fosse House
182 High Street
Tonbridge
TN9 1BE

The Mindfulness Initiative

Trustees' report

For the year ended 31 December 2024

The Trustees present their annual report and financial statements of the charity for the year ended 31 December 2024.

Legal status and constitution

The charitable incorporated organisation (CIO) is incorporated under the Charities Act 2011 and is governed by its constitution document dated 29 August 2018.

The CIO was registered with the Charities Commission on 6 September 2018 and its registration number is 1179834

Objectives and activities

The Mindfulness Initiative is an independent and secular think tank working to advance education for the public benefit in the practice and science of mindfulness and compassion training, and in furthering this to:

- Supply education, research and other services to members of the UK parliament and civil service to help them inquire into the practice, science and benefits of mindfulness and compassion training within public services and policy making, and extend such education, research and other services to the legislative systems of other countries.
- Educate leaders, professionals and service commissioners about the practice, science and benefits of mindfulness and compassion training in all sectors.
- Promote education and research into mindfulness and compassion training programmes of all kinds and make this research and training accessible to the public.
- Support the further development of mindfulness, compassion and other contemplative mind-training programmes by cooperating with mindfulness organisations, academics and practitioners internationally, including by convening and facilitating conferences, seminars and other gatherings to share information and coordinate research.

In order to achieve its objectives, the Mindfulness Initiative carries out the following activities:

- working closely with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK parliament to put on events that advanced the education of policy makers on current research and practice relating to the science and benefits of mindfulness and compassion training
- working to extend education on mindfulness beyond the UK parliament to other legislative systems across the globe
- influencing policy work through sector-specific research, briefing papers and events
- organising and participating in events to expand the reach of mindfulness and compassion-based approaches
- supporting the development of mindfulness programmes

The Mindfulness Initiative works to ensure that its programmes are inclusive and responsive to the needs of those who may benefit from its work.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2024

Achievements and performance

During 2024, the Mindfulness Initiative

- produced a short film featuring MPs and Peers from the UK Parliament
- held a successful event at the Palace of Westminster exploring mindfulness in education
- released a report mapping global work at the intersection between climate change, youth engagement and inner work
- held a second iteration of its Innovation in Mindfulness Awards

Mindfulness Initiative staff and consultants have continued to work remotely and in different locations, and the charity has continued to conduct a lot of its day-to-day business and meetings online.

Richard Edwards continued to lead the Charity as Director, supported by Eileen Clark in the role of Operations Manager. Towards the end of the year, Cathy-Mae Karelse moved from a consultancy post to a salaried role with the organisation.

A new strategy was developed and released, clearly defining the Charity's mission, vision and values, as well as articulating a theory of change. The basis of the strategy is a Forum model, which has great potential to influence public and social policy in a collaborative and informed way, as well as providing the means for monitoring the impact of the Charity's work.

Working with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK Civil Service

The Mindfulness Initiative acts as clerk to the MAPPG who continued to hold meetings online and in-person, including an AGM, during 2024. The Mindfulness Initiative brought together members of the Group who generously took time to speak in a short film, reflecting on their own mindfulness practice, the potential mindfulness has in political culture, and what it can mean for public policy. The film supports the 2023 release of the Charity's report *Mindfulness in Westminster*.

At the April AGM, the Group was restructured to meet new rules for APPGs, with the election of two Vice-Chairs - Baroness Lorely Burt and Baroness Sheila Hollins – alongside the re-election of Co-Chairs, Jess Morden MP and Tim Loughton MP.

The July General Election in the UK forced the dissolution of all APPGs. The Mindfulness Initiative produced a briefing paper for candidates in the election, explaining how mindfulness can play a supportive role for candidates facing an uncertain future, and exploring how it can support the development of the qualities we all value in our politicians.

A number of newly elected MPs joined longstanding parliamentary advocates of mindfulness at an event held by the Mindfulness Initiative at the Palace of Westminster in November, outlined in more detail below.

The Mindfulness Initiative is grateful for the valuable insights and enthusiasm of all participants in the Group.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2024

International Work

The Mindfulness Initiative continues to convene a network of representatives from legislatures from some 50 other countries, supporting advocates who are seeking to bring mindfulness into politics and policy. With the guidance and chairship of former UK MP Chris Ruane, regular peer-support calls are offered, including presentations on particular initiatives: during 2024 the spotlight fell on Wales, Germany and the EU Parliament.

Chris Ruane met a number of influential policymakers on a visit to Australia and New Zealand, and contributed to an article for Spanish newspaper El País, profiling the Mindfulness Initiative.

Through a deepening connection with the Office of the UN High Commissioner for Human Rights, the Mindfulness Initiative was able to offer members of the network an invitation to attend a live discussion online between our patron Jon Kabat-Zinn and UN High Commissioner Volker Türk.

Mara Arizaga, the lead for well-being in OHCHR, opened an online mindfulness meditation held by the Mindfulness Initiative to mark the inaugural World Meditation Day, as announced by the UN General Assembly. The meditation was led by Professor Mark Williams of Oxford University, leading researcher into mindfulness.

Sector-specific education about the benefits of mindfulness and compassion training

Publications, leading thought-pieces, and presentations at events and conferences are the primary outlets The Mindfulness Initiative uses to achieve its charitable purposes in advancing the education of policy makers.

- The International Conference on Mindfulness was in 2024 held in Bangor in Wales, with the Mindfulness Initiative as a key partner. Former Director Jamie Bristow, consultant Cathy-Mae Karelse and Director Richard Edwards formed a panel at the event, for a discussion in the presence of central figures from the mindfulness sector.
- The Charity was also a key partner at the Manchester Mindfulness Festival, which hosted the presentation ceremony for Innovation in Mindfulness Awards, with representation from Richard, project lead Eileen, consultant Menka Sanghvi and funder Vin Harris.
- Cathy-Mae Karelse, leading for the MI on Diversity, Equity and Inclusion Policy, spoke at the annual symposium of the Mindfulness Network for People of Colour, bringing her in-depth knowledge and forming important connections.
- Another key annual event in the sector is the Sussex Mindfulness Conference, which in 2024 invited Jamie Bristow to speak in his capacity as a thought-leader for the Mindfulness Initiative.

The approach of The Mindfulness Initiative to its sector-specific work has been to appoint leading experts in the field to work with the charity on a consultancy basis, with the small central executive of the charity coordinating, directing, and helping to produce the output of these workstreams. This continued to be the case in 2024.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2024

The annual accounts show the consultancy costs incurred in engaging experts, as well as the production of publications and attendance at events. To ensure an efficient use of its funds, the experts that are engaged by The Mindfulness Initiative continue to be contracted on a time-limited basis.

By working with those who are already highly expert and well-connected in these fields, the Mindfulness Initiative is able to maximise its impact, ensuring output is of a consistently excellent standard and that the charity is a trusted voice for those working in the sector, as well as relevant policy makers. This is a “top-down” approach – by targeting those working in, and making the policy for, these sectors, the Mindfulness Initiative aims to have a positive impact on sector structures and practices, thereby delivering public benefit.

While in the past, sector-specific work has included health, the workplace, and the justice system, time and funding constraints during 2024 have meant that there has not been as much progress here as hoped. The Executive and Trustee Board continue to look for grant funding to support these elements of the Charity's work, particularly as they continue to be of interest to the APPG.

Mindfulness and Education

The Mindfulness Initiative has produced sound, evidence-based principles, programmes and guidance in a document, *Implementing Mindfulness in Schools: an Evidence-Based Guide*. This document, refreshed during 2024 with the support of Professor Katherine Weare, was quoted in a Westminster Hall debate on mindfulness in schools.

Professor Weare spoke at a popular event organised by the Mindfulness Initiative in the Palace of Westminster in November, alongside campaigner Esther Ghey and technology experts Menka Sangvhi and Harriet Pellereau, and with a contribution from pioneer of wellbeing in politics Professor Lord Richard Layard.

The MPs and Peers present heard from young people who are practising mindfulness in their classrooms, through the Mindfulness in Schools Project. In the face of declining mental health, fractured focus, absenteeism, and relentless assessment pressures, mindfulness training has been shown to provide important whole life skills in supporting health, happiness, and resilience in students and in their teachers.

Sustainable Minds

Since the publication in 2022 of the Mindfulness Initiative's report *Reconnection*, the Charity has increasingly been approached and funded to work on the inner dimension of the climate crisis. The report continues to be a keystone text for the growing area of research and practice on this topic.

During 2024, the Climate Youth Resilience programme (funded by the Robert Ho Foundation) recruited a team of young representatives from around the globe, led by Dr Cathy-Mae Karelse. The team undertook a mapping exercise through research, engagement and questionnaires, resulting in

- an interactive map of organisations working on climate change with young people, available on the MI website to support connections across the world
- a detailed report, *Weaving Communities of Inner-led Change*, collating the lessons from this research and bringing the voices of young people to the fore.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2024

Jamie Bristow, policy expert on this topic, moved from a part-time role with MI to a consultancy based post. He continued to raise the profile of this work, taking part in an event for the Climate Coaching Alliance and speaking on a number of podcasts.

Supporting the development of the mindfulness sector

Through the continued support of the Hart Knowe Trust, a second round of Innovations in Mindfulness Awards was held in 2024. The Awards seek to celebrate and encourage creative innovations which develop the field and make mindfulness available to new audiences. The impact for previous finalists surpassed expectations, prompting new partnerships, leading to increased visibility, and opening doors to funding opportunities.

A panel of judges drawn from across the mindfulness sector and with specialist expertise met to assess the applicants against criteria including:

- Creativity and risk-taking
- Diversity, inclusion and accessibility to new audiences
- Testing and iterating
- Collaboration and learning from each other

The finalists were invited to a ceremony at the Manchester Mindfulness Festival, where their projects were showcased and the winners announced. Alongside a cash prize, winners were offered the opportunity to raise the profile of their projects through MI communications channels, and tailored mentoring.

The MI's *Fieldbook for Mindfulness Innovators* – original inspiration for the Awards – was updated and revitalised in 2024 by its author, the innovation specialist Menka Sanghvi. Among other new content, it now includes sections on social mindfulness, as well as diversity, equality and inclusion.

In addition, a new microsite was launched, hosting the Fieldbook in a more accessible format and acting as a hub for information and inspiration. The site includes a blog which aims to offer a space for diverse perspectives and ideas to spark conversations and collaborations.

Contribution made by volunteers

The volume and quality of work that The Mindfulness Initiative produces would not be possible without the input from a key number of stakeholders and experts who offer their insights and wisdom on a voluntary basis. Often to ensure that this resource is capitalised on, sector-working groups are established by the policy lead or co-lead in a particular sector. At other times, contributions are sought on a more ad-hoc project-by-project basis. In some cases, speakers at Mindfulness Initiative webinars and contributors to reports give their time and expertise on a voluntary basis.

The Trustees are incredibly grateful to this network of advisors and experts for the generous value they bring to the Charity's work.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2024

Financial Review

The charity generated income of £160,900 in the year (2023: £72,310). Total expenditure was £170,993 (2023: £164,569) resulting in a deficit of £10,093 (2023: deficit of £92,259) for the year.

At the year end the charity held free reserves of £10,806 (2023: £36,241). This falls below the reserves target set by the Trustees which were set in 2023 of at least £50,000.

The Trustees and the executive team review the finances, budget and spend of The Mindfulness Initiative against projections as part of effective compliance and governance.

Following contingency planning, continual financial monitoring and assessing the ability and costs to the organisation of working on voluntary rather than paid staff capacity, the Trustees do not consider there to be a material uncertainty that risks the ability of the charity to continue to meet its essential commitments as a going concern. Focus is being given during 2025 to reviewing the strategy of the organisation, to ensure its immediate and ongoing financial sustainability.

Reserves policy

The Trustees agreed to keep free reserves of £50,000, as decided in 2023, to ensure the charity can continue to operate, meet its core staff costs, and cover general expenditure for a period of time. The Trustees also wanted to have unrestricted funds to respond effectively where there might be an urgent need for mindfulness-based research or education in a particular policy area, or in response to a public need. The reserves policy will be reviewed in 2025 in line with funding sources and financial commitments identified.

Structure, governance and management

Trustees are recruited and appointed or re-appointed in accordance with the charity's governing document and with relevant legislation.

The Trustees who were in office during the year were:

Alison Evans (appointed 10 September 2024)

David Crook

Kareen Griffiths

Patricia Bartley

Katie White OBE (resigned, 17 June 2024)

Pauline Gibbs (resigned 2 December 2024)

James Godfrey (resigned 19 December 2024)

Ed Halliwell (resigned 12 March 2024)

Angela McCusker (resigned 9 January 2024)

In planning the activities of the charity, the Trustees have given due regard to the Charity Commission's guidance on public benefit. The Trustees believe that the activities of the charity in the period confirm its ability to provide current and on-going benefit to the public.

Major decisions relating to strategies and policies are made by the Trustees as a board. The board hold Trustee meetings at least twice a year to carry out their functions. The day-to-day work of carrying out the

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2024

Mindfulness Initiative's objectives have been delegated by the Trustees to the Director. The Charity also employs an operations manager as part of its core team, and a diversity, equity and inclusion policy officer as a consultant.

The Director is supported by a core team of sector-specific consultants, and a number of volunteer stakeholders and advisers in the field.

This year the Board of Trustees continued to keep its policies and procedures under review, including its Code of Conduct, safeguarding and sexual harassment policies—up to date copies of these policies are all available on the charity's website.

The Trustees and the Executive will keep the balance of the Trustee board under review to ensure that it is representative of the mindfulness sector and is comprised of individuals who will be well-placed to help the charity with strategy and oversight in meeting its charitable objectives. Because of the organisation's work, the Trustees all need to be experienced mindfulness practitioners.

All of the above Trustees act in an individual capacity and are unpaid. There are no corporate Trustees, and none of the Trustees hold title to property belonging to the Charity.

Future plans

In 2025, The Mindfulness Initiative intends to continue to expand the work it has done on the role of mindfulness in underpinning agency and better decision-making, and its impact in political and public life.

The Executive will maintain good contact with interested MPs and Peers with a view to re-establishing the APPG on Mindfulness in the new Parliament.

Plans with the international network include reviewing and updating a document from 2017, *Mindfulness for Political Leaders*, to capture the experiences of members working around the world.

The Climate Youth Resilience programme intends to launch a website to act as a hub for its work, while extending its offer to more training and capacity-building for the young people in its network.

Meanwhile a new coalition under the name Inner Climate Response Alliance (ICRA), with MI as the lead partner, will begin building a network of practitioners in inner work and people engaging with climate adaptation in their communities, subject to National Lottery funding.

The Innovations in Mindfulness programme has funding during 2025 to carry out a series of workshops for mindfulness teachers, supporting them to develop their offer with innovative strategies. The learning from the pilot workshops will be gathered in a workbook to be made available for free via the Charity's website.

Trustees' report (continued)

For the year ended 31 December 2024

Statement of Trustees' responsibilities

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, applicable accounting regulations, and the provisions of the governing document. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Board of Trustees on

21st October

2025



.....
Alison Evans

Trustee

The Mindfulness Initiative

Independent examiner's report to the trustees For the period ended 31 December 2024

I report to the trustees on my examination of the accounts of The Mindfulness Initiative (the Charity) for the period ended 31 December 2024.

Respective Responsibilities of trustees and examiner

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Caroline Clarke

Caroline Clarke
Clarke + Wells
66 High Street, Lewes, BN7 1XG

Date:
21/10/25

The Mindfulness Initiative

Statement of financial activities

For the period ended 31 December 2024

		Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
Income from					
Donations and legacies	2	23,002	137,351	160,353	70,624
Investments	3	535	-	535	866
Other income		12	-	12	820
Total income		23,549	137,351	160,900	72,310
Expenditure on					
Raising funds	4	451	-	451	219
Charitable activities	4	65,469	105,073	170,542	164,350
Total expenditure		65,920	105,073	170,993	164,569
Net income and net movement in funds before transfers		(42,371)	32,278	(10,093)	(92,259)
Transfers		16,532	(16,532)	-	-
Net income and net movement in funds after transfers		(25,839)	15,746	(10,093)	(92,259)
Fund balances brought forward		36,817	42,372	79,189	171,448
Total funds carried forward	11	10,978	58,118	69,096	79,189

The notes on pages 12 to 18 form part of these financial statements.

