DEVON MIND

England & Wales · Charity number 1181767

Details

Status	Registered
Legal form	Charitable company
Company number	10281020
Registered	2019-01-28
Register	View on the Charity Commission register

Contact

Address	Devon Mind Plymouth Science Park 1 Davy Road Plymouth PL6 8BX
Phone	01752512280
Email	admin@devonmind.com
Website	www.devonmind.com

Activities

Objects: 2.1 The Objects of the Charity are:(a) to promote the maintenance of good mental health and to assist in the relief and recovery of individuals experiencing mental health challenges or emotional distress, in particular (but not exclusively) by: (i) empowering and supporting individuals affected by mental health issues to live well, manage their conditions and work towards recovery through trauma-informed care; and (ii) enhancing public understanding of mental health issues and challenges, including the effects of trauma, by sharing information, educating the community, and promoting awareness to challenge stigma and discrimination and foster a more informed and compassionate society. (b) to promote public education in relation to mental health issues, emotional distress, and the effects of trauma, including encouraging study and research and sharing valuable findings with the public.

Activities: We support anyone with a mental health problem to get well and stay well for longer. We run a Recovery College which offers 1-to-1 support, psycho-educational courses, peer support groups, volunteering and counselling. We also offer opportunities for further training and we support people to access other agencies when needed.

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- Devon

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,190,908	£1,311,990	£810,984	32
2024-03-31	£985,880	£1,149,923	£932,601	28
2023-03-31	£1,359,239	£921,485	£1,046,348	23
2022-03-31	£652,070	£589,030	£610,844	19
2021-03-31	£693,824	£579,228	£547,804	18

Trustees

Name	Role	Appointed
James Edward Evans		2020-10-22
Jonathan Phillip Hall		2025-01-30
Matthew Keane		2024-03-05
Neil Anthony Pick		2019-01-17
Paul Guildford		2019-01-17
Penny Blackmore		2024-03-05
Rebecca Cozic		2024-03-05
Stephen Douglas Offord		2020-12-17

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DEVON MIND

England & Wales - Charity number 1181767

Accounts

Registered number: 10281020
Charity number: 1181767

DEVON MIND

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

DEVON MIND
(A company limited by guarantee)

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DEVON MIND

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 MARCH 2025

Trustees	P Guildford, Chair S Claridge, Chair (resigned 18 July 2024) N Pick, Vice Chair P Blackmore R Cozic J Evans M Keane S Offord J Hall (appointed 30 January 2025) M Cordy (resigned 24 November 2024) Professor E Hails (resigned 20 September 2024) N Southcott (resigned 19 December 2024)
Company registered number	10281020
Charity registered number	1181767
Registered office	Plymouth Science Park 1 Davy Road Plymouth Devon PL6 8BX
Key management personnel	O Grimes (CEO) W Kirby (Head of Services) A Baigent (Business Support Manager)
Company secretary	O Grimes S Claridge (resigned 18 July 2024)
Chief executive officer	O Grimes
Independent auditors	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ
Bankers	Unity Trust Bank Plc 4 Oozells Square Birmingham B1 2HB

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Solicitors	Tozers LLP Broadwalk House Southernhay West Exeter Devon EX1 1UA

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 April 2024 to 31 March 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Chair's Report

I am pleased to present our Annual Report for 2024/2025 on behalf of the Board of Trustees of Devon Mind.

The past 12 months have been a time of both challenge and opportunity, but through it all, Devon Mind has remained a steadfast source of hope, care, and transformation for those in need. Mental health continues to be a critical issue across all sectors of society, and we are proud of the impact we have made during this period.

The ongoing cost-of-living crisis and increasing societal pressures have led to a significant rise in the demand for mental health support across the UK. Like the previous year, Devon Mind has continued to expand and strengthen its range of services in response to this growing need. During the year, we provided direct support and guidance to 5,892 individuals in Devon, representing an increase from the previous year.

The demand for mental health support continues to grow, and with it comes the need for Devon Mind to continually evolve — in how we deliver our services, how we reach people, and how we respond to emerging challenges. This sustained growth has driven us to strengthen our capacity and adapt our delivery models to ensure our services remain effective, sustainable, and responsive to the needs of our communities.

Despite these pressures, we remain unwavering in our commitment to providing accessible, timely, and person-centred mental health support for all who need it. Our ability to reach more people each year is a testament to the dedication of our staff and volunteers, and to the strong partnerships we have developed with local organisations, funders, and community networks. Together, these efforts enable us to extend our impact and continue offering vital support to those facing mental health challenges.

Devon Mind is driving forward multiple channels and activities:

1. One-to-one emotional support;
2. Counselling;
3. Recovery Learning through workshops and courses;
4. Peer Support Groups;
5. Wellbeing Activities;
6. Advice via telephone, email, website, and social media;
7. Mental health training for individuals and organisations
8. Campaigning and public messaging

A comprehensive outline of our achievements and performance across all activities is provided in the Section 'Review of Activities'.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

The past year has been one of strategic focus and financial stability. Through the continued generosity of our donors, the dedication of our fundraising team, and the trust of our partners, Devon Mind has sustained a strong financial position, achieving an annual income of £1,190,908. We have continued to invest wisely in areas that strengthen our long-term resilience — including digital infrastructure, fundraising capability, and staff development — ensuring we remain equipped to respond effectively to the growing and changing mental health needs across Devon.

Our work this year has been driven by a clear objective: to transform how we support people living with mental ill health, making sure they can access help when they need it, where they need it, and in the way that best suits them. This approach underpins our involvement in the Devon Mental Health Alliance (DMHA), now in its fourth year — a strategic partnership of five VCSE organisations working alongside Livewell Southwest and Devon Partnership Trust to deliver the community component of the Community Mental Health Framework (CMHF) transformation programme. Devon Mind continues to lead the delivery of DMHA services across Plymouth, West Devon, and North Devon, playing a key role in shaping a more integrated, accessible, and responsive mental health system.

Collaboration remains central to our success. Over the past year, we have strengthened our partnerships. Together, we are developing innovative, community-based programmes that broaden access to support and reach people in ways that reflect their unique needs and circumstances.

Our achievements are a direct result of the commitment and professionalism of our staff and volunteers, whose passion and resilience have been instrumental in driving positive change. We also extend our sincere gratitude to our commissioners, funders, corporate partners, and supporters, whose contributions and creativity have enabled us to sustain and expand our work. Our thanks also go to the national Mind network, our external advisors, and our Board of Trustees for their ongoing guidance and oversight.

As we look ahead, Devon Mind remains steadfast in its mission to improve mental health and wellbeing for all in Devon. We will continue evolving how we deliver support — ensuring that individuals can access the help they need when, where, and how they need it — building a more inclusive, responsive, and effective mental health system for the future.

Objectives and activities

a. Policies and objectives

Devon Mind is an independent charity affiliated to National Mind. We adhere to national Mind's vision: *'We won't give up until everyone experiencing a mental health problem gets both support and respect'*. We work to promote wellbeing and prevent mental health problems in Devon.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Devon Mind's Articles of Association sets out the principle organisational purposes, which are for the public benefit and are compatible with the requirements of the Charities Act 2011.

These are:

1. To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional distress requiring advice and treatment, in association with Mind (National Association for Mental Health) in accordance with the aims and objectives of Mind (NAMH).

2. To promote the study of and research into mental health disorders and emotional or mental distress and to obtain and make records of and disseminate information concerning the same to educate the public in matters relating to mental health.

In addition, Devon Mind specifically aims to:

- Provide opportunities for recovery for those who have experience of mental health problems.
- Encourage and empower people with mental health problems to work towards reaching their potential as full members of society.
- Raise public awareness of mental health issues.
- Provide appropriate community services for people to complement statutory services.

b. Our Vision

Our vision is of a society that promotes and protects good mental health for all and treats people with experience of mental ill health fairly, positively and with respect. We work in partnership with national Mind and with other Local Mind organisations to provide information and support, and to campaign to improve policy and attitudes.

c. Our Mission

To ensure that Devon is a place where people can enjoy good mental health and have the opportunity to reach their potential.

Objectives and activities (continued)

d. Our Values

Our values are at the heart of everything we do:

- Open - we reach out to anyone who needs us;
- Together - we're stronger in partnership;
- Responsive - we listen, we act;
- Independent - we speak out fearlessly;
- Unstoppable - we never give up.

e. Ensuring our work delivers our aims

We continually review our aims, objectives and activities in a way that involves input from all Devon Mind stakeholders: trustees, staff, volunteers, and service-users. This includes:

1. Quarterly review of performance, quality, and finance through standing board subcommittees (Corporate; Finance, Fundraising and Income Generation).
2. Annual All Staff Away Day - this is an opportunity to look back at the previous year, and to plan for the year ahead.
3. Quarterly 'All Staff and Volunteer' meetings through which consultation, development, impact monitoring, evaluation and feedback are key themes for discussion on an ongoing basis.
4. Monthly departmental team meetings that continually monitor how our services meet the needs of the communities we serve.
5. Co-production with our service-users, users of wider mental health services, carers, professionals and volunteers to ensure that the voice of lived experience is a golden thread in the work of Devon Mind.

f. The focus of our work

Our principal objective during the year continued to be the provision of high-quality support to individuals in Devon affected by mental ill health. A comprehensive summary of our activities undertaken during the reporting period is presented in Section 4: Review of Activities. Alongside delivering a wide range of mental health support services, we have sustained our commitment to promoting greater understanding and awareness of mental health through the continued delivery of our training programmes and communications work.

The development and delivery of our services are guided by the evolving needs of our communities, the resources available through our partner agencies and funders, and our organisational capacity. Our staff and volunteers remain central to our success, demonstrating professionalism, empathy, and dedication in their work with service users and stakeholders across Devon. We are committed to ensuring that all team members receive appropriate training, supervision, and support, enabling them to maintain the highest standards of service delivery and uphold the values of Devon Mind in all areas of our work.

Objectives and activities (continued)

g. Main activities undertaken to further the Charity's purposes for the public benefit

The Trustees have paid due regard to the guidance on public benefit issued by the Charity Commission in determining the activities undertaken by Devon Mind. Every aspect of our work is designed to advance mental health and wellbeing across Devon, ensuring that our services deliver demonstrable benefit to individuals and communities in need.

We are committed to transparency, accountability, and the responsible use of charitable funds to achieve the greatest possible impact. Our decisions are informed by evidence, guided by community need, and shaped by the voices of those with lived experience of mental ill health.

Devon Mind adopts a robust Monitoring, Evaluation, and Learning (MEL) framework to understand and maximise the public benefit of our work. This approach ensures that our programmes remain responsive, evidence-led, and effective in improving mental health outcomes.

Our MEL framework enables us to:

- Collect and analyse quantitative and qualitative data on service usage and outcomes.
- Identify gaps in provision, particularly among underserved and rural communities.
- Evaluate the effectiveness of interventions in supporting recovery and promoting long-term wellbeing.
- Apply learning across the organisation to improve service quality and inform strategic planning.

This continuous cycle of learning helps us refine our services, enhance efficiency, and ensure we deliver measurable improvements in people’s lives.

We use data and research to inform decision-making and to design services that meet the diverse needs of our communities. By analysing demographic and wellbeing data, we can identify where mental health support is lacking and prioritise resources accordingly.

Through this work, we:

- Assess the mental health landscape across both urban and rural Devon.
- Quantify the “support gap”—the number of people who are not currently receiving the help they need.
- Identify which interventions have the greatest impact on recovery, resilience, and wellbeing.
- Co-design new services with our lived experience experts, ensuring that our work remains person-centred, inclusive, and relevant.

Before introducing new services or delivery models, we develop “test of change” pilots to evaluate their effectiveness in real-world settings. These pilots allow us to innovate responsibly, testing new approaches on a smaller scale before embedding them across the organisation.

Recent pilot initiatives have included:

- New peer-led physical activity groups addressing loneliness and low mood.
- Hybrid service delivery models combining digital and face-to-face support.
- Targeted outreach programmes to engage rural and underrepresented communities.

By rigorously monitoring outcomes and user feedback, we ensure that only the most effective and impactful approaches are scaled up - maximising benefit and sustainability across our services.

Objectives and activities (continued)

Devon Mind works in close collaboration with statutory, voluntary, community, and social enterprise (VCSE) partners to create a seamless and supportive mental health ecosystem across Devon as a partner in the Devon Mental Health Alliance (DMHA)

Our partnership work focuses on:

- Sharing data and insight to better understand the service-user journey between agencies.
- Co-designing and co-delivering services to ensure individuals experience “one front door” access to support.
- Aligning resources and expertise to reduce duplication and enhance efficiency across the local mental health system.

Through this spirit of collaboration, we are building a more compassionate and connected Devon — one in which collective action delivers far greater impact than any organisation could achieve alone. By working hand in glove with statutory, voluntary, and community partners, we reach those experiencing the poorest life outcomes, breaking down barriers, and ensuring that support is accessible, coordinated, and person-centred.

Through these efforts, Devon Mind continues to demonstrate its commitment to delivering meaningful public benefit - transforming lives, strengthening communities, and advancing mental health and wellbeing for all.

h. Volunteers

We remain profoundly grateful for the unwavering dedication and generosity of our volunteers, whose contributions are integral to the success of Devon Mind. During the year, 28 volunteers collectively donated 3,127 hours of their time in support of our mission.

Our counselling service continues to rely on the expertise and commitment of our volunteer qualified counsellors and counsellors in training, without whom this vital provision could not operate at its current scale. In addition, volunteers played an essential role in the delivery of our flagship fundraising events - the Plymouth Harbour Runs - as well as in a wide range of community outreach and promotional activities.

If the value of volunteer time is conservatively estimated at £11.44 per hour (the National Minimum Wage rate for 2024/25), their combined contribution equates to £35,772. While this amount is not recognised in the financial statements in accordance with the Charities SORP, it represents an invaluable social and economic contribution to Devon Mind and the communities we serve.

Achievements and performance

a. Review of activities

Our flagship service continues to be delivered through the Recovery College model, led by our skilled recovery practitioners, counsellors, and volunteers. This approach empowers individuals to co-design their own recovery journey, offering a flexible and person-led pathway to improved wellbeing. Participants can engage in a wide range of activities — from structured, goal-oriented one-to-one emotional support to group workshops, courses, wellbeing activities, and peer support sessions.

At the heart of this model is our commitment to delivering whole-person support that addresses all aspects of an individual's mental health and wellbeing. We work collaboratively with a network of partner agencies to ensure care is coordinated and integrated, so that no one is required to repeat their story or navigate services alone.

All of Devon Mind's services are grounded in a trauma-informed approach, which acts as a guiding principle across the organisation. Our staff and volunteers receive ongoing training, continuing professional development (CPD), and supervision, enabling them to work creatively, compassionately, and effectively with individuals on their path to recovery.

Through our active role in the Devon Mental Health Alliance (DMHA), we continue to support people living with severe mental illness to connect with meaningful community-based activities and organisations that promote long-term wellbeing. Working closely with our partners in the statutory sector, the DMHA ensures a 'front door' approach to mental health support in Devon — offering clear, accessible routes into help and care. Our overarching aim remains to provide a holistic, person-centred service that is inclusive, accessible, and responsive to the needs of all, regardless of background or circumstance.

The table below provides a snapshot of all our activities in this financial year.

Service/Activity	No. of people supported	Number of individual sessions	Staff/Volunteer Hours
One-to-One Emotional Support	3,913	6,667	10,213
Counselling	365	1,365	2,047
Workshops and Courses	325	91	1,192
Support Groups	78	39	67
Wellbeing Activities	793	286	429
Mental Health Training	421	23	517

In addition to the above activities, Devon Mind provides information, support and advice via telephone, email, text, social media, and the website. In 2024/2025, Devon Mind recorded 12,585 contact points with people and organisations across Devon looking for advice, support, and information.

One to One Emotional Support

We supported 3,913 people (18 years old and above) across a broad spectrum of mental health needs to access ongoing psychologically-informed one-to-one emotional support at Devon Mind. A total of 6,667 sessions were delivered in 2024/2025 to this cohort of people. This reflects 10,213 hours of staff and volunteer time in the delivery of these sessions. These sessions are tailored to the individual's needs and are designed to foster a safe and supportive environment where the person can explore their emotions, thoughts, behaviours, and aspirations, with the guidance of a trained professional.

Achievements and performance (continued)

One-to-One Emotional Support Testimonials

‘Working with my Recovery Practitioner at Devon Mind completely changed how I see my mental health, for the first time, I felt truly listened to and understood.'

‘When I first came to Devon Mind, I honestly didn’t know where to start. Everything felt overwhelming, and I’d lost confidence in myself. My Recovery Practitioner made me feel comfortable straight away, there was no judgement. We worked together to set small, realistic goals, and over time I started to believe that things could actually get better. Having someone to listen and encourage me made a huge difference. I’m now doing things I never thought I’d manage again. I finally feel like I’ve got some control back in my life’

Counselling

Devon Mind provides a comprehensive range of counselling services designed to support individuals facing mental health challenges. These services are tailored to help people manage a variety of emotional difficulties, including anxiety, depression, trauma, grief, and stress. The focus is on offering accessible, person-centred support to enhance mental well-being. Our counselling is delivered face-to-face and on videoconferencing and telephone platforms. In 2024/2025, our qualified volunteer, and student counsellors delivered 1,365 counselling sessions to 314 people. We are hugely grateful to all our counsellors for the time and energy they give to supporting people who access Devon Mind for counselling.