The statement of financial activities contains all recognised gains and losses for the financial period.

The results for the period all relate to continuing activities.

The Mindfulness Initiative

Balance sheet As at 31 December 2024

			2024		2023
	Note	£	£	£	£
Fixed assets					
Tangible assets	6		172		576
Current assets					
Debtors	7	2,894		2,639	
Cash at bank and in hand		75,578		85,516	
		78,472		88,155	
Current liabilities					
Creditors: amounts falling due within one year	8	(9,548)		(9,542)	
Net current assets			68,924		78,613
Net assets			69,096		79,189
Funds					
Restricted funds	9		58,118		42,372
Unrestricted funds	10		10,978		36,817
Total funds			69,096		79,189

Approved by the Board of Trustees on 21st October 2025 and signed on its behalf by:

A Evans

.....
Alison Evans
Trustee

The notes on pages 12 to 18 form part of these financial statements

1. Principal accounting policies

1.1 Accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Advantage has been taken of the exemption for charities with income less than £500,000 from preparing a cash flow statement under SORP (FRS 102) Update Bulletin 1 (issued February 2016).

The charity constitutes a public benefit entity as defined by FRS 102.

1.2 Income

Donation income is recognised in the year in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Trading income, including sponsorship income, is recognised when the charity is entitled to receipt and the amount can be measured with reasonable certainty.

1.3 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

1.4 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	33% straight line
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1.5 Taxation

The Mindfulness Initiative is a registered charity and is not liable to United Kingdom income tax or corporation tax on its charitable activities.

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2024

1. Principal accounting policies (continued)

1.6 Funds

Restricted funds represent voluntary income or grants which have been received for the purposes set out in note 9. The application of these funds is restricted by the expressed wishes of the donor or the terms of the grant.

Unrestricted funds are donations and other income receivable or generated for the objects of the charity without specified purpose.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. The charity does not currently have any bank loans.

2. Donation income

	2024 £	2023 £
Donations from trusts, foundations and organisations	157,351	65,415
Donations from individuals	3,002	5,209
	<u>160,353</u>	<u>70,624</u>

3. Investment income

	2024 £	2023 £
Interest receivable	535	866
	<u>535</u>	<u>866</u>

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2024

4. Expenditure

	2024 £	2023 £
Raising funds:		
Bank charges	451	219
Charitable activities:		
Management and administration	83,667	101,137
Accountancy and independent examination fees	2,700	2,700
Consultancy costs	57,749	29,072
Other direct costs	18,671	15,967
Other administrative costs	7,755	15,474
	170,542	164,350
Total expenditure	170,993	164,569

5. Staff costs

	2024 £	2023 £
Wages and salaries	78,600	94,158
Social security costs	2,709	4,408
Pension costs	2,358	2,571
	83,667	101,137

The average monthly number of employees was 2.5 (2023: 3.0).

No employee received a salary of more than £60,000 per annum in the period (2023: none).

The trustees and Director are considered to be the key management personnel of the charity. Aggregate remuneration costs for the key management personnel, including employer's NI and employer's pension cost, was £59,257 (2023: £85,474).

No trustee expenses were reimbursed during the period, and no trustee received any remuneration during the period.

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2024

6. Tangible fixed assets

	Computer equipment £
Cost	
At 31 December 2024 and 2023	1,212
Depreciation and impairment	
At 31 December 2023	636
Charge in the year	404
At 31 December 2024	1,040
Carrying amount	
At 31 December 2024	172
At 31 December 2023	576

7. Debtors

	2024 £	2023 £
Other debtors	2,894	2,639
	<u>2,894</u>	<u>2,639</u>

8. Creditors: amounts falling due within one year

	2024 £	2023 £
Other creditors	5,746	5,627
Accruals	3,802	3,915
	<u>9,548</u>	<u>9,542</u>

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2024

9. Restricted funds

	Balance at 31 December 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2024 £
Year to 31 December 2024:					
HSBC Workplace Project	16,532	-	-	(16,532)	-
Innovations in Mindfulness Awards	-	23,000	(23,000)	-	-
Youth climate resilience	20,027	114,351	(76,260)	-	58,118
Sustainable Mind	5,813	-	(5,813)	-	-
	<u>42,372</u>	<u>137,351</u>	<u>(105,073)</u>	<u>(16,532)</u>	<u>58,118</u>
	Balance at 31 December 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2023 £
Year to 31 December 2023:					
Network for Social Change	11,070	-	(11,070)	-	-
HSBC Workplace Project	20,004	-	(3,472)	-	16,532
Innovations in Mindfulness Awards	-	7,000	(7,000)	-	-
Youth climate resilience	45,983	-	(25,956)	-	20,027
Sustainable Mind	-	30,915	(25,102)	-	5,813
	<u>77,057</u>	<u>37,915</u>	<u>(72,600)</u>	<u>-</u>	<u>42,372</u>

The purpose of restricted funds is as follows:

Network for Social Change - funding for Mindfulness and Politics project

HSBC Workplace Project - work in conjunction with HSBC on materials and events to support mindfulness provision in workplaces

Innovations in Mindfulness Awards - an awards programme run in partnership with the Hart Knowe Trust intended to celebrate and recognise innovation within the mindfulness sector, whilst honouring the important evidence base underpinning mindfulness interventions.

Youth climate resilience project - a mapping and engagement project intended to look at the extent to which mindfulness, compassion and contemplative practice are used to support climate youth resilience.

Sustainable Mind - funding from Lostand Foundation for disseminating the Reconnection: Meeting the Climate Crises Inside Out report and advocate its finding.

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2024

10. Unrestricted funds

	Balance at 31 December 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2024 £
Year to 31 December 2024:					
General funds	36,817	23,549	(65,920)	16,532	10,978
	<u>36,817</u>	<u>23,549</u>	<u>(65,920)</u>	<u>16,532</u>	<u>10,978</u>
	Balance at 31 December 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2023 £
Year to 31 December 2023:					
General funds	94,391	34,395	(91,969)	-	36,817
	<u>94,391</u>	<u>34,395</u>	<u>(91,969)</u>	<u>-</u>	<u>36,817</u>

11. Analysis of funds by net assets

	Unrestricted Funds £	Restricted Funds £	Total Funds £
2024:			
Fixed assets	172	-	172
Current assets	20,354	58,118	78,472
Creditors: amounts falling due within one year	(9,548)	-	(9,548)
	<u>10,978</u>	<u>58,118</u>	<u>69,096</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds £
2023:			
Fixed assets	576	-	576
Current assets	45,783	42,372	88,155
Creditors: amounts falling due within one year	(9,542)	-	(9,542)
	<u>36,817</u>	<u>42,372</u>	<u>79,189</u>

12. Related party transactions

In the prior year, the charity paid R Bell, spouse of J Bristow, a total of £333 during for consultancy services. There were no charges in 2024.

During 2024, no trustees made donations (2023: none). There were no other related party transactions during the period.

Accounts

The Mindfulness Initiative

**Trustees' Report and Financial Statements
For the year ended 31 December 2023**

Contents

	Page
Trustees' and charity information	1
Trustees' report	2
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11
Notes to the financial statements	12

The Mindfulness Initiative

Trustees' and charity information

Trustees

Katie White OBE (Chair up to 3rd October 2023)
Patricia Bartley (Chair from 3rd October 2023)
Edmund Halliwell (resigned 5 December 2023)
Pauline Gibbs
Angela McCusker (resigned 12th March 2024)
David Crook (appointed 4 August 2023)
James Godfrey (appointed 5 December 2023)
Kareen Griffiths (appointed 5 December 2023)

Registered address

The Mindfulness Initiative
International House
101 King's Cross Road
London
WC1X 9LP

Charity number

1179834

Independent examiner

Caroline Clarke
Clarke + Wells
66 High Street
Lewes
BN7 1XG

Bankers

Unity Trust Bank	The Charity Bank Limited
PO Box 7193	Fosse House
Planetary Road	182 High Street
Willenhall	Tonbridge
WV1 9DG	TN9 1BE

The Mindfulness Initiative

Trustees' report

For the year ended 31 December 2023

The trustees present their annual report and financial statements of the charity for the year ended 31 December 2023.

Legal status and constitution

The charitable incorporated organisation (CIO) is incorporated under the Charities Act 2011 and is governed by its constitution document dated 29 August 2018.

The CIO was registered with the Charities Commission on 6 September 2018 and its registration number is 1179834

Objectives and activities

The Mindfulness Initiative is an independent and secular think tank working to advance education for the public benefit in the practice and science of mindfulness and compassion training, and in furthering this to:

- Supply education, research and other services to members of the UK parliament and civil service to help them inquire into the practice, science and benefits of mindfulness and compassion training within public services and policy making, and extend such education, research and other services to the legislative systems of other countries.
- Educate leaders, professionals and service commissioners about the practice, science and benefits of mindfulness and compassion training in all sectors.
- Promote education and research into mindfulness and compassion training programmes of all kinds and make this research and training accessible to the public.
- Support the further development of mindfulness, compassion and other contemplative mind-training programmes by cooperating with mindfulness organisations, academics and practitioners internationally, including by convening and facilitating conferences, seminars and other gatherings to share information and coordinate research.

In order to achieve its objectives, the Mindfulness Initiative carried out the following activities:

- working closely with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK parliament to put on events that advanced the education of policy makers on current research and practice relating to the science and benefits of mindfulness and compassion training
- working to extend education on mindfulness beyond the UK parliament to other legislative systems across the globe
- influencing policy work through sector-specific research, briefing papers and events
- organising and participating in events to expand the reach of mindfulness and compassion-based approaches
- supporting the development of mindfulness programmes

The Mindfulness Initiative works to ensure that its programmes are inclusive and responsive to the needs of those who may benefit from its work.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2023

Achievements and performance

2023 was a busy year for the Mindfulness Initiative. The Charity launched its Mindfulness in Westminster: Reflections from UK Politicians report in the Speakers Rooms in Westminster, launched a set of workplace infographics, held an Innovations in Mindfulness Film Screening, and began work on its Climate Youth Resilience Programme.

In its sector work, the Mindfulness Initiative:

- published the protocol paper in the British Medical Journal, BMJ Open: Mindfulness based programmes and 'bigger than self' issues: protocol for a scoping review.
- held an Innovations in Mindfulness Film Screening.
- worked with HSBC to produce some infographics on mindfulness in the workplace, which were released in early 2023.

Mindfulness Initiative staff and consultants have continued to work remotely and in different locations, and the charity has continued to conduct a lot of its day-to-day business and meetings online.

Richard Edwards was appointed to lead the Charity as Director, taking over from Ruth Ormston, who was the Co-director with Jamie Bristow until she took over as Director in April 2023. Ruth left the organisation at the end of October 2023. Richard is supported by Eileen Clark, who is employed as Operations Manager to the Mindfulness Initiative.

Working with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK Civil Service

The Mindfulness Initiative acts as clerk to the MAPPG who continued to hold meetings online and in-person, including an AGM, during 2023. A large part of the focus for the MAPPG in 2023 was the development of the Mindfulness in Westminster report and adaptation to the changes to the rules on APPGs. The MAPPG had presentations from the Centre for Humane Technology, and Mindful Peak Performance.

The launch of the report Mindfulness in Westminster: Reflections from UK Politicians was held in the Speakers Rooms in Parliament and was hosted and introduced by Sir Lindsay Hoyle, Speaker of the House of Commons. Speeches at the event included contributions from MI's Director – Ruth Ormston, Chris Ruane – former MP and Lead on MI's Global Network, Jess Morden MP and Tim Loughton MP – co-Chairs of the MAPPG, Caroline Lucas MP, Tessa Watt – Awaris, and Josie Lazenby – Head of the Parliamentary Health & Wellbeing Service.

Subsequently an online launch was held, for a wider and more global audience, with presentations from former US Senator Tim Ryan and MPs Caroline Lucas and Tim Loughton. The report was covered in an article in The Guardian newspaper and in an article for The Parliamentarian, the journal of the Commonwealth Parliamentary Association. The dataset of interviews with politicians that formed the basis of the report was also used to produce an academic study, published in May.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2023

International Work

Chris Ruane leads the Mindfulness Initiative's global network and the MI continues to convene a network of voluntary representatives from legislatures from around 30 other countries, arranging regular peer support calls. The Mindfulness Initiative has supported advocates in over 10 countries to introduce training in their national parliaments and has also supported particular nations who are looking to translate the UK's *Mindful Nation* report into their own language and conduct their own policy inquiries.

Sector-specific education about the benefits of mindfulness and compassion training

Publications, leading thought-pieces, and presentations at events and conferences are the primary outlets The Mindfulness Initiative uses to achieve its charitable purposes in advancing the education of policy makers.

Conferences attended during 2023 include Ruth Ormston's panel appearance at the Tergar conference in Edinburgh alongside other key figures in the mindfulness world, and Chris Ruane's contribution at Sussex Mindfulness Centre Conference, again in highly esteemed company.

The approach of The Mindfulness Initiative to its sector-specific work has been to appoint leading experts in the field to work with the charity on a consultancy basis, with the small central executive of the charity coordinating, directing, and helping to produce the output of these workstreams. This continued to be the case throughout 2023.

The annual accounts show the consultancy costs incurred in engaging experts, as well as the production of publications and attendance at events. To ensure an efficient use of its funds, the experts that are engaged by The Mindfulness Initiative continue to be contracted on a time-limited basis.

By working with those who are already highly expert and well-connected in these fields, the Mindfulness Initiative is able to maximise its impact, ensuring output is of a consistently excellent standard and that the charity is a trusted voice for those working in the sector, as well as relevant policy makers. This is a "top-down" approach – by targeting those working in, and making the policy for, these sectors, the Mindfulness Initiative aims to have a positive impact on sector structures and practices, thereby delivering public benefit.

Mindfulness and Education

Due to time and funding constraints, there has not been as much progress in the mindfulness and education sector work for the Mindfulness Initiative as hoped. The Executive and Trustee Board continue to look for grant funding to support this element of the charity's work.

Mindfulness and Health

Former chief executive of the Mental Health Foundation, Jenny Edwards CBE has continued to lead the Mindfulness Initiative's work in health. In July we published a joint paper on Health Promotion and Mindfulness, produced by Jenny with the Institute of Health Promotion and Education (IHPE). The paper outlines the ways in which mindfulness can help achieve widely-recognised objectives for public health promotion, as well as providing policy recommendations aimed at improving accessibility and funding. The paper was shared with all Directors of Public Health.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2023

In March, Jamie Bristow, a policy lead for the MI, published Mindfulness-based programmes and 'bigger than self' issues: protocol for a scoping review in the British Medical Journal. This publication recognised that mindfulness-based programmes (MBPs) have an established, growing evidence base as interventions to optimise health, well-being and performance of individual participants. Emerging evidence suggests that MBPs also enhance prosociality, encouraging individuals to contribute to positive social change.

Mindfulness and the Workplace

Funded by HSBC, MI launched a set of workplace infographics in January 2023. These provide an overview of mindfulness at work – what it means, how it can be beneficial, and its reference to NICE workplace wellbeing guidance. They also provide guidance on what best practice questions employers can consider when implementing a mindfulness programme within their workplace. Addressing some of the common myths around mindfulness, specifically in a workplace context, they cover some common pitfalls that organisations could encounter when choosing or implementing a mindfulness programme in the workplace.

The launch was supported by a webinar held with the Mindful Workplace Community, and a video introduction hosted on our website.

Mindfulness and the Justice System

Due to time and funding constraints, there has not been as much progress in the criminal justice sector work for the Mindfulness Initiative as hoped. The Executive and Trustee Board continue to look for grant funding to support this element of the charity's work.

Mindfulness and Society

As a result of on-going advocacy work in 2023, the Reconnection report, launched in the Spring of 2022, has become a key reference text in the discourse around the inner dimension of the climate crisis, facilitated by personal recommendations from senior policymakers to their colleagues. Champions of the work include Laurell Patterson, the Director responsible for the Sustainable Development Goals (SDGs) at UNDP.

Organic sharing has been supported through events and podcasts, including at Climate Week in New York, for the Woman's Climate Congress, the Global Compassion Coalition, the International Conference of Environmental Mindfulness, All That We Are podcast and Inner Green Deal podcast.