Counselling Testimonials

‘The sessions with my counsellor gave me the channel to express myself in a safe non-judgmental space. He enabled me to view things from a different perspective to feel positively about myself and my capabilities.’

‘Counselling with Devon Mind helped me see that I had the strength to make changes in my life. I learned to understand myself better and take control of my choices.’

Workshops and Courses

The psychoeducation workshops and courses offered by Devon Mind aim to empower individuals with the knowledge and tools to better understand and manage their mental health. These programmes are designed for people experiencing mental health challenges, as well as their families, carers, and the wider community. Each session is co-designed to provide valuable insights into various mental health issues such as anxiety, depression, trauma, and stress. The overarching aim of these learning activities is to help participants gain knowledge, build life skills, and develop emotional resilience, all of which are essential for improving mental health and fostering long-term recovery.

In 2024/2025, the team of staff and volunteers at Devon Mind delivered workshops and courses to 325 people from across Devon. This represents a total of 82 sessions in total as some courses and workshops are delivered over a number of weeks. The most popular workshops and courses included the following:

- Understanding Trauma, Shame and Self-Care
- Putting Yourself First: Understanding Self-Care
- Understanding Emotions with a Focus on Anger
- Understanding and Coping with Feelings of Anxiety

Workshop and Course Testimonials

‘The workshop really made me stop and think. I learned loads about how I react to things and why. It’s helped me handle situations so much better. I just feel more aware and in control now.’

Achievements and performance (continued)

Support Groups

The Devon Mind peer support groups offer a safe and supportive space where individuals can connect with others who share similar experiences of mental health challenges. These groups provide an opportunity for people to come together, share their stories, and offer mutual encouragement in a non-judgmental and empathetic environment. Our groups are open to everyone, regardless of background or mental health challenge and we maintain a confidential space where participants can speak openly and honestly about their own journeys. The groups are a vital part of our commitment to promoting mental wellbeing, fostering connection, and building a supportive community where everyone feels heard and valued.

Our peer support groups are well established and have been running for many years. For some people, they are a part of their social calendar where they meet and connect with others. In 2023/2024, we ran the following groups on a regular basis.

- OCD Support Group
- Men's Mental Health Group
- Bipolar Support Group
- Depression Support Group
- Anxiety Support Group
- Hearing Voices Support Group
- Women's Mental Health Group

In total, Devon Mind supported 78 new people into these groups in 2024/2025. A total of 39 group sessions were held throughout the year.

Support Group Testimonials

'The group is invaluable to me. I am so glad to have found it and the support it offers, not just to me, but to many others like me.'

Mental Health Training

In 2024/2025, we delivered 23 training courses to 421 people from private, public and VCSE sector organisations across Devon. The courses delivered included:

- Mental Health First Aid (2-day Adult)
- Mental Health First Aid (Refresher)
- Mental Health Awareness
- Managing Mental Health in the Workplace
- Trauma Informed Workplaces
- Understanding Hoarding
- First Steps - Suicide Awareness
- Developing Resilience

Each training session concludes with the opportunity for all learners to complete a feedback and evaluation questionnaire on their experience of the course and the trainer, the impact the course had on their knowledge and practice, and how they will use the skills learned in the future. We use the results of these questionnaires our key performance indicators when assessing the efficacy of our training programmes, and to also inform where we need to make changes, and what other training programmes we need to develop to meet current and future needs.

Achievements and performance (continued)

Mental Health Training Course Testimonials

'The training was brilliant. I came away with a much better understanding of how to support others and look after my own wellbeing too.'

Monitoring, Evaluation and Learning

We use a range of key performance indicators to assess progress against targets on all our activities. These KPIs include:

1. Patient Reported Outcomes Measures (PROMs) including ReQol-10 and Goal Based Outcomes. PROMs are used to assess the quality of mental health care experiences, focusing on the service-user. These measures help the charity, our commissioners and other stakeholders to make informed changes to our services to ensure they are impactful and meaningful for people who access support with Devon Mind.

2. Number of Multi-Agency Teams (MATs) that Devon Mind Recovery Practitioners are embedded in. MATs typically consist of local health care professionals (GPs; Nurses; Occupational Therapists; Psychiatrists; Clinical Psychologist etc.) and wider VCSE sector workers (such as the Devon Mind Recovery Practitioners). MATs work as creative solutions panels, with a group of professionals working together to provide a comprehensive support offer of people with mental health needs. The MATs prevent people from being 'bounced around the system'.

3. Engagement with interventions offered - we record all interventions and activities on our case management system and look at the conversion rate from 'first enquiry/assessment' to 'participation' in a particular activity (e.g., counselling or support groups). We collect rich data on why people may not progress to full engagement and test out our assumptions through our focus groups and wider co-design forums (e.g. do we need to change our offers in anyway?).

4. Feedback and evaluation. All our service-users are asked to provide feedback and evaluation regardless of the service accessed. We use this information to inform our understanding of the longer-term impact of the Devon Mind offer and we work with our statutory partners to find correlations where they exist between the support offered by Devon Mind, and the number of people continuing to access their GP, secondary mental health services, or emergency services.

Marketing and Fundraising

We have used our growing social media presence to inform people of our services, provide information about our events and activities, and to share general emotional wellbeing information, advice and guidance. Our presence on fundraising platforms has now grown to ensure that people can fundraise for us with ease and efficiency. To date, we are active on the following platforms:

- Just Giving
- Enthuse
- Easy Fundraising
- Facebook Donations
- GoFundMe
- MuchLoved
- Raisely
- SportsGiving/RaceNation
- CAFDonate

Achievements and performance (continued)

The Plymouth Harbour Runs are Devon Mind's flagship annual active challenge events - two unique community running challenges centred around Plymouth's iconic Sutton and Cattewater Harbours. The events include a 10k from Mount Batten to the Barbican and a half marathon from Yelverton to the Barbican, both raising vital funds for Devon Mind. We would like to express our sincere thanks to the Plymouth Cattewater Harbour Commissioners for their ongoing support.

Financial review

a. Financial Review 24/25

The financial year ending March 2025 continued to present a challenging landscape, both nationally and globally. The following key factors had a significant impact on the economic and social environment in which Devon Mind operated:

- The ongoing conflicts in Ukraine and the Middle East, contributing to global uncertainty;
- Persistent inflationary pressures and high interest rates, impacting household and organisational budgets;
- The continuing cost-of-living crisis, affecting both individual donors and public sector funding streams;
- Ongoing pressures on the NHS and local authorities, influencing commissioning and service delivery.

Despite these challenges, Devon Mind maintained a stable financial position throughout the year. Regular review of expenditure and careful management of operational costs ensured that cash flow remained healthy.

Total income for the year was £1,190,908, of which £1,011,095 was derived from contracted income for services and performance-related grants (see note 4). The Devon Mental Health Alliance (DMHA), funded by the NHS, continues to represent our largest contract. Other significant projects are funded by Plymouth City Council, National Mind, and regional partners.

Our Mental Health Training Programme and paid-for counselling services continue to be important sources of unrestricted income, generating £67,702 at year-end.

While public awareness and discussion of mental health remain high, the financial pressures facing households have led to a continued decline in personal giving. Voluntary donated income totalled £95,122, compared with £125,271 in 2024/2025. This reduction aligns with national trends across the charity sector, as the cost-of-living crisis continues to affect individual giving levels.

Total expenditure for the year was £1,311,990, primarily comprising staff salaries and project delivery costs. The resulting net expenditure of £121,082 reflects the combined effect of inflationary cost increases and the ongoing reduction in unrestricted income.

At year-end, net assets stood at £810,984, with fixed assets of £549,885. Restricted funds totalled £11,516, and unrestricted funds amounted to £799,468, including designated funds of £175,002 (see note 17). The general unrestricted fund closed at £624,466.

b. Going concern

The Trustees have undertaken a comprehensive review of Devon Mind's financial position, operational commitments, and the wider environment in which the charity operates. This review included an evaluation of available resources, income forecasts, and the sustainability of existing and planned activities. Following this assessment, the Trustees are confident that Devon Mind remains well placed to continue delivering its services and achieving its objectives in the foreseeable future.

The Board highlights the following key factors underpinning this conclusion:

- Continued success in fundraising: Devon Mind continues to generate significant income through fundraising activities, maintaining donation levels at around £70,000 per annum. This reflects the strength of community engagement and the sustained support of individual donors and local partners.
- Growth in earned income: The charity continues to expand its commercial mental health training and paid-for counselling services, which are forecast to grow further throughout the 2025/2026 financial year.
- Broader reach and engagement: Devon Mind's public profile and recognition continue to strengthen, supported by a more diverse donor base and wider community engagement.
- Relaunch of flagship fundraising events: During 2025, Devon Mind successfully reintroduced its flagship running challenge events, which had been paused in the previous year. These events are expected to make a growing contribution to fundraising income in the coming years.
- Sound financial management: Ongoing cost controls and effective expenditure monitoring have ensured that operating costs remain well managed.
- Contracted service delivery: Devon Mind continues to deliver mental health services across Devon through contracts with the NHS and Plymouth City Council. As a lead organisation within the Devon Mental Health Alliance (DMHA), we consistently meet all key performance indicators. The current contract is due to end in January 2027.
- Strong balance sheet: The organisation remains financially stable following the sale of its freehold property in 2022/2023.
- No borrowings: The charity holds no debt, and its creditors consist solely of regular suppliers, HMRC, and property landlords. All liabilities are met as they fall due.

c. Reserves Policy

Devon Mind maintains financial reserves to ensure the ongoing stability and sustainability of the charity. Holding appropriate reserves allows the organisation to manage financial risk and respond effectively to unexpected challenges. The principal purposes for retaining reserves are to:

- Sustain essential services should there be an unexpected reduction or withdrawal of funding, allowing time to identify and secure alternative income sources;
- Provide a safeguard for unplanned or emergency expenditure;
- Cover redundancy or contractual obligations should services need to be scaled back;
- Ensure sufficient resources to meet wind-up costs in the unlikely event of the charity's closure.

The charity's objective is to maintain reserves equivalent to approximately four months of operational expenditure, in addition to provisions for staff notice and redundancy entitlements, and closure-related costs.

The Trustees have designated specific reserves totalling £175,002 (see note 17) to meet potential future commitments, including possible shortfalls in EU income reimbursements, investment in organisational development, and IT infrastructure improvements.

The current position of total unrestricted reserves, free for the Charity to use, is £799,468. The Trustees are satisfied that this level of reserves is appropriate and aligns with the charity's financial risk profile and operational requirements. The reserves position and related policy are reviewed regularly throughout the year and specifically as part of the annual budgeting process, ensuring that the charity continues to hold an adequate but not excessive level of reserves.

d. Investments policy

The Trustees continue to utilise a discretionary investment management service, with the portfolio positioned at risk level 6. RBC Brewin Dolphin act as Devon Mind's appointed investment managers and advisors. As signatories to the UN Principles for Responsible Investment, RBC Brewin Dolphin actively engage with companies and industry bodies on key environmental, social, and governance (ESG) issues that may affect long-term investment performance and sustainability.

At the year-end, the market value of the investment portfolio had risen by £7,178, reflecting broader trends in a volatile global market environment.

Devon Mind maintains a formal Investment Policy, reviewed annually by the Finance, Fundraising and Income Generation Committee. This policy ensures that investment decisions align with the charity's strategic objectives and ethical commitments.

The Trustees are committed to ensuring that all investments are made responsibly and sustainably, balancing financial return with Devon Mind's values and social purpose. RBC Brewin Dolphin incorporate a broad range of ESG factors when evaluating and selecting investments on our behalf.

In line with our ethical principles and organisational independence, Devon Mind does not invest in companies involved in the manufacture, sale, or promotion of pharmaceuticals. This approach safeguards our ability to act as an independent voice for people with lived experience of mental health difficulties and ensures our investments remain consistent with our mission and values.

e. Principal risks and uncertainties

Devon Mind reviews risk on an ongoing basis through our Board of Trustees, sub-committees, and Senior Management Team (SMT). The organisation maintains a 'Risk Register' that is reviewed and updated on a quarterly basis. This allows us to appraise and mitigate against existing known risks and to identify new risks. We consider the impact and likelihood of risks occurring and give particular attention to the management of the most severe risks.

Devon Mind has identified the following principal risks facing the Charity over the next 12 months, alongside the action that is been taken to mitigate against these risks.

Recruitment and retention of appropriately skilled staff

Staff recruitment and retention remain an ongoing risk for our charity alongside many other health and social care charities. There is less movement of experienced staff between sectors as people are nervous about leaving long standing jobs for a career in the charity sector, when the wider economic situation is not so positive. To mitigate against this, we have introduced a hybrid model of working with limited remote working for staff where it is appropriate. We have also offered compressed hours and 9-day fortnights where they fit with service demands. We have benchmarked our jobs against the sector average, and we are committed to ensuring that people are properly remunerated in line with core competencies and responsibilities. We also provide comprehensive training and opportunities for continuing professional development for all staff. Where possible, we will work with partner agencies to facilitate secondments into Devon Mind on joint pieces of work.

Income and financial sustainability

Income and financial sustainability have traditionally been the main risks associated with the charity sector. Inflationary uplifts to salaries need to be considered on an annual basis going forward (to retain staff), and high-inflation scenarios will be modelled into the standard forecasting processes to test the financial resilience of the charity. In addition, we will invest in our income generation resources to enable us to develop relationships and funding streams from trusts and foundations, in addition to enhancing our marketing, fundraising and events capacity to grow our fundraiser base. We will expand our cash-flow forecasting from 12 months to 24 months to ensure we have enhanced visibility of when our financial sustainability becomes a concern, and we will take actions well in advance to mitigate this vulnerability.

Meeting demand for our services

As we raise our profile in Devon, alongside our partnership working with the NHS and local authorities, we will inevitably experience an exponential demand for access to our services. We will continue to work closely with partner agencies to ensure that we keep people safe, and we will also further develop our digital offer to ensure that people can 'wait well' while they are on waiting lists for our services. Of particular note, we are committed to the development of a wholly agile workforce- this involves training all of our staff to work in a trauma-informed, holistic way, and regardless of their current role, they can be called upon in times of significant pressures to support our wider service delivery. An example of this approach is that all staff in Devon Mind, across all departments, are training in 'duty work', and can at any time support people with very brief interventions while they await access to our services.

f. Principal funding sources

The principal funding sources are set out in notes 3 and 4 to the accounts.

Devon Mind's income is derived from a diverse range of funding streams that support the delivery of our services and the sustainability of our operations. Our principal sources of funding continue to be contracted income from the NHS through the Devon Mental Health Alliance (DMHA) and local authority commissions, particularly from Plymouth City Council.

Additional core and project funding is received from National Mind and other grant-making bodies that share our commitment to improving mental health and wellbeing. Alongside these statutory and grant-funded streams, Devon Mind generates unrestricted income through fundraising activities, corporate partnerships, community events, and individual donations, as well as through our commercial mental health training and paid-for counselling services.

Structure, governance and management

a. Constitution

Devon Mind is registered as a charitable company limited by guarantee and was set up by a Trust deed.

b. Methods of appointment or election of Trustees

The management of the Charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed.

c. Organisational structure and decision-making policies

The company was incorporated on 15 July 2016 as a private limited company by guarantee with no share capital in England and Wales (Co. No. 10281020). The company was registered with the Charity Commission on 28 January 2019 (Charity No. 1181767). The governing documents are the Articles of Association. The charity continues to review regularly its governing document in line with best practice, as outlined in the Mind Quality Mark Standards.

d. Risk Management

The trustees review the major risks to which the organisation is exposed and measures are in place to mitigate those risks.

e. Public benefit statement

The trustees confirm that the main activities undertaken to further the charity's purposes and to have due regard to the Charity Commission's general guidance of public benefit.

Plans for future periods

We have identified two key strategic priorities that Devon Mind will focus on achieving over the 5-year period covering 2023-2027:

a. Be a sector-leading provider of mental health recovery services in Devon;
b. Raise mental health awareness in the population of Devon.

We will achieve our strategic priorities by focusing on five key thematic areas:

1. Leadership and Governance

    i. Sustain a robust Devon Mind Board that is representative of our organisation and has appropriate skills to enable it to function efficiently.
    ii. Develop and sustain a strong and high-performing senior leadership team that models culture and behaviour, and enables Devon Mind to successfully achieve its aims and objectives.
    iii. Nurture a committed, compassionate, motivated, highly trained, and agile workforce that feels valued, respected, and listened to.

2. Partnership and Collaboration

    i. Play an integral role in the success of the Devon Mental Health Alliance (DMHA) partnership (The DMHA's success is Devon Mind's success).
    ii. Seek out opportunities for collaboration that align with Devon Mind's purpose, mission, and values, and support the Charity's overarching strategic priorities.

3. Quality and Impact

    i. Successfully maintain the Mind Quality Mark (MQM) and continually implement improvements.
    ii. Use the experiences of those using our services as a measure of quality and to inform 1 improvement measures.
    iii. Fully utilise the Devon Mind CRM and Impact Tracker systems to ensure evidence and data is core to our decision-making processes.
    iv. Develop a reputation for evidence-based and quality assured work that achieves the best possible outcomes for people with mental ill health.

4. Engagement and Influence

    i. Adapt our services to be more accessible and inclusive of diversity and difference.
    ii. Provide opportunities that support, enable and empower people with lived experience to be actively involved in co-designing and co-producing Devon Mind services.
    iii. Use our knowledge from delivering services and working in partnership to influence decision makers and shape the future of commissioned services.