The Reconnection report has been included on the reading list of courses in at least three universities, including Harvard and Oxford, and is being translated into several languages.

The report has generated interest amongst politicians in the Australian Parliament, where interested MPs presented a summary of the report to a sustainability minister.

In 2023, the MI was pleased to begin work on its Climate Youth Resilience programme, funded by the Robert Ho Foundation for two years. This work begins exploring the impact of mindfulness and compassion in relation to the climate crisis, by undertaking a mapping and engagement project specifically focusing on youth climate resilience.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2023

Supporting the development of the mindfulness sector

Following the Mindfulness Initiative and the Hart Knowe Trust holding their inaugural Innovations in Mindfulness Awards in 2022, the four pioneering projects chosen as finalists were, as part of their prize, offered the chance to make a video showcasing their work. In January 2023, the four short films were shown to an online audience, and a question and answer session was held with each of the project teams. The premiere was hosted by Ruth Ormston, Menka Sanghvi, and Vin Harris.

In December, we convened an online knowledge-sharing and networking event, to support the development of the community of innovators. Attendance was strong and an engaged audience heard a presentation from experts in innovation and finalists from the 2022 Awards, before taking part in workshops on their own projects.

We are pleased that the relationship with the Hart Knowe Trust is continuing with planning taking place to update the Innovations Fieldbook, develop an Innovations in Mindfulness microsite, and prepare for the next Innovations in Mindfulness Awards in 2024.

Contribution made by volunteers

The volume and quality of work that The Mindfulness Initiative produces would not be possible without the input from a key number of stakeholders and experts who offer their insights and wisdom on a voluntary basis. Often to ensure that this resource is capitalised on, sector-working groups are established by the policy lead or co-lead in a particular sector. At other times, contributions are sought on a more ad-hoc project-by-project basis. Speakers at Mindfulness Initiative webinars give their time and expertise on a voluntary basis, and several reviewers and contributors to the *Reconnection* policy report also gave their time on a voluntary basis. In April, Vidyamala Burch and Mark Williams spoke at a half-day fundraising workshop titled 'Politics, Policy and Planet'.

The trustees are incredibly grateful to its network of advisors and experts for the generous value they bring to the charity's work.

Financial Review

The charity generated income of £72,310 in the year (2022: £244,372). Total expenditure was £164,569 (2022: £171,206) resulting in a deficit of £92,259 (2022: surplus of £73,166) for the year.

At the year end the charity held free reserves of £36,241 (2022: £92,978). This falls below the reserves target set by the trustees which were set in 2023 of at least £50,000.

The trustees and the executive team review the finances, budget and spend of The Mindfulness Initiative against projections as part of effective compliance and governance.

Following contingency planning, continual financial monitoring and assessing the ability and costs to the organisation of working on voluntary rather than paid staff capacity, the Trustees do not consider there to be a material uncertainty that risks the ability of the charity to continue to meet its essential commitments as a going concern. Focus is being given during 2024 to reviewing the strategy of the organisation, to ensure its immediate and ongoing financial sustainability.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2023

Reserves policy

The trustees agreed in 2023 to have free reserves of at least £50,000 in order to ensure the charity can continue to operate, meet its core staff costs and general expenditure for a period of time, and also have some unrestricted funds to respond effectively where there might be an urgent need for mindfulness-based research or education in a particular policy area, or in response to a public need. In 2024, the trustees are reviewing their reserves policy in line with the financial commitments identified through contingency planning based upon the organisation being unable to continue to directly employ core staff and continuing to operate on a reduced or voluntary basis.

Structure, governance and management

Trustees are recruited and appointed or re-appointed in accordance with the charity's governing document and with relevant legislation.

The Trustees who were in office during the year were:

Trish Bartley	Ed Halliwell (resigned December 2023)
Pauline Gibbs	Angela McCusker (resigned March 2024)
Katie White OBE	David Crook (from August 2023)
Kareen Griffiths (From December 2023)	James Godfrey (from December 2023)

In planning the activities of the charity, the Trustees have given due regard to the Charity Commission's guidance on public benefit. The Trustees believe that the activities of the charity in the period confirm its ability to provide current and on-going benefit to the public.

Major decisions relating to strategies and policies are made by the trustees as a board. The board hold trustee meetings at least twice a year to carry out their functions – in 2023 it held 5 meetings. The day-to-day work of carrying out The Mindfulness Initiative's objectives has been delegated by the Trustees to the Director. The Charity also employs an operations manager as part of its core team, and a diversity, equity and inclusion policy officer as a consultant.

The Director is supported by a core team of sector-specific consultants, and a number of volunteer stakeholders and advisers in the field.

This year the Board of Trustees continued to keep its policies and procedures under review, including its Code of Conduct, safeguarding and sexual harassment policies—up to date copies of these policies are all available on the charity's website.

The trustees and the executive will keep the balance of the trustee board under review to ensure that it is representative of the mindfulness sector and is comprised of individuals who will be well-placed to help the charity with strategy and oversight in meeting its charitable objectives. Because of the organisation's work, the trustees all need to be experienced mindfulness practitioners.

All of the above trustees act in an individual capacity and are unpaid. There are no corporate trustees, and none of the trustees hold title to property belonging to the charity.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2023

Future plans

In 2024, The Mindfulness Initiative intends to continue to expand the work it has done on the role of mindfulness in underpinning agency and better decision-making, and its impact in political and public life.

A large part of the work in 2024 will be around developing a new three-year strategic plan for the organisation, looking at its future direction and building its financial sustainability into the future.

Work in 2024 will be focused on reconstituting the Mindfulness All-Party Parliamentary Group following the anticipated general election, hosting the 2024 Innovations in Mindfulness Awards, developing a new Innovations microsite, and updating the Innovations Fieldbook. Work will also continue on the Climate Youth Resilience Programme, reporting the mapping exercise at the end of Phase 1 and starting Phase 2 to further develop this work.

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, applicable accounting regulations, and the provisions of the governing document. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Board of Trustees on 17th September 2024



Trish Bartley
Trustee

The Mindfulness Initiative

Independent examiner's report to the trustees For the period ended 31 December 2023

I report to the trustees on my examination of the accounts of The Mindfulness Initiative (the Charity) for the period ended 31 December 2023.

Respective Responsibilities of trustees and examiner

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Caroline Clarke

Caroline Clarke
Clarke + Wells
66 High Street, Lewes, BN7 1XG

Date:
27th September 2024

The Mindfulness Initiative

Statement of financial activities For the period ended 31 December 2023

		Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023	Total Funds 2022
	Note	£	£	£	£
Income from					
Donations and legacies	2	32,709	37,915	70,624	236,866
Investments	3	866	-	866	-
Other income	4	820	-	820	7,506
Total income		34,395	37,915	72,310	244,372
Expenditure on					
Raising funds	5	219	-	219	321
Charitable activities	5	91,750	72,600	164,350	170,885
Total expenditure		91,969	72,600	164,569	171,206
Net income and net movement in funds		(57,574)	(34,685)	(92,259)	73,166
Fund balances brought forward		94,391	77,057	171,448	98,282
Total funds carried forward	12	36,817	42,372	79,189	171,448

The notes on pages 12 to 18 form part of these financial statements.

The statement of financial activities contains all recognised gains and losses for the financial period.

The results for the period all relate to continuing activities.

Balance sheet
As at 31 December 2023

Approved by the Board of Trustees on 17 September 2024 and signed on its behalf by:

.....
Trish Bartley
Trustee

Page 11

1. Principal accounting policies

1.1 Accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Advantage has been taken of the exemption for charities with income less than £500,000 from preparing a cash flow statement under SORP (FRS 102) Update Bulletin 1 (issued February 2016).

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees, having considered the impact of COVID-19 on the organisation as referred to in the trustees' report, consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Income

Donation income is recognised in the year in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Trading income, including sponsorship income, is recognised when the charity is entitled to receipt and the amount can be measured with reasonable certainty.

1.3 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

1.4 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	33% straight line
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1.5 Taxation

The Mindfulness Initiative is a registered charity and is not liable to United Kingdom income tax or corporation tax on its charitable activities.

1. Principal accounting policies (continued)

1.6 Funds

Restricted funds represent voluntary income or grants which have been received for the purposes set out in note 9. The application of these funds is restricted by the expressed wishes of the donor or the terms of the grant.

Unrestricted funds are donations and other income receivable or generated for the objects of the charity without specified purpose.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. The charity does not currently have any bank loans.

2. Donation income

	2023	2022
	£	£
Donations from trusts, foundations and organisations	65,415	234,056
Donations from individuals	5,209	2,810
	<u>70,624</u>	<u>236,866</u>

3. Investment income

	2023	2022
	£	£
Interest receivable	866	-
	<u>866</u>	<u>-</u>

4. Other income

	2023	2022
	£	£
Membership	-	5,645
Other income	820	1,861
	<u>820</u>	<u>7,506</u>

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2023

5. Expenditure

	2023 £	2022 £
Raising funds:		
Bank charges	219	321
Charitable activities:		
Management and administration	101,137	85,053
Accountancy and independent examination fees	2,700	2,700
Consultancy costs	29,072	32,641
Other direct costs	15,967	29,657
Other administrative costs	15,474	20,834
	164,350	170,885
Total expenditure	164,569	171,206

6. Staff costs

	2023 £	2022 £
Wages and salaries	94,158	77,870
Social security costs	4,408	4,537
Pension costs	2,571	2,520
	101,137	84,927

The average monthly number of employees was 3 (2022: 3).

No employee received a salary of more than £60,000 per annum in the period (2022: nil).

The trustees and Director (and formerly Co-Directors) are considered to be the key management personnel of the charity. Aggregate remuneration costs for the key management personnel, including employer's NI and employer's pension cost, was £85,474 (2022: £91,024).

No trustee expenses were reimbursed during the period, and no trustee received any remuneration during the period.

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2023

7. Tangible fixed assets

	Computer equipment £
Cost	
At 31 December 2022	2,511
Additions	-
Disposals	(1,299)
At 31 December 2023	1,212
Depreciation and impairment	
At 31 December 2022	1,098
Charge in the year	765
Disposals	(1,227)
At 31 December 2023	636
Carrying amount	
At 31 December 2023	576
At 31 December 2022	1,413

8. Debtors

	2023 £	2022 £
Accrued income	-	63,530
Other debtors	2,639	4,569
	<u>2,639</u>	<u>68,099</u>

9. Creditors: amounts falling due within one year

	2023 £	2022 £
Other creditors	5,627	8,307
Accruals	3,915	8,666
	<u>9,542</u>	<u>16,973</u>

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2023

10. Restricted funds

	Balance at 31 December 2022	Income	Expenditure	Balance at 31 December 2023
Year to 31 December 2023:	£	£	£	£
Network for Social Change	11,070	-	(11,070)	-
HSBC Workplace Project	20,004	-	(3,472)	16,532
Innovations in Mindfulness Awards	-	7,000	(7,000)	-
Youth climate resilience	45,983	-	(25,956)	20,027
Sustainable Mind	-	30,915	(25,102)	5,813
	<u>77,057</u>	<u>37,915</u>	<u>(72,600)</u>	<u>42,372</u>

	Balance at 31 December 2021	Income	Expenditure	Balance at 31 December 2022
Year to 31 December 2022:	£	£	£	£
Emergence Foundation	2,000	-	(2,000)	-
Network for Social Change	12,000	-	(930)	11,070
HSBC Workplace Project	-	25,000	(4,996)	20,004
Innovations in Mindfulness Awards	-	22,200	(22,200)	-
Youth climate change	-	45,983	-	45,983
	<u>14,000</u>	<u>93,183</u>	<u>(30,126)</u>	<u>77,057</u>

The purpose of restricted funds is as follows:

Emergence Foundation - funding for climate change work

Network for Social Change - funding for Mindfulness and Politics project

Innovations in Mindfulness Awards - an awards programme run in partnership with the Hart Knowe Trust intended to celebrate and recognise innovation within the mindfulness sector, whilst honouring the important evidence base underpinning mindfulness interventions.

Youth climate resilience project - a mapping and engagement project intended to look at the extent to which mindfulness, compassion and contemplative practice are used to support climate youth resilience.

Sustainable Mind - funding from Lostand Foundation for disseminating the Reconnection: Meeting the Climate Crises Inside Out report and advocate its finding.

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2023

11. Unrestricted funds

	Balance at 31 December 2022	Income	Expenditure	Balance at 31 December 2023
Year to 31 December 2023:		£	£	£
General funds	94,391	34,395	(91,969)	36,817
	<u>94,391</u>	<u>34,395</u>	<u>(91,969)</u>	<u>36,817</u>
Year to 31 December 2022:	Balance at 31 December 2021	Income	Expenditure	Balance at 31 December 2022
		£	£	£
General funds	84,282	151,189	(141,080)	94,391
	<u>84,282</u>	<u>151,189</u>	<u>(141,080)</u>	<u>94,391</u>

12. Analysis of funds by net assets

2023:	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed assets	576	-	576
Current assets	45,783	42,372	88,155
Creditors: amounts falling due within one year	(9,542)	-	(9,542)
	<u>36,817</u>	<u>42,372</u>	<u>79,189</u>
2022:	Unrestricted Funds £	Restricted Funds £	Total Funds £
Fixed assets	1,413	-	1,413
Current assets	109,951	77,057	187,008
Creditors: amounts falling due within one year	(16,973)	-	(16,973)
	<u>94,391</u>	<u>77,057</u>	<u>171,448</u>

13. Related party transactions

The charity paid R Bell, spouse of J Bristow, a total of £333 during the period for consultancy and copywriting services (2022: £7,740).

During 2023, no trustees made donations (2022: none). There were no other related party transactions during the period.

THE MINDFULNESS INITIATIVE

England & Wales - Charity number 1179834

Accounts

The Mindfulness Initiative

**Trustees' Report and Financial Statements
For the year ended 31 December 2022**

	Page
Trustees' and charity information	1
Trustees' report	2
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14

The Mindfulness Initiative

Trustees' and charity information

Trustees

Katie White OBE (Chair)
Trish Bartley
Edmund Halliwell
Pauline Gibbs
Angela McCusker

Registered address

The Mindfulness Initiative, Creative Works, 1st Floor, 7
Blackhorse Lane, LONDON, E17 6DS

Charity number

1179834

Independent examiner

Caroline Clarke
Clarke + Wells
99 Western Road
Lewes
BN7 1RS

Bankers

Unity Trust Bank
PO Box 7193
Planetary Road
Willenhall
WV1 9DG

The Mindfulness Initiative

Trustees' report

For the year ended 31 December 2022

The trustees present their annual report and financial statements of the charity for the year ended 31 December 2022.

Legal status and constitution

The charitable incorporated organisation (CIO) is incorporated under the Charities Act 2011 and is governed by its constitution document dated 29 August 2018.

The CIO was registered with the Charities Commission on 6 September 2018 and its registration number is 1179834

Objectives and activities

The Mindfulness Initiative is an independent and secular think tank working to advance education for the public benefit in the practice and science of mindfulness and compassion training, and in furthering this to:

- Supply education, research and other services to members of the UK parliament and civil service to help them inquire into the practice, science and benefits of mindfulness and compassion training within public services and policy making, and extend such education, research and other services to the legislative systems of other countries.
- Educate leaders, professionals and service commissioners about the practice, science and benefits of mindfulness and compassion training in all sectors.
- Promote education and research into mindfulness and compassion training programmes of all kinds and make this research and training accessible to the public.
- Support the further development of mindfulness, compassion and other contemplative mind-training programmes by cooperating with mindfulness organisations, academics and practitioners internationally, including by convening and facilitating conferences, seminars and other gatherings to share information and coordinate research.

In order to achieve its objectives, the Mindfulness Initiative carried out the following activities:

- working closely with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK parliament to put on events that advanced the education of policy makers on current research and practice relating to the science and benefits of mindfulness and compassion training
- working to extend education on mindfulness beyond the UK parliament to other legislative systems across the globe
- influencing policy work through sector-specific research, briefing papers and events
- organising and participating in events to expand the reach of mindfulness and compassion-based approaches
- supporting the development of mindfulness programmes

The Mindfulness Initiative works to ensure that its programmes are inclusive and responsive to the needs of those who may benefit from its work.

Achievements and performance

2022 was a busy year for the Mindfulness Initiative. The Charity launched a key policy report on mindfulness, compassion and the climate crisis, launched an inaugural Innovations in Mindfulness awards programme, and supported the first in-person All-Party Parliamentary Group event to take place since the lifting of restrictions in place for the Covid-19 pandemic. In the Autumn of 2022 Co-Director Ruth Ormston and International Lead Chris Ruane also presented at a key mindfulness conference in Brazil, with Chris Ruane then going on to meet and attend meetings with representatives from the Mindfulness Initiative's Global Political Network in both Chile and Uruguay.

In its sector work, the Mindfulness Initiative:

- the Charity gave stakeholder feedback to the new National Health and Care Excellence (NICE) new guidelines on the management of clinical depression, in early 2022, and was pleased to see that a number of points were taken on board for the final guidance that was issued in March 2022.
- worked with HSBC to produce some infographics on mindfulness in the workplace, which were released in early 2023.
- produced a paper in response to the My Resilience in Adolescence (*Myriad*) research outcomes, to help support the mindfulness sector and public in understanding the implications of this important and large research trial on mindfulness in schools.

Mindfulness Initiative staff and consultants have always worked remotely and in different locations, and the charity already continued to conduct a lot of its day-to-day business and meetings online. The adaption needed during lockdowns was therefore relatively minimal and involved no costs to the charity.

Jamie Bristow and Ruth Ormston both led the Charity as Co-Directors. The Charity were pleased to appoint an Operations Manager, towards the end of 2022, as well as a policy expert (starting in 2023) to assist the charity with its work in diversity, equity and inclusion.

Working with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK Civil Service

The Mindfulness Initiative acts as clerk to the MAPPG who continued to hold meetings online during 2022, including an in-person AGM. A large part of the focus for the MAPPG in 2022 continued to be the mental health impact of the pandemic on people, and the role that mindfulness could play in supporting people's resilience during lockdown and beyond. The APPG were also interested to hear about the results of the Myriad project.

Presentations to the APPG this year took place on mindfulness in the defence sector, and on mindfulness and climate change, with guest speakers attending both of these sessions.

The former session led to a request from the APPG to have a wider public engagement event on the use of mindfulness within the defence sector, and this was held in October 2022, with speakers from the UK and US military.

The Mindfulness Initiative continued to work on its 'Mindfulness in Politics' project, looking at the impact of mindfulness on political discourse and decision-making. In order to schedule the report within the Mindfulness Initiative's publication schedule, it is now planned for publication in the Autumn of 2023.

International Work

The Mindfulness Initiative continues to convene a network of voluntary representatives from legislatures from around 30 other countries, arranging regular peer support calls. The Mindfulness Initiative has supported advocates in over 10 countries to introduce training in their national parliaments, and has also supported particular nations who are looking to translate the UK's *Mindful Nation* report into their own language and conduct their own policy inquiries.

This year the Mindfulness Initiative's International Lead, Chris Ruane spoke at the Croatian parliament about the benefits of mindfulness for political leaders. Chris and Mindfulness Initiative's Co-Director, Ruth Ormston, were also both invited to speak at the International Congress on Mindfulness in Brazil about the benefits and challenges of implementing mindfulness within public life. This enabled the charity to strengthen its network within South America. Both Chris and Ruth met health officials and a Senator in Brazil, before Chris Ruane travelled to meet with advocates from the Mindfulness Initiative's Global Political Network in Uruguay and Chile. In Chile, Chris was interviewed by CNN on the role of mindfulness and compassion in politics and health, and he also met with the Chilean health minister. The Charity felt this trip for South America was very helpful in supporting and learning from the work of mindfulness ambassadors in the Global South, and Ruth and Chris were grateful for the invitation.

Sector-specific education about the benefits of mindfulness and compassion training

Publications, leading thought-pieces, and presentations at events and conferences are the primary outlets The Mindfulness Initiative uses to achieve its charitable purposes in advancing the education of policy makers.

The approach of The Mindfulness Initiative to its sector-specific education work has been to appoint leading experts in the field to work with the charity on a consultancy basis, with the small central executive of the charity coordinating, directing, and helping to produce the output of these workstreams. This continued to be the case throughout 2022.

The annual accounts show the consultancy costs incurred in engaging experts, as well as the production of publications and attendance at events. In order to ensure an efficient use of its funds, the experts that are engaged by The Mindfulness Initiative continue to be contracted on a time-limited basis.

By working with those who are already highly expert and well-connected in these fields, the Mindfulness Initiative is able to maximise its impact, ensuring output is of a consistently excellent standard and that the charity is a trusted voice for those working in the sector, as well as relevant policy makers. This is a "top-down" approach – by targeting those working in, and making the policy for, these sectors, the Mindfulness Initiative aims to have a positive impact on sector structures and practices, thereby delivering public benefit.

Mindfulness and Education

In 2022, the charity published *Initial reflections on the MYRIAD study* in response to the results of a large scientific study of mindfulness in schools in the UK that focussed on the efficacy of scaling up a universal mindfulness programme for adolescents in schools. The lead author for the paper was the Mindfulness Initiative's Education Policy Lead, Katherine Weare. It was co-written by MI Director Ruth Ormston, and

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2022

produced after a full review of the academic papers released with the project results, after consultation with both members of the MYRIAD research team, and with members of the *Mindfulness in Schools* project, who had produced the curricula for the research trial.

As part of the Mindfulness Initiative's charitable objective to provide education about the role of mindfulness and compassion, and as the only think-tank and policy institute focussed on mindfulness, the Charity felt it was important to provide the sector and public with further insights into the important findings of the Myriad trial, which clarified what was being covered in media headlines at the time. The Mindfulness Initiative will continue to closely watch the further results that arise from the Myriad research trial, so that it can understand these important findings and factor them into any relevant discussions with leaders and policymakers.

Mindfulness and Health

Former chief executive of the Mental Health Foundation, Jenny Edwards CBE has continued to lead the Mindfulness Initiative's work in health. In 2022, the charity maintained its engagement with the National Institute for Health and Care Excellence (NICE), examining how the evidence base for mindfulness is being drawn upon on in NICE guidelines. In 2021 and early 2022 this focussed in particular on the draft guidelines for the management of depression. Following the publication of a final set of guidelines in November 2021, the Mindfulness Initiative conducted a further review, with comments put forward, and submitted a final stakeholder consultation response in early 2022.

The charity is pleased to see that some of its recommendations or suggestions in relation to mindfulness were adopted in the final set of guidelines that were published in NICE in March 2022. The Mindfulness Initiative published an analysis of its stakeholder response on its website so that the public and policy makers have sight of which recommendations were made and why. The charity is pleased that the NICE guidelines opened up patient choice in relation to treatment of depression.

In addition to the above, the Mindfulness Initiative also provided a stakeholder response to the government's call for evidence on its mental health and wellbeing plan, citing the evidence base for mindfulness, and making key recommendations aimed at ensuring that suitable mindfulness programmes are accessible for all, with a particular focus on those at the greatest risk of mental health inequalities.

Mindfulness and the Workplace

As highlighted in our annual report last year, in May 2022, the Mindful Workplace Community was successfully transferred to a not-for-profit organisation, The British Association of Mindfulness Based Approaches (BAMBA) on the basis that the community sits well within BAMBA's strategy of community-based growth. The Mindfulness Initiative Executive and Trustee Board discussed various options for the MWC, which the Board felt did not have adequate resources within the Mindfulness Initiative to concentrate on in order to make it sustainable in the long-term, and that it would take away resource that could be dedicated to other priorities for the charity. Having explored options for transfer the Board concluded that BAMBA was a good fit for the Mindful Workplace Community, as the organisation was starting to concentrate on community building within the mindfulness space and would run the MWC in a way that still aligns with The Mindfulness Initiative's charitable objectives. The Executive of the Mindfulness Initiative entered into full discussions around a transfer in early 2022, with the transfer being concluded under a Business Transfer Agreement dated 3 May 2022, which was also the date of the transfer. The transfer was communicated fully to MWC members prior to it taking place. The transfer was done on the

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2022

basis of £10 consideration and all contracts, deferred member income, business IP, trade debts, goodwill and business information, hosting rights to the MWC's web Mighty Network pages, and all other intellectual property rights were transferred.

The Mindfulness Initiative acted, through its workplace policy lead, Andrew McNeill, to input into the NICE guidelines on mental wellbeing, which were published in March 2022 and recommended mindfulness interventions be offered to employees for stress. The Mindfulness Initiative published two articles in external publications for HR managers and employers, to raise awareness of the new guidelines.

Mindfulness and the Justice System

Due to time and funding constraints there has not been as much progress in the criminal justice sector work for the Mindfulness Initiative as hoped. The Executive and Trustee Board continue to look for grant funding to support this element of the charity's work.

Mindfulness and Society

In the Spring of 2023, the Mindfulness Initiative published a new policy report *Reconnection: Meeting the Climate Crisis Inside Out*. Written by Mindfulness Initiative Co-director Jamie Bristow, editor Rosie Bell, and Christine Wamsler, Professor of Sustainability Science at LUCSUS, this report looks at the role of mindfulness and compassion as foundational capacities that could be used to strengthen the cognitive and emotional foundations of connection, and help inform a better response to the climate crisis.

A consultation draft of the report was launched in a live webinar in March 2022, chaired by the Mindfulness Initiative's chair, Katie White OBE, and with keynote presentations from Jon Kabat-Zinn, Jamie Bristow, and Christine Wamsler. A policy version of the report was published a month later, again with a live webinar, which was chaired by the charity's Co-Director, Ruth Ormston, and include presentations from Jamie Bristow, Professor Christine Wamsler, Caroline Lucas MP, Estonian member of parliament Yoko Alender, sustainability expert Tom Rivett-Carnac.

The report has received widespread feedback for the positive thought-leadership it has provided on the important role of inner development in meeting the external problems of the climate crisis, with Caroline Lucas MP describing the report as "brilliant... and fantastically important.". Mindfulness Initiative Co-director Jamie Bristow spoke at several key conferences, webinars and podcasts on the report (including The Decade podcast, a Garrison Institute webinar and Oxford Mindfulness Foundation podcast, and a Mind & Life podcast) as well as writing articles for publications on the same (including for Mindful Leader). The charity will continue to use the report to advocate for the importance of inner work in addressing some of the world's most complex and urgent issues.

At the end of 2022, the Mindfulness Initiative were delighted to be awarded a two-year grant from the Robert Ho Foundation to enable it to continue its work exploring the impact of mindfulness and compassion in relation to the climate crisis, by undertaking a mapping and engagement project specifically focussing on youth climate resilience.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2022

Supporting the development of the mindfulness sector

In 2022 the Mindfulness Initiative were honoured and excited to partner with the Hart Knowe Trust on the launch of a *Innovations in Mindfulness awards* programme, that aimed to recognise and celebrate the important creative work being done to make mindfulness training more diverse, inclusive, and beneficial, whilst also honouring the important evidence base that has built up around mindfulness interventions.

Innovations specialist Menka Sangvhi led this project, with a team consisting from the Hart Knowe Trust, Mindfulness Initiative co-director Ruth Ormston, and a project assistant. The team worked together to create the concept for the awards, and launch a webpage and accompanying applications process. Over 40 applications were received, and an awards ceremony was held in October 2022 where the winner, a Boxing and Mindfulness project aimed at young people won the overall award. As part of their prize, the Hart Knowe Trust generously agreed to sponsor a video for each of the four finalists, and so the Mindfulness Initiative and the Hart Knowe Trust continued to work together with a filmmaker on these into early 2023.

In 2023 the Hart Knowe Trust and the Mindfulness Initiative will continue to partner on innovation with integrity within the mindfulness sector, to ensure that mindfulness is accessible to more people.

Contribution made by volunteers

The volume and quality of work that The Mindfulness Initiative produces would not be possible without the input from a key number of stakeholders and experts who offer their insights and wisdom on a voluntary basis. Often to ensure that this resource is capitalised on, sector-working groups are established by the policy lead or co-lead in a particular sector. At other times, contributions are sought on a more ad-hoc project-by-project basis. Speakers at Mindfulness Initiative webinars give their time and expertise on a voluntary basis, and several reviewers and contributors to the *Reconnection* policy report also gave their time on a voluntary basis.

The trustees are incredibly grateful to its network of advisors and experts for the generous value they bring to the charity's work.

Financial Review

The charity generated income of £244,372 in the year (2021: £197,659). Total expenditure was £171,206 (2021: £191,061) resulting in a surplus of £73,166 (2021: £6,598) for the year, continuing to build a stable financial base for the charity.

At the year end the charity held free reserves of £92,978 (2020: £79,358).

The trustees and the executive team review the finances, budget and spend of The Mindfulness Initiative against projections as part of effective compliance and governance.

The Trustees do not consider there to be a material uncertainty that risks the ability of the charity to continue as a going concern.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2022

Reserves policy

The trustees agreed in 2022 to have free reserves of at least £50,000 in order to ensure the charity can continue to operate, meet its core staff costs and general expenditure for a period of time, and also have some unrestricted funds to respond effectively where there might be an urgent need for mindfulness-based research or education in a particular policy area, or in response to a public need. In 2023 / 2024 the Trustees intend to review their reserves policy in line with changes to staffing levels, and to core funding levels.

Structure, governance and management

Trustees are recruited and appointed or re-appointed in accordance with the charity's governing document and with relevant legislation.

The Trustees who were in office during the year were:

Trish Bartley
Ed Halliwell
Pauline Gibbs
Angela McCusker
Katie White OBE

In planning the activities of the charity the Trustees have given due regard to the Charity Commission's guidance on public benefit. The Trustees believe that the activities of the charity in the period confirm its ability to provide current and on-going benefit to the public.

Major decisions relating to strategies and policies are made by the trustees as a board. The board hold trustee meetings at least twice a year to carry out their functions – in 2022 it held 4 meetings. The day-to-day work of carrying out The Mindfulness Initiative's objectives has been delegated by the Trustees to the executive team, which this year consisted two co-directors (a non-statutory role, equivalent to the Chief Executive), Jamie Bristow, and Ruth Ormston. The Charity also recruited an operations manager as an addition to its core team, and a diversity, equity and inclusion policy officer as a consultant.

Ruth and Jamie are supported by a core team of sector-specific consultants, and a number of volunteer stakeholders and advisers in the field.

This year the Board of Trustees continued to keep its policies and procedures under review, including its Code of Conduct, safeguarding and sexual harassment policies—up to date copies of these policies are all available on the charity's website.

The trustees and the executive will keep the balance of the trustee board under review to ensure that it is representative of the mindfulness sector and is comprised of individuals who will be well placed to help the charity with strategy and oversight in meeting its charitable objectives. Because of the organisation's work, the trustees all need to be experienced mindfulness practitioners.

All of the above trustees act in an individual capacity and are unpaid. There are no corporate trustees, and none of the trustees hold title to property belonging to the charity.

Future plans

In 2023, The Mindfulness Initiative intends to continue to expand the work it has done on the role of mindfulness in underpinning agency and better decision-making, and its impact in political and public life.

A large part of the work in 2023 will be around continuing the advocacy from the *Reconnection* report, looking at how mindfulness and compassion can help with complex policy questions facing UK parliamentarians and other legislatures around the world. The Mindfulness Initiative also intends to publish its *Mindfulness in Politics* report in 2023, and an in-person launch event will be held to maximise engagement amongst politicians and policy makers. In terms of its sector work, the Mindfulness Initiative will continue to adopt a "top-down" approach, influencing debate and policy at the top levels of decision-making, to ensure that the benefits of mindfulness are opened up and made accessible to the public in an ethical and sustainable way. It supports this with foundational work in responding to briefings and areas of consultation where it feels mindfulness can be of benefit.

In 2022 the Mindfulness Initiative started to open up conversations with a number of donors coming to the end of a 3-year funding cycle. The majority of these donors have recommitted to the Mindfulness Initiative but for varying lengths of time and at different levels. The Mindfulness Initiative is therefore continuing to monitor its diversity of income, and in 2023, the Mindfulness Initiative is working with a pro-bono fundraiser to support with this.

In 2022 in addition to the grant received from the Robert Ho Foundation referred to above, the Mindfulness Initiative was delighted to continue conversations with the Hart Knowe Trust about partnering on further innovations in mindfulness work in 2023.