5. Sustainability and Resilience

    i. Grow our reputation for high quality and impactful services that commissioners and other funders continually invest in.
    ii. Develop, deliver, and monitor a Financial Strategy that sets out how Devon Mind plans to finance its overall operations and to meet its charitable objectives now and over a defined period in the future (3 years rolling).
    iii. Remain agile, flexible, and resilient to anticipate the challenges ahead (horizon scanning) and be prepared for them, while also retaining the agility to respond quicky to opportunities as they arise.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) 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).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Griffin, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 27/11/2025 and signed on their behalf by:

Paul Guildford

P Guildford
(Chair of Trustees)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF DEVON MIND

Opinion

We have audited the financial statements of Devon Mind (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF DEVON MIND (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

Our audit procedures have reviewed for evidence of management override, any ongoing legal cases, completeness of related party transactions, as well as an ongoing consideration of fraud and irregularities during the whole audit process.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Other matters

Devon Mind did not require an audit in the previous year. Therefore, the comparative figures are unaudited. Sufficient appropriate audit evidence that the opening balances do not contain misstatements that materially affect the current period’s financial statements has been obtained.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF DEVON MIND (CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Laura Waycott FCA (Senior statutory auditor)
for and on behalf of Griffin
Courtenay House
Pynes Hill
Exeter
EX2 5AZ

Date: 4/12/25

Griffin are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

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

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Donations and legacies	3	**-**	**95,122**	**95,122**	*125,271*
Charitable activities	4	**1,011,095**	**67,702**	**1,078,797**	*846,734*
Investments	5	**-**	**16,989**	**16,989**	*13,875*
Total income		**1,011,095**	**179,813**	**1,190,908**	*985,880*
Expenditure on:					
Raising funds	6	**-**	**28,056**	**28,056**	*26,137*
Charitable activities	7,8	**999,980**	**283,954**	**1,283,934**	*1,123,786*
Total expenditure		**999,980**	**312,010**	**1,311,990**	*1,149,923*
Net movement in funds before other recognised gains/(losses)		**11,115**	**(132,197)**	**(121,082)**	*(164,043)*
Other recognised gains/(losses):					
(Losses)/gains on revaluation of fixed assets		**-**	**(535)**	**(535)**	*50,296*
Net movement in funds		**11,115**	**(132,732)**	**(121,617)**	*(113,747)*
Reconciliation of funds:					
Total funds brought forward		**401**	**932,200**	**932,601**	*1,046,348*
Net movement in funds		**11,115**	**(132,732)**	**(121,617)**	*(113,747)*
Total funds carried forward		**11,516**	**799,468**	**810,984**	*932,601*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 28 to 51 form part of these financial statements.

DEVON MIND

(A company limited by guarantee)
REGISTERED NUMBER: 10281020

BALANCE SHEET
AS AT 31 MARCH 2025

	Note		2025 £		*2024* *£*
Fixed assets					
Intangible assets	12		**-**		*169*
Tangible assets	13		**3,062**		*6,031*
Investments	14		**546,207**		*539,029*
			549,269		*545,229*
Current assets					
Debtors	15	**83,877**		*72,609*	
Cash at bank and in hand		**232,729**		*363,124*	
		316,606		*435,733*	
Current liabilities					
Creditors: amounts falling due within one year	16	**(54,891)**		*(48,361)*	
Net current assets			**261,715**		*387,372*
Total assets less current liabilities			**810,984**		*932,601*
Net assets excluding pension asset			**810,984**		*932,601*
Total net assets			**810,984**		*932,601*
Charity funds					
Restricted funds	17		**11,516**		*401*
Unrestricted funds	17		**799,468**		*932,200*
Total funds			**810,984**		*932,601*

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 27/11/2025 and signed on their behalf by:

Paul Guildford

P Guildford
(Chair of Trustees)

The notes on pages 28 to 51 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	*2024* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(133,774)**	*(48,443)*
Cash flows from investing activities		
Dividends, interests and rents from investments	**4,099**	*13,875*
Purchase of tangible fixed assets	**(720)**	*(4,226)*
Purchase of investments	**-**	*(97,991)*
Sale of investments	**-**	*75,808*
Net cash provided by/(used in) investing activities	**3,379**	**(12,534)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(130,395)**	**(60,977)**
Cash and cash equivalents at the beginning of the year	**363,124**	*424,101*
Cash and cash equivalents at the end of the year	**232,729**	*363,124*

The notes on pages 28 to 51 form part of these financial statements

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Devon Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

The Trustees confirm that, having considered their expectations and intentions for the next twelve months, and the availability of working capital, the charity is a going concern.

1.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

For donations to be recognised, the Charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met, or the fulfilment of those conditions is withing the control of the Charity, and it is probable that they will be fulfiled.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income from charitable activities includes income earned from fundraising events and trading activities to raise funds for the Charity. Income is received in exchnage for supplying goods and services in order to raise funds and is recognised when the entitlement has occurred.

The Charity received government grants in respect of mental health services. Income from government and other grants are recognised at fair value when the Charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1. Accounting policies (continued)

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1.5 Intangible assets and amortisation

Intangible assets costing £300 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Computer software	-	4 years straight line

1. Accounting policies (continued)

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £300 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	33% straight line

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as ‘Gains/(Losses) on investments’ in the Statement of financial activities.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.9 Cash at bank and in hand

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

1.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1. Accounting policies (continued)

1.11 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.

1.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

1.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

Critical areas of judgment:

There are no such critical areas of judgement included within the financial statements.

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

3. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £
Donations	95,122	**95,122**

	Unrestricted funds 2024 £	*Total funds 2024 £*
Donations	*125,271*	*125,271*

4. Income from charitable activities

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Sale of goods and services	-	67,702	**67,702**
Performance related grants	1,011,095	-	**1,011,095**
Contractual payments	-	-	**-**
	1,011,095	67,702	**1,078,797**

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total funds 2024 £*
Sale of goods and services	*-*	*46,087*	*46,087*
Performance related grants	*683,778*	*200*	*683,978*
Contractual payments	*116,669*	*-*	*116,669*
	800,447	*46,287*	*846,734*

5. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £
Income from portfolio	12,891	**12,891**
Bank interest	4,098	**4,098**
	16,989	**16,989**

	Unrestricted funds 2024 £	*Total funds 2024 £*
Income from portfolio	*11,324*	*11,324*
Bank interest	*2,551*	*2,551*
	13,875	*13,875*

6. Expenditure on raising funds

Fundraising trading expenses

	Unrestricted funds 2025 £	Total funds 2025 £
Fundraising	28,056	**28,056**

	Unrestricted funds 2024 £	*Total funds 2024 £*
Fundraising	*26,137*	*26,137*

7. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £
Charitable activities	999,980	283,954	**1,283,934**

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total 2024 £*
Charitiable Activities	*768,548*	*355,238*	*1,123,786*

8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Charitable activities	974,612	309,322	**1,283,934**

	Activities undertaken directly 2024 £	*Support costs 2024 £*	*Total funds 2024 £*
Charitable activities	*773,380*	*350,406*	*1,123,786*

Analysis of direct costs

	Total funds 2025 £	*Total funds 2024 £*
Staff costs	**882,097**	*692,535*
Staff training and welfare	**6,893**	*10,131*
Travel, subsistence and accomodation	**31,154**	*21,768*
Advertising and marketing	**2,045**	*1,423*
Funding partners	**2,000**	*10,904*
Direct project costs	**36,255**	*21,224*
Office	**14,168**	*14,818*
Legal and professional	**-**	*577*
	974,612	*773,380*

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2025 £	*Total funds 2024 £*
Staff costs	**154,268**	*214,265*
Depreciation	**3,021**	*6,052*
Office costs	**49,929**	*40,590*
Premises costs	**43,685**	*42,724*
Staff training and welfare	**9,793**	*3,432*
Subcontracted costs	**25,729**	*29,016*
Profit/loss on sale of assets	**836**	*-*
Other staff costs	**6,112**	*-*
Governance costs	**15,949**	*14,327*
	309,322	*350,406*

9. Auditors' remuneration

The auditors' remuneration amounts to £9,540 (*2024* - Independant Examiners fee of - *£3,600*).

10. Staff costs

	2025 £	*2024 £*
Wages and salaries	**938,979**	*823,006*
Social security costs	**77,619**	*66,747*
Contribution to defined contribution pension schemes	**19,767**	*17,047*
	1,036,365	*906,800*

10. Staff costs (continued)

The average number of persons employed by the Charity during the year was as follows:

	2025 No.	*2024* *No.*
Devon Mental Health Alliance	**22**	*18*
Recovery College	**4**	*4*
Training/Other	**4**	*4*
General	**2**	*2*
	32	*28*

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits, including employers pension costs, of key management personnel of the Charity was £136,417 (2024 - £113,726).