The Mindfulness Initiative

Trustees' report (continued) For the year ended 31 December 2022

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, applicable accounting regulations, and the provisions of the governing document. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Board of Trustees on 5 October 2023



.....
Trish Bartley
Trustee

The Mindfulness Initiative

Independent examiner's report to the trustees For the period ended 31 December 2022

I report to the trustees on my examination of the accounts of The Mindfulness Initiative (the Charity) for the period ended 31 December 2022.

Respective Responsibilities of trustees and examiner

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Caroline Clarke
Clarke + Wells
99 Western Road, Lewes, BN7 1RS

Caroline Clarke
Date: 10th October 2023

The Mindfulness Initiative

Statement of financial activities

For the period ended 31 December 2022

		Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	Note	£	£	£	£
Income from					
Donations and legacies	2	143,683	93,183	236,866	183,682
Other income	3	7,506	-	7,506	13,977
Total income		151,189	93,183	244,372	197,659
Expenditure on					
Raising funds	4	321	-	321	497
Charitable activities	4	140,759	30,126	170,885	190,564
Total expenditure		141,080	30,126	171,206	191,061
Net income and net movement in funds		10,109	63,057	73,166	6,598
Fund balances brought forward		84,282	14,000	98,282	91,684
Total funds carried forward	11	94,391	77,057	171,448	98,282

The notes on pages 14 to 20 form part of these financial statements.

The statement of financial activities contains all recognised gains and losses for the financial period.

The results for the period all relate to continuing activities.

The Mindfulness Initiative

Balance sheet As at 31 December 2022

	Note	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	6		1,413		4,924
Current assets					
Debtors	7	68,099		14,442	
Cash at bank and in hand		118,909		111,818	
		187,008		126,260	
Current liabilities					
Creditors: amounts falling due within one year	8	(16,973)		(32,902)	
Net current assets			170,035		93,358
Net assets			171,448		98,282
Funds					
Restricted funds	9		77,057		14,000
Unrestricted fund	10		94,391		84,282
Total funds			171,448		98,282

Approved by the Board of Trustees on 3 October 2023 and signed on its behalf by:



.....
Trish Bartley
Trustee

The Mindfulness Initiative

Balance sheet

As at 31 December 2022

The notes on pages 14 to 20 form part of these financial statements

1. Principal accounting policies

1.1 Accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Advantage has been taken of the exemption for charities with income less than £500,000 from preparing a cash flow statement under SORP (FRS 102) Update Bulletin 1 (issued February 2016).

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees, having considered the impact of COVID-19 on the organisation as referred to in the trustees' report, consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Income

Donation income is recognised in the year in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Trading income, including sponsorship income, is recognised when the charity is entitled to receipt and the amount can be measured with reasonable certainty.

1.3 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

1.4 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	33% straight line
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1.5 Taxation

The Mindfulness Initiative is a registered charity and is not liable to United Kingdom income tax or corporation tax on its charitable activities.

Notes to the financial statements
For the period ended 31 December 2022

1. Principal accounting policies (continued)

1.6 Funds

Restricted funds represent voluntary income or grants which have been received for the purposes set out in note 9. The application of these funds is restricted by the expressed wishes of the donor or the terms of the grant.

Unrestricted funds are donations and other income receivable or generated for the objects of the charity without specified purpose.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. The charity does not currently have any bank loans.

2. Donation income

	2022	2021
	£	£
Donations from trusts, foundations and organisations	234,056	170,990
Donations from individuals	2,810	12,692
	<u>236,866</u>	<u>183,682</u>

3. Other income

	2022	2021
	£	£
Membership	5,645	11,853
Other income	1,861	2,124
	<u>7,506</u>	<u>13,977</u>

Notes to the financial statements
For the period ended 31 December 2022

4. Expenditure	2022	2021
	£	£
Raising funds:		
Bank charges	321	497
Charitable activities:		
Management and administration	85,053	79,459
Accountancy and independent examination fees	2,700	2,700
Consultancy costs	32,641	76,015
Other direct costs	29,657	12,666
Other administrative costs	20,834	19,724
	170,885	190,564
Total expenditure	171,206	191,061
5. Staff costs	2022	2021
	£	£
Wages and salaries	77,870	73,641
Social security costs	4,537	3,350
Pension costs	2,520	2,396
	84,927	79,387

The average monthly number of employees was 3 (2021: 3).

No employee received a salary of more than £60,000 per annum in the period (2021: nil).

The trustees and Co-Directors are considered to be the key management personnel of the charity. Aggregate remuneration costs for the key management personnel, including employer's NI and employer's pension cost, was £91,024 (2021: £77,910).

No trustee expenses were reimbursed during the period, and no trustee received any remuneration during the period.

6. Tangible fixed assets

	Computer equipment £
Cost	
At 31 December 2021	11,733
Additions	1,212
Disposals	(10,434)
At 31 December 2022	2,511
Depreciation and impairment	
At 31 December 2021	6,809
Charge in the year	1,825
Disposals	(7,536)
At 31 December 2022	1,098
Carrying amount	
At 31 December 2022	1,413
At 31 December 2021	4,924

7. Debtors

	2022 £	2021 £
Accrued income	63,530	6,714
Other debtors	4,569	7,728
	68,099	14,442

Notes to the financial statements
For the period ended 31 December 2022

8. Creditors: amounts falling due within one year

	2022 £	2021 £
Other creditors	8,307	19,619
Deferred income	-	9,227
Accruals	8,667	4,056
	<u>16,974</u>	<u>32,902</u>

9. Restricted funds

	Balance at 31 December 2021 £	Income £	Expenditure £	Balance at 31 December 2022 £
Year to 31 December 2022:				
Emergence Foundation	2,000	-	(2,000)	-
Network for Social Change	12,000	-	(930)	11,070
HSBC Workplace Project	-	25,000	(4,996)	20,004
Innovations in Mindfulness				
Awards	-	22,200	(22,200)	-
Youth climate change	-	45,983	-	45,983
	<u>14,000</u>	<u>93,183</u>	<u>(30,126)</u>	<u>77,057</u>

	Balance at 31 December 2020 £	Income £	Expenditure £	Balance at 31 December 2021 £
Year to 31 December 2021:				
Emergence Foundation	11,300	12,500	(21,800)	2,000
Network for Social Change	13,300	-	(1,300)	12,000
MISP Project	-	5,000	(5,000)	-
	<u>24,600</u>	<u>17,500</u>	<u>(28,100)</u>	<u>14,000</u>

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2022

The purpose of restricted funds is as follows:

Emergence Foundation - funding for climate change work

Network for Social Change - funding for Mindfulness and Politics project

Innovations in Mindfulness Awards - an awards programme run in partnership with the Hart Knowe Trust intended to celebrate and recognise innovation within the mindfulness sector, whilst honouring the important evidence base underpinning mindfulness interventions.

Youth climate resilience project - a mapping and engagement project intended to look at the extent to which mindfulness, compassion and contemplative practice are used to support climate youth resilience.

MISP Project - funding for an initial mapping project for mindfulness in education

HSBC Workplace funding - Advancing the education around mindfulness in the workplace.

10. Unrestricted funds

	Balance at 31 December 2021	Income	Expenditure	Balance at 31 December 2022
Year to 31 December 2022:		£	£	£
General funds	84,282	151,189	(141,080)	94,391
	<u>84,282</u>	<u>151,189</u>	<u>(141,080)</u>	<u>94,391</u>
	Balance at 31 December 2020	Income	Expenditure	Balance at 31 December 2021
Year to 31 December 2021:		£	£	£
General funds	67,084	180,159	(162,961)	84,282
	<u>67,084</u>	<u>180,159</u>	<u>(162,961)</u>	<u>84,282</u>

11. Analysis of funds by net assets

	Unrestricted Funds	Restricted Funds	Total Funds
2022:	£	£	
Fixed assets	1,413	-	1,413
Current assets	109,951	77,057	187,008
Creditors: amounts falling due within one year	(16,973)	-	(16,973)
	<u>94,391</u>	<u>77,057</u>	<u>171,448</u>

Notes to the financial statements
For the period ended 31 December 2022

2021:	Unrestricted	Restricted	Total
£	Funds	Funds	Funds
	£	£	
Fixed assets	4,924	-	4,924
Current assets	112,260	14,000	126,260
Creditors: amounts falling due within one year	(32,902)	-	(32,902)
	<u>84,282</u>	<u>14,000</u>	<u>98,282</u>

12. **Related party transactions**

The charity paid R Bell, spouse of J Bristow, a total of £7,740 during the period for consultancy and copywriting services (2021: £4,991).

During 2021, no trustees made donations (2021: none). There were no other related party transactions during the period.

13. **Statement of financial activities comparative**

	Unrestricted	Restricted	Total
	Funds	Funds	Funds
	2021	2021	2021
		£	£
Income from			
Donations and legacies	166,182	17,500	183,682
Other income	13,977	-	13,977
	<u>180,159</u>	<u>17,500</u>	<u>197,659</u>
Total income			
Expenditure on			
Raising funds	497	-	497
Charitable activities	162,464	28,100	190,564
	<u>162,961</u>	<u>28,100</u>	<u>191,061</u>
Total expenditure			
Net income and net movement in funds	17,198	(10,600)	6,598

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2022

Fund balances brought forward	67,084	24,600	91,684
Total funds carried forward	84,282	14,000	98,282

THE MINDFULNESS INITIATIVE

England & Wales - Charity number 1179834

Accounts

The Mindfulness Initiative

**Trustees' Report and Financial Statements
For the year ended 31 December 2021**

The Mindfulness Initiative

Contents

	Page
Trustees' and charity information	1
Trustees' report	2
Independent examiner's report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14

The Mindfulness Initiative

Trustees' and charity information

Trustees

Katie White OBE (Chair)
Trish Bartley
Edmund Halliwell
Pauline Gibbs (appointed 11 March 2021)
Angela McCusker (appointed 11 March 2021)

Registered address

The Mindfulness Initiative, Creative Works, 1st Floor, 7
Blackhorse Lane, LONDON, E17 6DS

Charity number

1179834

Independent examiner

Caroline Clarke
Clarke + Wells
99 Western Road
Lewes
BN7 1RS

Bankers

Unity Trust Bank
PO Box 7193
Planetary Road
Willenhall
WV1 9DG

The Mindfulness Initiative

Trustees' report

For the year ended 31 December 2021

The trustees present their annual report and financial statements of the charity for the year ended 31 December 2021.

Legal status and constitution

The charitable incorporated organisation (CIO) is incorporated under the Charities Act 2011 and is governed by its constitution document dated 29 August 2018.

The CIO was registered with the Charities Commission on 6 September 2018 and its registration number is 1179834

Objectives and activities

The Mindfulness Initiative is an independent and secular think tank working to advance education for the public benefit in the practice and science of mindfulness and compassion training, and in furthering this to:

- Supply education, research and other services to members of the UK parliament and civil service to help them inquire into the practice, science and benefits of mindfulness and compassion training within public services and policy making, and extend such education, research and other services to the legislative systems of other countries.
- Educate leaders, professionals and service commissioners about the practice, science and benefits of mindfulness and compassion training in all sectors.
- Promote education and research into mindfulness and compassion training programmes of all kinds and make this research and training accessible to the public.
- Support the further development of mindfulness, compassion and other contemplative mind-training programmes by cooperating with mindfulness organisations, academics and practitioners internationally, including by convening and facilitating conferences, seminars and other gatherings to share information and coordinate research.

In order to achieve its objectives, the Mindfulness Initiative carried out the following activities:

- working closely with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK parliament to put on events that advanced the education of policy makers on current research and practice relating to the science and benefits of mindfulness and compassion training
- working to extend education on mindfulness beyond the UK parliament to other legislative systems across the globe
- influencing policy work through sector-specific research, briefing papers and events
- organising and participating in events to expand the reach of mindfulness and compassion-based approaches
- supporting the development of mindfulness programmes

The Mindfulness Initiative works to ensure that its programmes are inclusive and responsive to the needs of those who may benefit from its work.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2021

Achievements and performance

The Mindfulness Initiative continued, as every other charity in the UK in 2021, to be severely impacted by COVID-19. As such, in line with governance guidance, the majority of its 2021 activities took place online rather than in person, although there were signs of that changing towards the end of the year.

Mindfulness Initiative staff and consultants have always worked remotely and in different locations, and the charity already conducted a lot of its day-to-day business and meetings online. The adaption needed during lockdowns was therefore relatively minimal and involved no costs to the charity.

The Mindfulness Initiative continued to participate in a large number of events and conferences online throughout the year, and to significantly input on policy and sector work by producing reports, guides and briefings.

The charity also ensured that its approach towards achieving its charitable objectives continued to take into account the understandable shift in policy priorities that took place as a result, and the mental health impact of the pandemic on the general public.

The Deputy Director of the charity, Ruth Ormston was on maternity leave for much of 2021, and returned to join Jamie Bristow as Co-Director at the end of the year. Maternity cover was provided to ensure the continued smooth operation of the charity, but there were certain key policy projects where completion was intentionally rolled over to 2022 to ensure that there would be sufficient resource from both directors to maximise reach and impact.

Working with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK Civil Service

The Mindfulness Initiative acts as clerk to the MAPPG who continued to hold meetings online during 2021. A large part of the focus for the MAPPG in 2021 continued to be the mental health impact of the pandemic on people, and the role that mindfulness could play in supporting people's resilience during lockdown and beyond.

The MAPPG also looked at the wider role of mindfulness in politics, hearing from academics on the research and academic work that is starting to be done on the role of mindfulness in addressing political polarisation.

The Mindfulness Initiative continued to work on a 'Mindfulness in Politics' project, looking at the impact of mindfulness on political discourse and decision-making. The charity worked with a researcher who finished interviews with various members of the House of Commons and House of Lords, as well as a group discussion. Due to staff availability, the final report will now be produced in 2022.

International Work

The Mindfulness Initiative continues to convene a network of representatives from legislatures from around 30 other countries, arranging regular peer support calls. The Mindfulness Initiative has supported advocates in over 10 countries to introduce training in their national parliaments, and has also supported particular nations who are looking to translate the UK's *Mindful Nation* report into their own language and conduct their own policy inquiries.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2021

Sector-specific education about the benefits of mindfulness and compassion training

Publications, leading thought-pieces, and presentations at events and conferences are the primary outlets The Mindfulness Initiative uses to achieve its charitable purposes in advancing the education of policy makers. In 2021, the majority of the presentations given by the charity were done online, given the COVID-19 pandemic and the fact that many of the Mindfulness Initiative's events are international.

The approach of The Mindfulness Initiative to its sector-specific education work has been to appoint leading experts in the field to work with the charity on a consultancy basis, with the small central executive of the charity coordinating, directing and helping to produce the output of these workstreams. This continued to be the case throughout 2021.

The annual accounts show the consultancy costs incurred in engaging experts, as well as the production of publications and attendance at events. In order to ensure an efficient use of its funds, the experts that are engaged by The Mindfulness Initiative continue to be contracted on a time-limited basis.

By working with those who are already highly expert and well-connected in these fields, the Mindfulness Initiative is able to maximise its impact, ensuring output is of a consistently excellent standard and that the charity is a trusted voice for those working in the sector, as well as relevant policy makers. This is a "top-down" approach – by targeting those working in, and making the policy for, these sectors, the Mindfulness Initiative aims to have a positive impact on sector structures and practices, thereby delivering public benefit.

Mindfulness and Education

In March 2021, the charity published *Implementing Mindfulness in Schools: An Evidence-Based Guide*, a comprehensive handbook on mindfulness and education, written by the charity's education policy co-leads Professor Katherine Weare and Adrian Bethune.

The document was produced after consultation with leading experts in the field of mindfulness and education (all of whom acted in a voluntary capacity) and was produced to be a key resource for all teachers, educators and senior leader team members interested in implementing mindfulness within their schools. This robust guide covers what mindfulness is (including the neuroscience behind it), the evidence base, the outcomes of mindfulness in schools for both students and teachers, and the practical considerations around successfully implementing an ethical and sustainable mindfulness programme within a school setting. The guide also emphasises the importance of looking at how to embed mindfulness within a whole school approach.

The guide was launched by an online webinar with both authors and charity director Jamie Bristow, and has received significant praise within the mindfulness sector, with Professor Jon Kabat-Zinn giving a "deep bow of appreciation for the incredible (elegant and balanced) work of The Mindfulness Initiative".