11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2024 - £NIL)*.

During the year ended 31 March 2025, no Trustee expenses have been incurred *(2024 - £341)*.

12. Intangible assets

	Computer software £
Cost	
At 1 April 2024	**15,000**
At 31 March 2025	**15,000**
Amortisation	
At 1 April 2024	**14,831**
Charge for the year	**169**
At 31 March 2025	**15,000**
Net book value	
At 31 March 2025	**-**
At 31 March 2024	*169*

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

13. Tangible fixed assets

	Computer equipment £
Cost or valuation	
At 1 April 2024	**19,994**
Additions	**720**
Disposals	**(10,305)**
At 31 March 2025	**10,409**
Depreciation	
At 1 April 2024	**13,963**
Charge for the year	**2,853**
On disposals	**(9,469)**
At 31 March 2025	**7,347**
Net book value	
At 31 March 2025	**3,062**
At 31 March 2024	*6,031*

14. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2024	**539,029**
Additions	**74,180**
Disposals	**(67,537)**
Revaluations	**535**
At 31 March 2025	**546,207**
Net book value	
At 31 March 2025	**546,207**
At 31 March 2024	*539,029*

Investments at market value comprised:

Investment	Value (£)
UK Bonds	37,268
Overseas Bonds	58,687
UK Equities	84,075
North America Equities	175,348
European Equities	33,006
Japan Equities	15,749
Developed Asia ex Japan Equities	28,184
Emerging Market Equities	5,111
Global Investments	32,266
Absolute Return	17,870
Property	13,387
Commodities	26,206
Other Investments	7,290
Cash	11,761
Total	**546,207**

15. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	**1,020**	-
Other debtors	**11**	*2,318*
Prepayments and accrued income	**82,846**	*70,291*
	83,877	*72,609*

16. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	**9,705**	*7,542*
Other taxation and social security	**18,405**	*19,282*
Other creditors	**4,799**	*3,688*
Accruals and deferred income	**21,982**	*17,849*
	54,891	*48,361*

	2025 £	2024 £
Deferred income at 1 April 2024	**8,633**	*1,525*
Resources deferred during the year	**4,170**	*8,633*
Amounts released from previous periods	**(8,633)**	*(1,525)*
	4,170	*8,633*

At the balance sheet date the Chairty was holding funds of £4,170 (2024 - £8,633) in relation to courses that are due to take place in the next financial year.

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

17. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds						
Designated funds						
Cessation fund	**85,000**	**-**	**-**	**(85,000)**	**-**	**-**
Development fund	**50,000**	**33,249**	**(36,284)**	**(4,965)**	**-**	**42,000**
EU Projects	**30,000**	**-**	**(30,000)**	**-**	**-**	**-**
Digital costs	**5,000**	**-**	**(5,000)**	**-**	**-**	**-**
Lease commitments	**68,284**	**-**	**-**	**61,655**	**-**	**129,939**
Capital fund	**6,200**	**-**	**(3,137)**	**-**	**-**	**3,063**
Investments	**485,000**	**12,891**	**(5,178)**	**(492,178)**	**(535)**	**-**
	729,484	**46,140**	**(79,599)**	**(520,488)**	**(535)**	**175,002**
General funds						
General Funds	**160,151**	**133,673**	**(232,411)**	**563,053**	**-**	**624,466**
Revaluation reserve	**42,565**	**-**	**-**	**(42,565)**	**-**	**-**
	202,716	**133,673**	**(232,411)**	**520,488**	**-**	**624,466**
Total Unrestricted funds	**932,200**	**179,813**	**(312,010)**	**-**	**(535)**	**799,468**

17. Statement of funds (continued)

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Restricted funds						
National Mind (Refugees Asylum Seekers Project)	**401**	**2,494**	**(2,895)**	**-**	**-**	**-**
Recovery College (Plymouth City Council)	**-**	**120,169**	**(120,169)**	**-**	**-**	**-**
Alliance (Alliance Community - Contract)	**-**	**840,497**	**(839,375)**	**-**	**-**	**1,122**
National Mind (Asics)	**-**	**20,816**	**(20,816)**	**-**	**-**	**-**
Wales & West CoLF	**-**	**7,619**	**(3,874)**	**-**	**-**	**3,745**
National Lottery (Sports England)	**-**	**15,000**	**(8,351)**	**-**	**-**	**6,649**
Core	**-**	**1,000**	**(1,000)**	**-**	**-**	**-**
Trust Grants	**-**	**3,500**	**(3,500)**	**-**	**-**	**-**
	401	**1,011,095**	**(999,980)**	**-**	**-**	**11,516**
Total of funds	**932,601**	**1,190,908**	**(1,311,990)**	**-**	**(535)**	**810,984**

17. Statement of funds (continued)

Unrestricted funds represent the net value of income and expenditure, before transfers, in relation to the following activities:

Designated Funds - The Trustees have designated the costs of the full terms of their lease commitments. All other designated costs are in relation to improvement costs and development costs of our ongoing services.

Restricted funds represent the net value of income and expenditure, before transfers, in relation to the following activities:

National Mind (Refugees Asylum Seekers Project) - We worked in partnership with the Plymouth and Devon Racial Equality Council (PDREC) to support people who had been displaced to Plymouth by the war in Ukraine. With the support of an interpreter, we delivered targeted sessions focused on managing your mental health.

Recovery College (Plymouth City Council) - The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Alliance (Alliance Community - Contract) - The Alliance Community Contract has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with severe mental illness. They are an Alliance of 6 Devon VCSE organisations working in partnership with Devon Partnership Trust and Livewell Southwest to deliver on NHS England's programme of Community Mental Health Framework (CMHF) transformation.

National Mind (Asics) - We worked in Partnership with the Plymouth Argyle Community Trust to design an innovative programme that would support mental health and well-being through the integration of gentle physical activity and mindfulness practices.

Wales & West CoLF - The fund, managed through local Mind organisations, is funded by Wales & West Utilities under their Vulnerability & Carbon Monoxide Allowance (VCMA) programme.
This funding enables grants to be distributed to local Mind organisations across Wales and the South West, enabling them to deliver support tailored to local need. Through the scheme, participants receive advice on household costs, emotional support, and financial education, with the aim of intervening early to prevent financial stress escalating into mental health crisis

National Lottery (Sports England) - The Fund is a major National Lottery and government-backed initiative, administered by Sport England, to support community organisations in delivering sport and physical activity projects. The Fund prioritises projects addressing inequalities — for people facing barriers to being active (such as low income, disability, or underrepresented groups) — and supports innovative, collaborative, place-based approaches to increase access to movement opportunities.

17. Statement of funds (continued)

Core - Core refers to Devon Mind's self-generated funds, earned through activities such as fundraising, training delivery, service fees, and donations. Unlike restricted or project-specific grants, this income is unrestricted and can be used flexibly to support the organisation's overall running costs and strategic priorities. Core funding enables Devon Mind to maintain essential infrastructure, invest in staff development, strengthen governance, and ensure the sustainability of our services.

Trust Grants - Trust and foundation grants are time-limited funds awarded by charitable trusts, foundations, and grant-making bodies to support specific projects or areas of work. These grants are typically restricted, meaning the funding must be used for the purpose agreed with the grant provider and within a defined timeframe. Such funding allows Devon Mind to develop and deliver targeted programmes, pilot innovative approaches, and address emerging needs in our communities. Trust and foundation support is essential to expanding our reach and impact, complementing our core income by enabling us to deliver specialist mental health services and initiatives that might not otherwise be possible.