Mindfulness and Health

Former chief executive of the Mental Health Foundation, Jenny Edwards CBE has continued to lead our work in health.

In 2021, the charity maintained its engagement with the National Institute for Health and Care Excellence (NICE), examining how the evidence base for mindfulness is being drawn upon in NICE guidelines.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2021

The final set of draft guidelines for the management of depression in adults were published by NICE in November 2021. The Mindfulness Initiative was pleased to see that mindfulness was, for the first time, recommended as a potential treatment option for adults currently experiencing an episode of less severe depression. The charity continued to liaise with key academics involved in the research into mindfulness and depression, and those implementing evidence-based programmes for people with depression in order to put together a final consultation response to those draft guidelines, which was submitted in early 2022.

Throughout 2021, the charity continued to correspond and hold meetings with representatives from NICE, including those working on public and patient experience. The charity introduced the NICE evidence team to a patient who spoke very powerfully about lived experience and how mindfulness had helped, which resulted in her being asked to join the patient panel.

The charity also continued to offer guidance and support to academics and programmes working in the area of mindfulness and pain, liaising with NICE to seek further clarification on the research and evidence that would be needed for mindfulness to be included in any NICE guidelines on pain management, and exploring the options with researchers and academics in bringing those to practical fruition.

Finally, the charity continued to explore with NICE the emerging use of mindfulness programmes to assist with long covid, and whether there were any developments that it could contribute evidence to.

Mindfulness and the Workplace

This year Former Civil Service Director Andrew McNeal continued to work with fellow consultant Theresa Dzendrowskyj to grow The Mindful Workplace Community (MWC), an international, subscription-based community of mindfulness trainers, champions and organisations with a specific interest in sharing best practice on mindfulness in the workplace. The MWC launched in 2020 almost immediately prior to the Covid-19 pandemic, and moved to being an entirely online community. This had the unexpected benefit of creating a truly international community, and so MWC events, webinars and sharing forums continued to take place online throughout 2021.

The MWC held an exciting range of events, including a festival of inclusion, which was a series of webinars designed to look at what a truly inclusive, mindful workplace looks like. Speakers as part of this included Miia Chambers, Elizabeth Mpyisi and Dr. Georgina Budd.

The MWC also held an event with Vidyamala Birch from Breathworks and the charity's health lead, Jenny Edwards CBE, looking at the impact of long-Covid and the potential ways in which mindfulness can help.

The MWC also partnered with the Mindfulness in Law Group in the UK, a forum that provides free mindfulness sessions to those working within the legal profession, to help host its first mindfulness in the law symposium online, which had attendees from the UK and internationally.

The MWC also established member-led networks for particular groups, such as a trainers forum, which met monthly, offering peer support and discussions on topics of interest.

In May 2022, the Mindful Workplace Community was successfully transferred to a not-for profit organisation, The British Association of Mindfulness Based Approaches (BAMBA) on the basis that the community sits well within BAMBA's strategy of community-based growth, and will be able to continue and flourish under its care in a way that still aligns with The Mindfulness Initiative's charitable objectives.

The Mindfulness Initiative

Trustees' report (continued) For the year ended 31 December 2021

Mindfulness and the Justice System

Due to time constraints of the relevant sector stakeholders during the pandemic, there continued to be a lack of progress on work within the Criminal Justice Sector. However, the executive team worked with Byron Lee, consultant and policy lead for the charity in this area, who established and convened a forum of key individuals working with mindfulness within criminal justice to offer input and expertise on how best to take things forward, and help map out the current activities and priorities within the sector. The charity plans to continue with its efforts to engage with relevant stakeholders in 2022.

Mindfulness and Society

To further its objectives of advancing education on mindfulness for the public benefit, The Mindfulness Initiative also looked at the potential of mindfulness and compassion-based research and practice to address wider non-sector-specific, policy issues. In 2021, the charity continued the dialogue around its discussion document *Mindfulness: Developing Agency in Urgent Times*, presenting it to a number of different forums to help reach wider audiences.

This included commissioning a series of essays from experts and practitioners in response to the discussion paper. These were published in a collection, and an event was held with a number of the contributors. This activity has generated on-going dialogue around our thought leadership— that is, our proposal that mindfulness can be most helpfully understood as a foundational capacity that can help strengthen our sense of both individual and collective agency so that we can better address some of the world's more entrenched and urgent issues.

The Mindfulness Initiative built on the platform established by the *Agency in Urgent Times* discussion paper through work on two key projects in 2021 – one project looking at mindfulness in politics, and the other looking at the potential for mindfulness to increase responsiveness and resilience to the climate crisis. The latter work was supported by a grant from the Emergence Foundation, and was done in collaboration with Professor Christine Wamsler, leading sustainability academic from Lund University Centre for Sustainability Studies. Professor Wamsler and Jamie Bristow conducted and analysed over 25 in-depth interviews with national and transnational politicians and policymakers, and began work on both an academic paper, and a policy report, both of which are intended for publication in early 2022.

Organising and participating in events to expand the reach of mindfulness and compassion-based approaches.

The Mindfulness Initiative has continued to be represented at a number of online events this year. In addition to the events already mentioned, other activity included the charity's international network lead, former MP Chris Ruane, speaking at the Mindfulness Brazil festival, and the charity's director Jamie Bristow presenting to the inaugural International Mindfulness in Defence Symposium, convened by the UK's Ministry of Defence, in addition to a number of sector conferences. Ruth Ormston gave talks to the Collaborative Law Project in the US, and to an organisation called Cityparents around the attention economy and the role mindfulness can play in helping us restore a sense of agency around where we place our attention.

Supporting the development of the mindfulness sector

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2021

The Mindfulness Initiative continues to work closely with the key stakeholders and organisations within the mindfulness teaching and teacher-training sector, with a view to helping, encouraging and promoting best practice. It does this through regular meetings with key stakeholders individually, as well as convening strategy meetings between a number of stakeholders that provide the opportunity for people to share their view of the risks, challenges and opportunities for the mindfulness sector, and how The Mindfulness Initiative can support them. In late 2021, the Mindfulness Initiative coordinated an in-person strategy meeting for the charity, which brought together representatives and heads from some of the leading mindfulness training sectors and organisations within the UK.

As set out above under the various sector headings, The Mindfulness Initiative has continued to support the development of a robust evidence-base within the mindfulness sector and has had a particular focus on education and the workplace this year.

Finally, the Mindfulness Initiative continues to collate and distribute key pieces of information relating to mindfulness to the sector as a whole – one way it does this is to curate a list of 'mindfulness in the news' stories each month, which it puts on the charity's website and circulates via its newsletter.

Contribution made by volunteers

The volume and quality of work that The Mindfulness Initiative produces would not be possible without the input from a key number of stakeholders and experts who offer their insights and wisdom on a voluntary basis. Often to ensure that this resource is capitalised on, sector-working groups are established by the policy lead or co-lead in a particular sector. At other times, contributions are sought on a more ad-hoc project-by-project basis. Speakers at events such as the MWC webinars give their time and expertise on a voluntary basis.

The trustees are incredibly grateful to its network of advisors and experts for the generous value they bring to the charity's work.

Financial Review

The charity generated income of £197,659 in the year (2020: £215,805). Total expenditure was £191,061 (2020: £187,320) resulting in a surplus of £6,598 (2020: £28,485) for the year, continuing to build a stable financial base for the charity.

At the year end the charity held free reserves of £79,358 (2020: £58,249).

The trustees and the executive team review the finances, budget and spend of The Mindfulness Initiative against projections as part of effective compliance and governance.

The Trustees do not consider there to be a material uncertainty that risks the ability of the charity to continue as a going concern. As part of this review, Trustees have considered the ongoing impact of COVID-19, details of which are shown below.

Reserves policy

The Mindfulness Initiative

Trustees' report (continued) For the year ended 31 December 2021

The trustees agreed to have free reserves of at least £50,000 in order to ensure the charity can continue to operate, meet its core staff costs and general expenditure for a period of time, and also have some unrestricted funds to respond effectively where there might be an urgent need for mindfulness-based research or education in a particular policy area, or in response to a public need. This year the Trustees are continuing to take a cautious approach to reserves given the uncertainty around Covid-19 and the fact that the charity is coming towards the end of a 3-year funding cycle with key funders.

Structure, governance and management

Trustees are recruited and appointed in accordance with the charity's governing document and with relevant legislation.

The Trustees who were in office during the year were:

Trish Bartley
Ed Halliwell
Pauline Gibbs
Angela McCusker
Elizabeth Mpyisi
Katie White OBE

In March 2021, Elizabeth Mpyisi stood down as a trustee, and Angela McCusker and Pauline Gibbs were appointed as new trustees. They were appointed following an assessment of the skills of the remaining trustees, and an open and transparent application and interview process, conducted in line with Charity Commission guidance.

In planning the activities of the charity the Trustees have given due regard to the Charity Commission's guidance on public benefit. The Trustees believe that the activities of the charity in the period confirm its ability to provide current and on-going benefit to the public.

Major decisions relating to strategies and policies are made by the trustees as a board. The board hold trustee meetings at least twice a year to carry out their functions. The day-to-day work of carrying out The Mindfulness Initiative's objectives has been delegated by the Trustees to the executive team, which this year consisted of Director (a non-statutory role, equivalent to the Chief Executive), Jamie Bristow, and Ruth Ormston, who became Co-Director in November 2021. During Ruth's maternity leave (March – November 2021) the charity recruited a consultant, Pilar Puig, to assist with the operational running of the charity.

Ruth and Jamie are supported by a core team of sector-specific consultants, and a number of volunteer stakeholders and advisers in the field. The Mindfulness Initiative also recruited a part-time external affairs assistant in the Autumn of 2020 to assist with the MWC work and with various administrative and operational tasks for the charity – they continued to work for the charity throughout 2021.

This year the Board of Trustees continued to keep its policies and procedures under review, starting a review of its current Code of Conduct, safeguarding and sexual harassment policies in late 2021 – this review was completed in 2022 and up to date copies of these policies are all available on the charity's website.

New trustee appointments require the approval of the trustees at a trustee meeting. The appointment of Pauline Gibbs and Angela McCusker was formally approved at a Trustee meeting held on 11 March 2021.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2021

The trustees and the executive will keep the balance of the trustee board under review to ensure that it is representative of the mindfulness sector and is comprised of individuals who will be well placed to help the charity with strategy and oversight in meeting its charitable objectives. Because of the organisation's work, the trustees all need to be experienced mindfulness practitioners.

All of the above trustees act in an individual capacity and are unpaid. There are no corporate trustees, and none of the trustees hold title to property belonging to the charity.

Future plans

In 2022, The Mindfulness Initiative intends to continue to expand the work it has done on the role of mindfulness in underpinning agency and better decision-making, and its impact in political and public life. As well as continuing to work on its education advancement across the specific sectors identified in the *Mindful Nation UK* report, the trustees will continue to grow The Mindfulness Initiative's work looking at how mindfulness and compassion can help with complex policy questions facing UK parliamentarians and other legislatures around the world. Outputs from two core projects, Mindfulness in Politics, and mindfulness and the climate crisis will be published in 2022. The Mindfulness Initiative will continue to adopt a "top-down" approach, influencing debate and policy at the top levels of decision-making, to ensure that the benefits of mindfulness are opened up and made accessible to the public in an ethical and sustainable way. It supports this with foundational work in responding to briefings and areas of consultation where it feels mindfulness can be of benefit.

Impact of Covid-19

As outlined above, the impact of Covid-19 on The Mindfulness Initiative's operations was not so great as it might have been because the employees are all used to remote working. The major change was to the charity's events programmes, and access to parliament in connection with clerking the All Party Parliamentary Group. There were reduced costs in certain budget areas because of the pandemic, such as office space, and travel.

The Mindfulness Initiative is coming to the end of a 3-year funding cycle with a number of donors, and so the impact of the pandemic is likely to become apparent if those donors are not able to reinvest in the charity going forwards. This is something that the trustees monitored and reviewed throughout 2021 and are continuing to keep under review in 2022, with a view to diversifying income streams.

The Mindfulness Initiative

Trustees' report (continued) For the year ended 31 December 2021

Statement of trustees' responsibilities

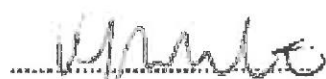
The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, applicable accounting regulations, and the provisions of the governing document. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Board of Trustees on 17 October 2022


Katie White, OBE
Trustee

October 17th

The Mindfulness Initiative

Independent examiner's report to the trustees For the period ended 31 December 2021

I report to the trustees on my examination of the accounts of The Mindfulness Initiative (the Charity) for the period ended 31 December 2021.

Respective Responsibilities of trustees and examiner

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Caroline Clarke
Clarke + Wells
99 Western Road, Lewes, BN7 1RS

Date:
19 October 2022

The Mindfulness Initiative

Statement of financial activities

For the period ended 31 December 2021

		Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021	Total Funds 2020
	Note	£	£	£	£
Income from					
Donations and legacies	2	166,182	17,500	183,682	202,166
Other income	3	13,977	-	13,977	13,639
Total income		180,159	17,500	197,659	215,805
Expenditure on					
Raising funds	4	497	-	497	427
Charitable activities	4	162,464	28,100	190,564	186,893
Total expenditure		162,961	28,100	191,061	187,320
Net income and net movement in funds		17,198	(10,600)	6,598	28,485
Fund balances brought forward		67,084	24,600	91,684	63,199
Total funds carried forward	11	84,282	14,000	98,282	91,684

The notes on pages 14 to 20 form part of these financial statements.

The statement of financial activities contains all recognised gains and losses for the financial period.

The results for the period all relate to continuing activities.

The Mindfulness Initiative

Balance sheet As at 31 December 2021

	Note	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	6		4,924		8,835
Current assets					
Debtors	7	14,442		9,884	
Cash at bank and in hand		111,818		89,744	
		<u>126,260</u>		<u>99,628</u>	
Current liabilities					
Creditors: amounts falling due within one year	8	(32,902)		(16,779)	
Net current assets			<u>93,358</u>		<u>82,849</u>
Net assets			<u>98,282</u>		<u>91,684</u>
Funds					
Restricted funds	9		14,000		24,600
Unrestricted fund	10		84,282		67,084
Total funds			<u>98,282</u>		<u>91,684</u>

Approved by the Board of Trustees on 17 October 2022 and signed on its behalf by:


Katie White, OBE
Trustee

17th Oct 2022

The notes on pages 14 to 20 form part of these financial statements

1. Principal accounting policies

1.1 Accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Advantage has been taken of the exemption for charities with income less than £500,000 from preparing a cash flow statement under SORP (FRS 102) Update Bulletin 1 (issued February 2016).

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees, having considered the impact of COVID-19 on the organisation as referred to in the trustees' report, consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Income

Donation income is recognised in the year in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Trading income, including sponsorship income, is recognised when the charity is entitled to receipt and the amount can be measured with reasonable certainty.

1.3 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

1.4 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	33% straight line
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1.5 Taxation

The Mindfulness Initiative is a registered charity and is not liable to United Kingdom income tax or corporation tax on its charitable activities.

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2021

1. Principal accounting policies (continued)

1.6 Funds

Restricted funds represent voluntary income or grants which have been received for the purposes set out in note 9. The application of these funds is restricted by the expressed wishes of the donor or the terms of the grant.

Unrestricted funds are donations and other income receivable or generated for the objects of the charity without specified purpose.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. The charity does not currently have any bank loans.

2. Donation income

	2021 £	2020 £
Donations from trusts, foundations and organisations	170,990	189,149
Donations from individuals	12,692	13,017
	<u>183,682</u>	<u>202,166</u>

3. Other income

	2021 £	2020 £
Membership	11,853	13,165
Other income	2,124	474
	<u>13,977</u>	<u>13,639</u>

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2021

4.	Expenditure	2021	2020
		£	£
	Raising funds:		
	Bank charges	497	427
	Charitable activities:		
	Management and administration	79,459	73,183
	Accountancy and independent examination fees	2,700	2,700
	Consultancy costs	76,015	90,652
	Other direct costs	12,666	10,282
	Other administrative costs	19,724	10,076
		<u>190,564</u>	<u>186,893</u>
	Total expenditure	<u>191,061</u>	<u>187,320</u>
5.	Staff costs	2021	2020
		£	£
	Wages and salaries	73,641	67,981
	Social security costs	3,350	2,821
	Pension costs	2,396	1,781
		<u>79,387</u>	<u>72,583</u>

The average monthly number of employees was 3 (2020: 1.9).