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2024* £
Unrestricted funds						
Designated funds						
Cessation fund	*85,000*	-	-	-	-	*85,000*
Development fund	*50,000*	-	-	-	-	*50,000*
EU Projects	*30,000*	-	-	-	-	*30,000*
Digital costs	*5,000*	-	-	-	-	*5,000*
Lease commitments	*111,506*	-	-	*(43,222)*	-	*68,284*
Capital fund	*8,026*	-	-	*(1,826)*	-	*6,200*
Investments	*485,000*	-	-	-	-	*485,000*
	774,532	-	-	*(45,048)*	-	*729,484*
General funds						
General Funds	*271,816*	*185,433*	*(381,375)*	*33,981*	*50,296*	*160,151*
Revaluation reserve	-	-	-	*42,565*	-	*42,565*
	271,816	*185,433*	*(381,375)*	*76,546*	*50,296*	*202,716*
Total Unrestricted funds	*1,046,348*	*185,433*	*(381,375)*	*31,498*	*50,296*	*932,200*

17. Statement of funds (continued)

	Balance at 1 April 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 March 2024* £
Restricted funds						
National Mind (Refugees Asylum Seekers Project)	-	*22,451*	*(22,050)*	-	-	*401*
Recovery College (Plymouth City Council)	-	*117,369*	*(106,566)*	*(10,803)*	-	-
Alliance (Alliance Community Contract)	-	*646,443*	*(625,748)*	*(20,695)*	-	-
National Mind (Asics)	-	*14,184*	*(14,184)*	-	-	-
	-	*800,447*	*(768,548)*	*(31,498)*	-	*401*
Total of funds	*1,046,348*	*985,880*	*(1,149,923)*	-	*50,296*	*932,601*

18. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Designated funds	**729,484**	**46,140**	**(79,599)**	**(520,488)**	**(535)**	**175,002**
General funds	**202,716**	**133,673**	**(232,411)**	**520,488**	**-**	**624,466**
Restricted funds	**401**	**1,011,095**	**(999,980)**	**-**	**-**	**11,516**
	932,601	**1,190,908**	**(1,311,990)**	**-**	**(535)**	**810,984**

Summary of funds - prior year

	Balance at 1 April 2023 £	*Income £*	*Expenditure £*	*Transfers in/out £*	*Gains/ (Losses) £*	*Balance at 31 March 2024 £*
Designated funds	*774,532*	*-*	*-*	*(45,048)*	*-*	*729,484*
General funds	*271,816*	*185,433*	*(381,375)*	*76,546*	*50,296*	*202,716*
Restricted funds	*-*	*800,447*	*(768,548)*	*(31,498)*	*-*	*401*
	1,046,348	*985,880*	*(1,149,923)*	*-*	*50,296*	*932,601*

19. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	3,062	**3,062**
Fixed asset investments	-	546,207	**546,207**
Current assets	11,516	305,090	**316,606**
Creditors due within one year	-	(54,891)	**(54,891)**
Total	11,516	799,468	**810,984**

19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total funds 2024 £*
Tangible fixed assets	*-*	*6,031*	*6,031*
Intangible fixed assets	*-*	*169*	*169*
Fixed asset investments	*-*	*539,029*	*539,029*
Current assets	*401*	*435,332*	*435,733*
Creditors due within one year	*-*	*(48,361)*	*(48,361)*
Total	*401*	*932,200*	*932,601*

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	*2024 £*
Net expenditure for the year (as per Statement of Financial Activities)	**(121,082)**	*(164,043)*
Adjustments for:		
Depreciation charges	**2,853**	*2,590*
Amortisation charges	**169**	*3,462*
Dividends, interests and rents from investments	**(16,989)**	*-*
Loss on the sale of fixed assets	**836**	*-*
Decrease/(increase) in debtors	**(11,268)**	*93,957*
Increase in creditors	**6,530**	*15,591*
Management Fees in relation to investments	**5,177**	*-*
Net cash used in operating activities	**(133,774)**	*(48,443)*

21. Analysis of cash and cash equivalents

	2025 £	*2024 £*
Cash in hand	**232,729**	*363,124*
Total cash and cash equivalents	**232,729**	*363,124*

22. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	**363,124**	**(130,395)**	**232,729**
	363,124	**(130,395)**	**232,729**

23. Pension commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £19,767 (2024 - £17,047) and £3,675 (2024 - £3,687) were payable to the fund at the balance sheet date and are included in creditors.

24. Operating lease commitments

At 31 March 2025 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	*2024 £*
Not later than 1 year	**41,495**	*31,267*
Later than 1 year and not later than 5 years	**88,444**	*37,017*
	129,939	*68,284*

25. Related party transactions

J Evans (Trustee) is a Partner of Tozers LLP, a Partnership that provided legal services during the year totalling £450 (2024: £577). An amount of £Nil (2024: £Nil) is included in debtors at 31 March 2025. There were no other related party transactions during the year.

DEVON MIND

England & Wales - Charity number 1181767

Accounts

Devon Mind

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 March 2024

Registered Charity No: 1181767
Registered Company No: 10281020

Devon Mind

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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TRUSTEES' ANNUAL REPORT

The Trustees, who are also the Directors of the charity for the purposes of the Companies Act, present their Annual Report and the Financial Statements for the year ended 31 March 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) (second edition - October 2019) in preparing the annual report and financial statements of the charity.

1. Objectives and Activities

Devon Mind is an independent charity affiliated to national Mind. We adhere to national Mind's vision: 'We won't give up until everyone experiencing a mental health problem gets both support and respect'. We work to promote wellbeing and prevent mental health problems in Devon.

Devon Mind's Articles of Association sets out the principle organisational purposes, which are for the public benefit and are compatible with the requirements of the Charities act 2011.

These are:

1. To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional distress requiring advice and treatment, in association with Mind (National Association for Mental Health) in accordance with the aims and objectives of Mind (NAMH).

2. To promote the study of and research into mental health disorder and emotional or mental distress and to obtain and make records of and disseminate information concerning the same to educate the public in matters relating to mental health.

In addition, Devon Mind specifically aims to:

- Provide opportunities for recovery for those who have experience of mental health problems.
- Encourage and empower people with mental health problems to work towards reaching their potential as full members of society.
- Raise public awareness of mental health issues.
- Provide appropriate community services for people to complement statutory services.

Our Vision

Our vision is of a society that promotes and protects good mental health for all and treats people with experience of mental ill health fairly, positively and with respect. We work in partnership with national Mind and with other Local Minds to provide information and support and to campaign to improve policy and attitudes.

Our Mission

To ensure that Devon is a place where people can enjoy good mental health and have the opportunity to reach their potential.

Our Values

Our values are at the heart of everything we do:

- Open – we reach out to anyone who needs us;
- Together – we're stronger in partnership;
- Responsive – we listen, we act;
- Independent – we speak out fearlessly;
- Unstoppable – we never give up.

Ensuring our work delivers our aims

We continually review our aims, objectives and activities in a way that involves input from all Devon Mind stakeholders: trustees, staff, volunteers, and service-users. This includes:

1. Quarterly review of performance, quality, and finance through standing board subcommittees (Quality and Standards; Finance and Resources).
2. Annual 'All Devon Mind' Away Day – this is an opportunity to look back at the previous year, and to plan for the year ahead.
3. Quarterly 'All Staff and Volunteer' meetings through which consultation, development, impact monitoring, evaluation and feedback are key themes for discussion on an ongoing basis.
4. Monthly departmental team meetings that continually monitor how services are meeting the needs of the communities we serve.
5. Co-production with our service-users, users of wider mental health services, carers, professionals and volunteers to ensure that the voice of lived experience is a golden thread in the work of Devon Mind.

The focus of our work

Our main objectives for the year continued to be the support of people in Devon who are affected by mental ill health. A comprehensive outline of all our activities for the period is provided in Section 4. Review of Activities. In addition to providing opportunities for people to access a wide variety of mental health support, we continue to raise awareness of mental health through our training programmes and communications work.

Our services have developed over time according to the needs of our community, the funding available through our partner agencies and funders, and our ability to deliver services. Our staff and volunteers continue to provide a compassionate and professional service to people in Devon. We ensure they are appropriately trained and supported to deliver a high-quality service to all service users and wider stakeholders who come into contact with Devon Mind.

Public Benefit

The Trustees have paid due regard to guidance on public benefit issued by the Charity Commission in deciding what activities the Charity should undertake.

We take a monitoring, evaluation, and learning (MEL) approach to understanding the public benefits of the work undertaken by Devon Mind. This includes:

1. Using data to analyse the mental health needs of the communities we serve, to understand the challenges faced across urban and rural settings, to quantify the 'gap' (where people do not receive the support they need), to assess which interventions have the greatest impact on recovery, and to plan the development of new services in partnership with our lived experience experts.

2. Developing 'test of change' pilots before introducing a new offer or way of delivering services – this enables us to test the efficacy of pilot projects before embedding this work in the organisation.

3. Working with partner agencies (both statutory and VCSE) to share data and expertise, to better understand the service-user 'journey' between different agencies, and to co-deliver our services in a way that meets the needs of people through 'one front door'.

Volunteers

We are hugely grateful for the unstinting efforts of our volunteers. In this year, 32 volunteers donated 2,116 hours. Our counselling service in particular could not run without the contribution of our volunteer qualified counsellors and counsellors in training. Additionally, volunteers supported the delivery of our two annual flagship running events - the Plymouth Harbour 10k, and the Plymouth Harbour Half Marathon, as well as other outreach and promotional activities. If the volunteer contribution is conservatively valued at £10.42 per hour (the minimum wage rate for 2023/2024), the volunteer effort amounts to £22,048. This amount is not included in the accounts in accordance with the SORP.

2. Structure, Governance and Management

The company: was incorporated on 15 July 2016 as a private limited company by guarantee with no share capital in England and Wales (Co. No. 10281020). The company was registered with the Charity Commission on 28 January 2019 (Charity No. 1181767). The governing documents are the Articles of Association. The charity continues to review regularly its governing document in line with best practice, as outlined in the Mind Quality Mark Standards.