No employee received a salary of more than £60,000 per annum in the period (2020: nil).

The trustees, Director, Co-Director (from October 2021) and Deputy Director (to October 2021) are considered to be the key management personnel of the charity. Aggregate remuneration costs for the key management personnel, including employer's NI and employer's pension cost, was £77,910 (2020: £70,773).

No trustee expenses were reimbursed during the period, and no trustee received any remuneration during the period.

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2021

6. Tangible fixed assets

	Computer equipment £
Cost	
At 31 December 2021 and 2020	11,733
Depreciation and impairment	
At 31 December 2020	2,898
Charge in the year	3,911
At 31 December 2021	6,809
Carrying amount	
At 31 December 2021	4,924
At 31 December 2020	8,835

7. Debtors

	2021 £	2020 £
Accrued income	6,714	3,652
Other debtors	7,728	6,232
	14,442	9,884

8. Creditors: amounts falling due within one year

	2021 £	2020 £
Other creditors	9,227	5,789
Deferred income	19,619	4,065
Accruals	4,056	6,925
	32,902	16,779

The Mindfulness Initiative

Notes to the financial statements For the period ended 31 December 2021

9. Restricted funds

	Balance at 31 December 2020	Income	Expenditure	Balance at 31 December 2021
Year to 31 December 2021:	£	£	£	£
Emergence Foundation	11,300	12,500	(21,800)	2,000
Network for Social Change	13,300	-	(1,300)	12,000
MISP Project	-	5,000	(5,000)	-
	<u>24,600</u>	<u>17,500</u>	<u>(28,100)</u>	<u>14,000</u>

	Balance at 31 December 2019	Income	Expenditure	Balance at 31 December 2020
Year to 31 December 2020:	£	£	£	£
Henry C Hoare Charitable Trust	-	10,000	(10,000)	-
Emergence Foundation	-	12,500	(1,200)	11,300
Network for Social Change	-	14,200	(900)	13,300
Maitri Foundation	-	2,000	(2,000)	-
Donations	-	50	(50)	-
	<u>-</u>	<u>38,750</u>	<u>(14,150)</u>	<u>24,600</u>

The purpose of restricted funds is as follows:

Emergence Foundation - funding for climate change work

Network for Social Change - funding for Mindfulness and Politics project

MISP Project - funding for an initial mapping project for mindfulness in education

Henry C Hoare Charitable Trust - to fund education projects

Maitri Foundation - funding towards Education and the Mindful Workplace Community

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2021

10. Unrestricted funds

	Balance at 31 December 2020	Income	Expenditure	Balance at 31 December 2021
Year to 31 December 2021:		£	£	£
General funds	67,084	180,159	(162,961)	84,282
	<u>67,084</u>	<u>180,159</u>	<u>(162,961)</u>	<u>84,282</u>
	Balance at 31 December 2019	Income	Expenditure	Balance at 31 December 2020
Year to 31 December 2020:		£	£	£
General funds	63,199	177,055	(173,170)	67,084
	<u>63,199</u>	<u>177,055</u>	<u>(173,170)</u>	<u>67,084</u>

11. Analysis of funds by net assets

	Unrestricted Funds £	Restricted Funds £	Total Funds £
2021:			
Fixed assets	4,924	-	4,924
Current assets	112,260	14,000	126,260
Creditors: amounts falling due within one year	(32,902)	-	(32,902)
	<u>84,282</u>	<u>14,000</u>	<u>98,282</u>
	Total Funds £	Unrestricted Funds £	Restricted Funds £
2020:			
Fixed assets	8,835	-	8,835
Current assets	75,028	24,600	99,628
Creditors: amounts falling due within one year	(16,779)	-	(16,779)
	<u>67,084</u>	<u>24,600</u>	<u>91,684</u>

12. Related party transactions

The charity paid R Bell, spouse of J Bristow, a total of £4,991 during the period for consultancy and copywriting services (2020: £6,009).

During 2021, no trustees made donations (2020: 1 trustee donation of £20). There were no other related party transactions during the period.

13. Post balance sheet events

The Covid-19 crisis continues to affect the world economy. Although it is not expected to impact on the Charity's funding in 2022, it could have an impact on funding for future years. Trustees will therefore continue to monitor and keep this under review.

14. Statement of financial activities comparative

	Unrestricted Funds 2020	Restricted Funds 2020 £	Total Funds 2020 £
Income from			
Donations and legacies	163,416	38,750	202,166
Other income	13,639	-	13,639
Total income	177,055	38,750	215,805
Expenditure on			
Raising funds	427	-	427
Charitable activities	172,743	14,150	186,893
Total expenditure	173,170	14,150	187,320
Net income and net movement in funds	3,885	24,600	28,485
Fund balances brought forward	63,199	-	63,199
Total funds carried forward	67,084	24,600	91,684

Accounts

The Mindfulness Initiative

**Trustees' Report and financial statements
For the year ended 31 December 2020**

Contents

	Page
Trustees’ and charity information	1
Trustees’ report	2
Independent examiner’s report	11
Statement of financial activities	12
Balance sheet	13
Notes to the financial statements	14

The Mindfulness Initiative

Trustees' and charity information

Trustees

Trish Bartley
Katie White OBE (Chair)
Elizabeth Mpyisi (resigned 11 March 2021)
Edmund Halliwell
Angela McCusker (appointed 11 March 2021)
Pauline Gibbs (appointed 11 March 2021)

Registered address

18-20 Union Street, Sheffield, S1 2JP

Charity number

1179834

Independent examiner

Caroline Clarke
Andrew M Wells Accountancy
99 Western Road
Lewes
BN7 1RS

Bankers

Unity Trust Bank
PO Box 7193
Planetary Road
Willenhall
WV1 9DG

The Mindfulness Initiative

Trustees' report

For the year ended 31 December 2020

The trustees present their annual report and financial statements of the charity for the year ended 31 December 2020.

Legal status and constitution

The charitable incorporated organisation (CIO) is incorporated under the Charities Act 2011 and is governed by its constitution document dated 29 August 2018.

The CIO was registered with the Charities Commission on 6 September 2018 and its registration number is 1179834

Objectives and activities

The Mindfulness Initiative is an independent and secular think tank working to advance education for the public benefit in the practice and science of mindfulness and compassion training, and in furthering this to:

- Supply education, research and other services to members of the UK parliament and civil service to help them inquire into the practice, science and benefits of mindfulness and compassion training within public services and policy making, and extend such education, research and other services to the legislative systems of other countries.
- Educate leaders, professionals and service commissioners about the practice, science and benefits of mindfulness and compassion training in all sectors.
- Promote education and research into mindfulness and compassion training programmes of all kinds and make this research and training accessible to the public.
- Support the further development of mindfulness, compassion and other contemplative mind-training programmes by cooperating with mindfulness organisations, academics and practitioners internationally, including by convening and facilitating conferences, seminars and other gatherings to share information and coordinate research.

In order to achieve its objectives, the Mindfulness Initiative carried out the following activities:

- working closely with the Mindfulness All-Party Parliamentary Group (MAPPG) and UK parliament to put on events that advanced the education of policy makers on current research and practice relating to the science and benefits of mindfulness and compassion training
- working to extend education on mindfulness beyond the UK parliament to other legislative systems across the globe
- influencing policy work through sector-specific research, briefing papers and events
- organising and participating in events to expand the reach of mindfulness and compassion-based approaches
- supporting the development of mindfulness programmes

The Mindfulness Initiative works to ensure that its programmes are inclusive and responsive to the needs of those who may benefit from its work.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2020

Achievements and performance

The Mindfulness Initiative was, as every other charity in the UK in 2020, severely impacted by COVID-19. As such, in line with governance guidance, the majority of its 2020 activities took place online rather than in person.

Mindfulness Initiative staff and consultants have always worked remotely and in different locations, and the charity already conducted a lot of its day-to-day business and meetings online. The adaption needed during lockdown was therefore relatively minimal and involved no costs to the charity.

The Mindfulness Initiative continued to participate in a large number of events and conferences online throughout the year, and has produced a significant amount of written output.

The charity also ensured that its approach towards achieving its charitable objectives took into account the understandable shift in policy priorities that took place as a result, and the mental health impact of the pandemic on the general public.

The charity responded to this changed policy and educational need of ensuring that, in much of its output, the practice, science and benefits of mindfulness and compassion training within public services and policy making were looked at within the context of the challenges presented by the pandemic, and that, in some cases, the education, training and resources made available to the public specifically addressed those challenges.

Working with the Mindfulness All-Party Parliamentary Group and UK Civil Service

The Mindfulness Initiative acts as clerk to the MAPPG who continued to hold meetings online during 2020. A large part of the focus for the MAPPG in 2020 was on the mental health impact of the pandemic on people, and the role that mindfulness could play in supporting people's resilience during lockdown and beyond.

The Mindfulness Initiative and the MAPPG produced a joint briefing paper *Covid-19, Resilience, Mental Health & Mindfulness* which summarised the mental health impact of Covid-19, and made recommendations for building resilience and increasing accessibility to mindfulness interventions. This paper was circulated amongst the MAPPG and will continue to be used as a platform to advocate from in the aftermath of the pandemic.

Towards the end of 2020, the Mindfulness Initiative started to work on a 'Mindfulness in Politics' project, spanning 2020 and 2021, which will look at the impact of mindfulness on political discourse and decision making. The charity held interviews with various members of the House of Commons and House of Lords, as well as a group discussion – and these will form the basis of a report in 2021 on the impact of mindfulness in politics.

The Mindfulness Initiative also held an introductory webinar for parliamentary staff on mindfulness during the pandemic, with a specific reference to the materials that the Charity has provided during the time to support people in lockdown.

International Work

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2020

The Mindfulness Initiative continues to convene a network of representatives from legislatures from 30 other countries, arranging regular peer support calls. The Mindfulness Initiative has supported advocates in over 10 countries to introduce training in their national parliaments, and has also supported particular nations who are looking to translate the UK's *Mindful Nation* report into their own language.

In December 2020, the Mindfulness Initiative participated in a ground-breaking mindfulness event put on for the European parliament. This event for MEPs and staff members of the European Commission looked at mindfulness and health, mindfulness in politics and mindfulness and climate change. Jamie Bristow, Director of the Mindfulness Initiative, was interviewed by Finnish MEP Alviina Alametsä about the role of mindfulness in addressing and responding to the climate and broader environmental challenges.

Sector-specific education around the benefits of mindfulness and compassion training

Publications, leading thought-pieces, and presentations at events and conferences are the primary outlets The Mindfulness Initiative uses to achieve its charitable purposes in advancing the education of policy makers. As mentioned above, in 2020 the majority of the presentations given by the charity were done so online, given the COVID-19 pandemic.

The approach of The Mindfulness Initiative to its sector-specific education work has been to appoint leading experts in the field to work with the charity on a consultancy basis, with the small central executive of the charity coordinating, driving and helping to produce the output of these workstreams. This continued to be the case throughout 2020.

The annual accounts show the consultancy costs incurred in engaging experts, as well as the production of publications and attendance at events. In order to ensure an efficient use of its funds, the experts that are engaged are done so on a time-limited basis, with the small core executive team taking on the role of coordination, oversight and project management.

By working with experts who are connected in these fields, the Mindfulness Initiative is able to maximise its impact in the sectors it focusses on, ensuring output is of a consistently excellent standard, and that the charity is well-placed as a trusted voice by those working in the sector, as well as the relevant policy makers. This approach is also aimed at ensuring there is a "top-down" approach to the work that The Mindfulness Initiative does – by targeting its work to those working in, and making the policy for, these sectors the Mindfulness Initiative aims to have a more significant impact on policy, thereby increasing the public benefit.

Mindfulness and Education

Leading experts in the field of education and education policy co-leads for the Mindfulness Initiative, Professor Katherine Weare and Adrian Bethune produced a key document for the charity this year: *Strategy for Mindfulness and Education*, which was an analysis of the challenges and opportunities for mindfulness within the UK education field. The document was produced after consultation with core experts in the field of mindfulness and education (all of whom acted in a voluntary capacity). The policy leads also produced a comprehensive table of mindfulness programmes within UK schools, which accompanied the strategy document. Both of these are important sources of reference for teachers and senior leader teams, providing key information on the field, as well as building the case for mindfulness in schools. These documents also formed the basis for the start of a larger project mapping the evidence base and examples of practice for mindfulness in schools. The education policy leads have been working on this robust and extensive guide

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2020

intended for teachers and senior leadership teams within schools throughout 2020, with a view to it being published in the Spring of 2021.

Mindfulness and Health

Former chief executive of the Mental Health Foundation, Jenny Edwards CBE has continued to lead our work in health. In light of the Covid-19 pandemic, this year, there has been much focus on supporting the public with education on mindfulness by the charity curating and making widely available a list of free mindfulness resources available to people during the lockdown. In particular, the charity curated two key resources: *Mindfulness for Staying at Home and After* which was a list of free mindfulness practices particularly intended for those staying at home throughout the pandemic (i.e. the general public), and *Covid-19 & Mindfulness: Resources for health and care staff*, which was a list of free resources specifically being offered to health and care workers. Both of these documents were put together with the aim of widening the accessibility of mindfulness to the public, as well as ensuring that resources and information being generously shared by mindfulness practitioners was being shared as widely as possible.

In response to the Covid-19 pandemic, The Mindfulness Initiative also produced a through briefing paper on Covid-19, Resilience, Mental Health and Mindfulness (for more information see the MAPPG section) above.

Finally, the charity has continued to engage with the National Institute for Health and Care Excellence (NICE), in looking at how the evidence base for mindfulness is being drawn upon on in NICE guidelines. In December 2020 this culminated in a meeting that the charity convened with the NICE Director of Guidelines, as well as representations from the MAPPG, and from stakeholder organisations, to discuss the analysis of the inclusion of mindfulness-based interventions within current NICE guidelines, particularly those on depression and pain.

Mindfulness and the Workplace

This year was a very exciting one for the Charity's workplace policy strand, with the launch of the Mindful Workplace Community (MWC), a membership based community of workplace champions and mindfulness trainers. Former Civil Service Director Andrew McNeal continued to work with fellow consultant Theresa Dzendrowskyj to shape the launch of the community and its growth from inception, to an established international forum for people to share, grow and learn from each other in terms of implementing best practice on mindfulness in the workplace.

The Covid-19 pandemic impacted the intended programme of in-person networking and speaker events that had been envisaged for the MWC. However, the programme was quickly adapted to include regular online speaker and networking events, including those with leading speakers on the attention economy, mindfulness and leadership, and organisational mindfulness. Additionally, the MWC launched a series of 'MWC world café' events to promote the opportunity for networking, support and sharing resources, research and evidence amongst the community.

As the MWC has been almost exclusively online since it was launched, the upside of this has been the development of a tight-knit independent, international community of mindfulness advocates. The charity looks forward to growing the MWC further in 2021, and to being able to hold more in-person events, as well as those provided online.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2020

In addition to providing strategic oversight for the MWC, Andrew McNeil continued to be the charity's workplace policy lead, and to attend the National Institute for Health and Care Excellence (NICE) meetings on mental wellbeing in the workplace in that capacity.

Mindfulness and the Justice System

Due to time constraints of the relevant stakeholders, there was not as much work in the Criminal Justice Sector as The Mindfulness Initiative had hoped to have. However, the executive team worked with Byron Lee, consultant and policy lead for the charity in this area to develop a plan for The Mindfulness Initiative to act within its role as independent convener and facilitator within the mindfulness sector by creating a steering group of mindfulness experts and advocates working within criminal justice. This is with a view to providing a key forum for people to share information and coordinate research in this sector.

Mindfulness and Society

In furthering its objectives to advancing education on mindfulness for the public benefit The Mindfulness Initiative also ensured it looked at the potential relevance and benefit of mindfulness and compassion-based research and practice to wider non-sector-specific, policy issues. 2020 saw the launch and publication of a discussion document by The Mindfulness Initiative's Director Jamie Bristow, and freelance writer Rosie Bell entitled *Mindfulness: Developing Agency in Urgent Times* which explores the potential for mindfulness to underpin the foundational capacities needed for better intentional action (or 'agency') in the addressing complex societal and global challenges.

Jamie and Rosie have written and spoken about this ground-breaking document, intended to form the basis of an evidence-based call for wiser collective action, in a number of publications including *Open Democracy* and *Mindful Leader*. The feedback for the document from those within the mindfulness sector, and policymakers has been overwhelmingly positive. To continue the dialogue on this important work, the Mindfulness Initiative is intending to publish a selection of essays from contributors in 2021, that develop or respond to a particular theme within the original discussion document.

The Mindfulness Initiative has also continued to respond to and produce mindfulness-related output on the key pertinent political and societal challenges issues of our time. The charity curated and circulated a list of resources on anti-racism, intended to support and encourage individuals within the mindfulness sector to enquire and challenge racial prejudice and bias within the context of their contemplative practice.

Towards the end of the year, the Mindfulness Initiative started to work on two key projects that it will publish on in 2021 – one project looking at mindfulness in politics, and the other looking at the potential for mindfulness to increase responsiveness and resilience to the climate crisis.

Organising and participating in events to expand the reach of mindfulness and compassion-based approaches.

The Mindfulness Initiative Director Jamie Bristow has spoken at a number of online events this year, including The World Happiness Fest organised in Spain, a global mindfulness and compassion summit organised in the US, and the InVivo Planetary conference organised from Australia in December. This is in

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2020

addition to the events for the European parliament, and with Compassion in Politics that have already been mentioned above.

Supporting the development of the mindfulness sector

The Mindfulness Initiative continues to work closely with the key stakeholders and organisations within the mindfulness teaching and teacher-training sector, with a view to helping, encouraging and promoting best practice. It does this through regular meetings with key stakeholders individually, as well as convening strategy meetings between a number of stakeholders that provide the opportunity for people to share their view of the risks, challenges and opportunities for the mindfulness sector, and how The Mindfulness Initiative can support them.

As set out above under the various sector headings, The Mindfulness Initiative has continued to support the development of a robust evidence-base within the mindfulness sector and has had a particular focus on education and the workplace this year.

Finally the Mindfulness Initiative continues to collate and distribute key pieces of information relating to mindfulness to the sector as a whole – one way it does this is to curate a list of 'mindfulness in the news' stories each month, which it puts on the charity's website and circulates via its newsletter.

Contribution made by volunteers

The volume and quality of work that The Mindfulness Initiative produces would not be possible without the input from a key number of stakeholders and experts who offer their insights and wisdom on a voluntary basis. Often to ensure that this is capitalised, sector-working groups are established by the policy lead or co-lead in a particular sector. At other times, contributions are sought on a more ad-hoc project by project basis. Speakers at events such as the MWC events give their time and expertise on a voluntary basis.

This year The Mindfulness Initiative also had support from a volunteer assisting the charity with the 'Mindfulness in the News' section of its website, and Elizabeth Mpyisi kindly agreed to offer advice to act as diversity and inclusion advisor to the charity, on a pro bono basis. The trustees are incredibly grateful to its network of advisors and experts for the generous value they bring to the charity's work.

Financial Review

The charity generated income of £215,805 in the year (2019: £260,345 in the first 15 months of operation). Total expenditure was £187,320 (2019: £197,146) resulting in a surplus of £28,485 (2019: £63,199) for the year, continuing to build a stable financial base for the charity.

At the year end the charity held free reserves of £58,249 (2019: £63,199).

The trustees and the executive team review the finances, budget and spend of The Mindfulness Initiative against projections as part of effective compliance and governance.

The Trustees do not consider there to be a material uncertainty that risks the ability of the charity to continue as a going concern. As part of this review, Trustees have considered the ongoing impact of COVID-19, details of which are shown below.

The Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2020

Reserves policy

The trustees agreed to have free reserves of at least £50,000 in order to ensure the charity can continue to operate, meet its core staff costs and general expenditure for a period of time, and also have some unrestricted funds to respond effectively to where there might be a need for mindfulness-based research or education in a particular policy area, or in response to a public need.

Structure, governance and management

Trustees are recruited and appointed in accordance with the charity's governing document and with relevant legislation.

The Trustees who were in office during the year were:

Trish Bartley
Katie White OBE
Elizabeth Mpyisi
Ed Halliwell

In March 2021, Elizabeth Mpyisi stood down as a trustee, and Angela McCusker and Pauline Gibbs were appointed as new trustees.

In planning the activities of the charity the Trustees have given due regard to the Charity Commission's guidance on public benefit. The Trustees believe that the activities of the charity in the period confirm its ability to provide current and on-going benefit to the public.

Major decisions relating to strategies and policies are made by the trustees as a board. The board hold trustee meetings at least twice a year to carry out their functions. The day-to-day work of carrying out The Mindfulness Initiative's objectives has been delegated by the Trustees to the executive team, which this year consisted of Director (a non-statutory role, equivalent to the Chief Executive), Jamie Bristow, and a new Deputy Director, Ruth Ormston, who joined The Mindfulness Initiative in April 2020. Ruth and Jamie are supported by a core team of sector-specific consultants, and a number of volunteer stakeholders and advisers in the field. The Mindfulness Initiative also recruited a part-time external affairs assistant in the Autumn of 2020 to assist with the MWC work and with various administrative and operational tasks for the charity.

This year the Board of Trustees reviewed and implemented a number of governance initiatives, including a new Code of Conduct, a Conflicts of Interest policy and new Safeguarding for children policy.

New trustee appointments require the approval of the trustees at a trustee meeting.

The trustees and the executive will keep the balance of the trustee board under review to ensure that it is representative of the mindfulness sector and is comprised of individuals who will be well placed to help the charity with strategy and oversight in meeting its charitable objectives. Because of the organisation's work, the trustees all need to be experienced mindfulness practitioners.

All of the above trustees act in an individual capacity and are unpaid. There are no corporate trustees, and none of the trustees hold title to property belonging to the charity.

Future plans

In 2021 The Mindfulness Initiative intends to continue to expand the work it has done on the role of mindfulness in underpinning agency and better decision making, and their impact in political and public life. As well as continuing to work on its education advancement across the specific sectors identified in the *Mindful Nation UK* report, the trustees will continue to grow The Mindfulness Initiative's work looking at how mindfulness can help with complex policy questions facing UK parliamentarians and legislatures around the world. The two core projects planned for 2021 (Mindfulness in Politics, and Mindfulness and the climate crisis) will be fully aligned with this, and with The Mindfulness Initiative's "top-down" approach, influencing debate and policy at the top levels of decision-making, to ensure that the benefits of mindfulness are opened up and made accessible to the public in an ethical and sustainable way.

Impact of Covid-19

As outlined above, the impact of Covid-19 on The Mindfulness Initiative's operations was not so great as it might have been because the employees are all used to remote working. The major change was to the charity's events programmes, and access to parliament in connection with clerking the All Party Parliamentary Group. There were reduced costs in certain budget areas because of the pandemic, such as office space, and travel.

The Mindfulness Initiative is not expecting the Covid-19 crisis to impact funding in 2021, although the charity is coming to the end of a 3 year funding cycle with a number of donors, and so the impact of the pandemic may only become apparent if those donors are not able to reinvest in the charity going forwards. This is something that the trustees will monitor and continue to keep under review, and they will hold further trustee meetings to consider options if any of the anticipated funding streams for the year do not materialise.

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 Mindfulness Initiative

Trustees' report (continued)

For the year ended 31 December 2020

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, applicable accounting regulations, and the provisions of the governing document. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Board of Trustees on

30th June

2021



.....
~~Katie White, OBE~~
Trustee

Ed Itellwell

The Mindfulness Initiative

Independent examiner's report to the trustees For the period ended 31 December 2020

I report to the trustees on my examination of the accounts of The Mindfulness Initiative (the Charity) for the period ended 31 December 2020.

Respective Responsibilities of trustees and examiner

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Caroline Clarke
Andrew M Wells Accountancy
99 Western Road, Lewes, BN7 1RS



Date: 30/6/21

The Mindfulness Initiative

Statement of financial activities For the period ended 31 December 2020

		Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Total Funds 2019
	Note	£	£	£	£
Income from					
Donations and legacies	2	163,416	38,750	202,166	258,892
Other income	3	13,639	-	13,639	1,453
Total income		177,055	38,750	215,805	260,345
Expenditure on					
Raising funds	4	427	-	427	165
Charitable activities	4	172,743	14,150	186,893	196,981
Total expenditure		173,170	14,150	187,320	197,146
Net income and net movement in funds		3,885	24,600	28,485	63,199
Fund balances brought forward		63,199	-	63,199	-
Total funds carried forward	11	67,084	24,600	91,684	63,199

The notes on pages 14 to 20 form part of these financial statements.

The statement of financial activities contains all recognised gains and losses for the financial period.

The results for the period all relate to continuing activities.

The Mindfulness Initiative

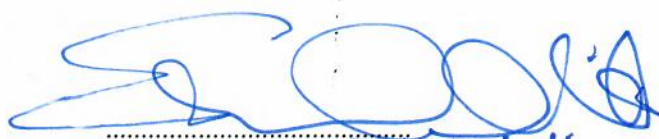
Balance sheet

As at 31 December 2020

	Note	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	6		8,835		-
Current assets					
Debtors	7	9,884		33,072	
Cash at bank and in hand		89,744		69,716	
		99,628		102,788	
Current liabilities					
Creditors: amounts falling due within one year	8	(16,779)		(39,589)	
Net current assets			82,849		39,589
Net assets			91,684		63,199
Funds					
Restricted funds	9		24,600		-
Unrestricted fund	10		67,084		63,199
Total funds			91,684		63,199

Approved by the Board of Trustees on

2021 and signed on its behalf by:


~~Katie White, OBE~~ Ed Halliwell
 Trustee

The notes on pages 14 to 20 form part of these financial statements

1. Principal accounting policies

1.1 Accounting convention

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective January 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Advantage has been taken of the exemption for charities with income less than £500,000 from preparing a cash flow statement under SORP (FRS 102) Update Bulletin 1 (issued February 2016).

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees, having considered the impact of COVID-19 on the organisation as referred to in the trustees' report, consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.2 Income

Donation income is recognised in the year in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Trading income, including sponsorship income, is recognised when the charity is entitled to receipt and the amount can be measured with reasonable certainty.

1.3 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All costs can be directly attributed to an expense category.

1.4 Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	33% straight line
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1.5 Taxation

The Mindfulness Initiative is a registered charity and is not liable to United Kingdom income tax or corporation tax on its charitable activities.

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2020 (continued)

1. Principal accounting policies

(continued)

1.6 Funds

Restricted funds represent voluntary income or grants which have been received for the purposes set out in note 9. The application of these funds is restricted by the expressed wishes of the donor or the terms of the grant.

Unrestricted funds are donations and other income receivable or generated for the objects of the charity without specified purpose.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. The charity does not currently have any bank loans.

2. Donation income

	2020 £	2019 £
Donations from trusts, foundations and organisations	189,149	253,790
Donations from individuals	13,017	5,102
	<u>202,166</u>	<u>258,892</u>

3. Other income

	2020 £	2019 £
Membership	13,165	-
Other income	474	1,453
	<u>13,639</u>	<u>1,453</u>

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2020 (continued)

4. Expenditure

	2020 £	2019 £
Raising funds:		
Bank charges	427	165
Charitable activities:		
Management and administration	73,183	74,763
Accountancy and independent examination fees	2,700	3,480
Consultancy costs	90,652	91,765
Other direct costs	10,282	11,767
Other administrative costs	10,076	15,206
	186,893	196,981
Total expenditure	187,320	197,146

5. Staff costs

	2020 £	2019 £
Wages and salaries	67,981	69,723
Social security costs	2,821	3,892
Pension costs	1,781	1,148
	72,583	74,763

The average monthly number of employees was 1.9 (2019: 1.3).

No employee received a salary of more than £60,000 per annum in the period (2019: nil).

The trustees and the Director and Deputy Director are considered to be the key management personnel of the charity. Aggregate remuneration costs for the Director and Deputy Director, including salary, employer's NI and employer's pension cost, was £70,773 (2019: £66,079 for 15 month period).

No trustee expenses were reimbursed during the period, and no trustee received any remuneration during the period.

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2020 (continued)

6. Tangible fixed assets

	£
Cost	
Purchases in the year	11,733
At 31 December 2020	11,733
Depreciation and impairment	
Charge in the year	2,898
At 31 December 2020	2,898
Carrying amount	
At 31 December 2020	8,835

7. Debtors

	2020 £	2019 £
Accrued income	3,652	25,000
Other debtors	6,232	8,072
	9,884	33,072

8. Creditors: amounts falling due within one year

	2020 £	2019 £
Other creditors	5,789	12,944
Deferred income	4,065	-
Accruals	6,925	26,645
	16,779	39,589

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2020 (continued)

9. Restricted funds

	Balance at 31 December 2019	Income	Expenditure	Balance at 31 December 2020
Year to 31 December 2020:	£	£	£	£
Henry C Hoare Charitable Trust	-	10,000	(10,000)	-
Emergence Foundation	-	12,500	(1,200)	11,300
Network for Social Change	-	14,200	(900)	13,300
Maitri Foundation	-	2,000	(2,000)	-
Donations	-	50	(50)	-
	-	38,750	(14,150)	24,600
		Income	Expenditure	Balance at 31 December 2019
15 months to 31 December 2019:	£	£	£	£
French American Charitable Trust		1,600	(1,600)	-
Henry C Hoare Charitable Trust		20,000	(20,000)	-
Wales Conference		5,000	(5,000)	-
		26,600	(26,600)	-

The purpose of restricted funds is as follows:

Henry C Hoare Charitable Trust - to fund education projects

Emergence Foundation - funding for climate change work

Network for Social Change - funding for Mindfulness and Politics project

Maitri Foundation - funding towards Education and the Mindful Workplace Community

French American Charitable Trust - to fund IPPR economics essay

Henry C Hoare Charitable Trust - to fund education projects

Wales Conference - to fund organisation of the 'Mindfulness in Wales' conference

The Mindfulness Initiative

Notes to the financial statements

For the period ended 31 December 2020 (continued)

10. Unrestricted funds

	Balance at 31 December 2019	Income	Expenditure	Balance at 31 December 2020
Year to 31 December 2020:		£	£	£
General funds	63,199	177,055	(173,170)	67,084
	<u>63,199</u>	<u>177,055</u>	<u>(173,170)</u>	<u>67,084</u>
		Income	Expenditure	Balance at 31 December 2019
15 months to 31 December 2019:		£	£	£
General funds		233,745	(170,546)	63,199
		<u>233,745</u>	<u>(170,546)</u>	<u>63,199</u>

11. Analysis of funds by net assets

	Unrestricted Funds	Restricted Funds	Total Funds
2020:	£	£	£
Fixed assets	8,835	-	8,835
Current assets	75,028	24,600	99,628
Creditors: amounts falling due within one year	(16,779)	-	(16,779)
	<u>67,084</u>	<u>24,600</u>	<u>91,684</u>
	Unrestricted Funds	Restricted Funds	Total Funds
2019:	£	£	£
Current assets	102,788	-	102,788
Creditors: amounts falling due within one year	(39,589)	-	(39,589)
	<u>63,199</u>	<u>-</u>	<u>63,199</u>

Notes to the financial statements

For the period ended 31 December 2020 (continued)

12. Related party transactions

The charity paid R Bell, spouse of J Bristow, a total of £6,009 during the period for consultancy services (2019: £7,920).

During 2020, 1 trustee made donation of £20 (2019: £nil). There were no other related party transactions during the period.

13. Post balance sheet events

The Covid-19 crisis continues to affect the world economy. Although it is not expected to impact on the Charity's funding in 2021, it could have an impact on funding for future years. Trustees will therefore continue to monitor and keep this under review.

14. Statement of financial activities comparative

	Unrestricted Funds 2019	Restricted Funds 2019	Total Funds 2019
Note		£	£
Income from			
Donations and legacies	232,292	26,600	258,892
Other income	1,453	-	1,453
Total income	233,745	26,600	260,345
Expenditure on			
Raising funds	165	-	165
Charitable activities	170,381	26,600	196,981
Total expenditure	170,546	26,600	197,146
Net income and net movement in funds	63,199	-	63,199
Total funds carried forward	63,199	-	63,199