Risk Management: The trustees review the major risks to which the organisation is exposed and measures are in place to mitigate those risks.

Public Benefit Statement: The trustees confirm that the main activities undertaken to further the charity's purposes and to have due regard to the Charity Commission's general guidance of public benefit.

3. Chair's Report

I am pleased to present our Annual Report for 2023/2024 on behalf of the Board of Trustees of Devon Mind.

The past 12 months have been a time of both challenge and opportunity, but through it all, Devon Mind has remained a steadfast source of hope, care, and transformation for those in need. Mental health continues to be a critical issue across all sectors of society, and we are proud of the impact we have made during this period.

The aftershocks of the Covid-19 pandemic, the cost-of-living crisis, and societal pressures have contributed to a sharp increase in the demand for mental health support across the UK. In the face of this increased need, Devon Mind has been able to expand and enhance its services. This year, we provided direct support and advice to 5,154 individuals, an increase from the previous year's 3,208. The increase pushed us to expand our capacity and rethink how we can deliver services effectively. Despite these pressures, we have remained focused on our mission to provide accessible, timely, and person-centred care to all who need it.

Our ability to reach more people who need our support is a testament to both the tireless efforts of our staff and volunteers, as well as the vital partnerships we have cultivated with other organisations and funders.

Devon Mind services are provided through multiple channels and activities:

1. One-to-one emotional support;
2. Counselling;
3. Recovery Learning through workshops and courses;
4. Peer Support Groups;
5. Wellbeing Activities;
6. Advice via telephone, email, website, and social media;
7. Mental health training for individuals and organisations.

A comprehensive outline of our achievements and performance across all activities is provided in Section 4. 'Review of Activities'.

The year has also been one of financial prudence, and thanks to the generosity of our donors and the hard work of our fundraising team, we have been able to maintain a strong financial position. Our income for the year reached £985,880. We have invested in essential areas such as digital infrastructure, enabling us to support individuals more efficiently and securely, and in staff training, ensuring that our teams are equipped to handle the complexity of mental health needs in today's world.

Our work as part of the Devon Mental Health Alliance (DMHA) www.mentalhealthdevon.co.uk entered its second year in this financial year. The DMHA is an alliance of 6 VCSE organisations contracted to work in partnership with the two statutory-mental health providers in Devon (Livewell Southwest and Devon Partnership Trust) in implementing the community component of the Community Mental Health Framework (CMHF) transformation programme. Devon Mind have continued to develop, implement, and lead on the delivery of DMHA services in Plymouth, West Devon and North Devon. The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with serious mental illness. Devon Mind are at the forefront of these developments.

Collaborations with local authorities, healthcare providers, and other charities have been essential to our success this year. Our work with the Plymouth Argyle Community Trust (PACT), the South West Coastal Path Association (SWCPA), and the Plymouth and Devon Racial Equality Council (PDREC) has been particularly fruitful, leading to the co-development of new programmes of mental health support in the communities we serve.

We extend our deepest gratitude to every member of our team, both staff and volunteers. Their dedication, hard work, and resilience have been the driving force behind our success. In the face of challenges, they have demonstrated unwavering commitment and a shared passion for our mission, continually exceeding expectations. Together, we will continue to make an impact on mental health in Devon, striving for excellence in all that we do.

We are very grateful to our commissioners, funders, and supporters for enabling us to support people in Devon facing mental health challenges. We continue to be indebted to all our fundraisers and corporate sponsors who have found ever more inventive and innovative ways to raise vital funds for Devon Mind.

Finally, we would like to thank the national Mind support team, our external advisors, and all our trustees for their commitment, time, and guidance over the last 12 months.

As we look towards the next 12 months, we remain deeply committed to our mission of supporting mental health and wellbeing for all in Devon. The challenges of the past year have reminded us of the critical importance of mental health services, and we are inspired to continue expanding our reach, deepening our impact, and innovating our approach

4. Review of Activities

Our flagship offer is through our Recovery College model of work delivered by our Recovery Practitioners, Counsellors and volunteers. This way of working enables people to co-design their own recovery pathway and to engage in a variety of activities, from longer term goal based one-to-one emotional support, to attendance at courses/workshops and support groups. Our aim is to provide a whole-person service that will have an impact on people's lives by taking all facets of their mental health into account. We are committed to working closely with partner agencies to support people in a multi-agency way so no one should be asked to tell 'their story' twice. All of our services are underpinned by a trauma-informed approach that runs as a golden thread through the organisation. Staff and volunteers are supported through extensive training, CPD, and supervision to work creatively with people on their journey to better mental health.

Through our partnership role in the Devon Mental Health Alliance, we continued to support people with severe mental illness in Devon to link closely with activities and organisations in their communities that will support them to be well and stay well. The Devon Mental Health Alliance works hand in glove with colleagues in the statutory sector to ensure a 'front door' approach to mental health support in Devon. Our main aim is to provide a holistic, person-centred approach that is accessible to everyone regardless of their background or mental health challenge.

The table below provides a snapshot of all our activities in this financial year.

Service/Activity	No. of people supported	Number of individual sessions	Staff/Volunteer Hours
One-to-One Emotional Support	804	4,784	5,980
Counselling	227	1,296	1,312
Workshops and Courses	263	91	364
Support Groups	76	39	97
Mental Health Training	783	53	574

In addition to the above activities, Devon Mind provides information, support and advice via telephone, email, text, social media, and the website. In 2023/2024, Devon Mind recorded 10,505 contact points with people and organisations across Devon looking for advice, support, and information.

4.1 One to One Emotional Support

We supported 804 people (18 years old and above) across a broad spectrum of mental health needs to access ongoing psychologically-informed one-to-one emotional support at Devon Mind. A total of 4,784 sessions were delivered in 2023/2024 to this cohort of people. This reflects 5,980 hours of Recovery Practitioner and volunteer time in the delivery of these sessions. These sessions are tailored to the individual's needs and are designed to foster a safe and supportive environment where the person can explore their emotions, thoughts, behaviours, and aspirations, with the guidance of a trained professional.

One-to-One Emotional Support Testimonials

'My Recovery Practitioner was a great listener, never judgemental and always made me feel heard. For the first time in my adult life, Devon Mind have given me hope that I can move forward with my life. I have been made to feel valued.' *Michelle, Plymouth*

'I had been on a waiting list for NHS therapy for over 14 months and I contacted Devon Mind to see how they could help me manage while I was waiting. I had 14 sessions with a wonderful member of the team and I also attended some courses. I have taken myself off the therapy waiting list. I have received the right support for me and I will be forever grateful for the time and patience of everyone who I was in contact with at Devon Mind. I always felt like I really mattered and that there was a genuineness about wanting to help me recover.' *Zoe, North Devon*

4.2 Counselling

Devon Mind provides a comprehensive range of counselling services designed to support individuals facing mental health challenges. These services are tailored to help people manage a variety of emotional difficulties, including anxiety, depression, trauma, grief, and stress. The focus is on offering accessible, person-centred support to enhance mental well-being. Our counselling is delivered face-to-face and on video-conferencing and telephone platforms. In 2023/2024, our qualified and student counsellors delivered 1,296 counselling sessions to 227 people. We are hugely grateful to all our volunteer counsellors for the time and energy they give to supporting people who access Devon Mind for counselling.

Counselling Testimonials

'Wonderful experience with a compassionate and caring counsellor who helped me through a big challenge in my life. Thank you so much.' *Anna, Ivybridge*

'My counsellor at Devon Mind really helped me get back into living a normal life. She helped me understand the problems that I had been undergoing in a kind and fair way. She gave me takeaway handouts to help me go forward and recognise how to manage if an uncomfortable situation should arise. Thank you so much for the help I received here.' *Anonymous, Devon*

'My counsellor was absolutely brilliant from the very first time we met. He was warm and inviting and gave me a sense of security and trust to be able to express myself without judgement. He is a credit to Devon Mind and without his support, I wouldn't be where I am today, moving forward in life with the most positive outlook.' *Mike, Plymouth*

'My counsellor was the best I have come across. He was so understanding from the very start and was always compassionate.' *Harriet, Plymouth*

4.3 Workshops and Courses

The psychoeducation workshops and courses offered by Devon Mind aim to empower individuals with the knowledge and tools to better understand and manage their mental health. These programmes are designed for people experiencing mental health challenges, as well as their families, carers, and the wider community. Each session is co-designed to provide valuable insights into various mental health issues such as anxiety, depression, trauma, and stress. The overarching aim of these learning activities is to help participants gain knowledge, build life skills, and develop emotional resilience, all of which are essential for improving mental health and fostering long-term recovery.

In 2023/2024, the team of staff and volunteers at Devon Mind delivered 36 workshops and courses to 263 people from across Devon. This represents a total of 91 sessions in total as some courses and workshops are delivered over a number of weeks. The most popular workshops and courses included the following:

- With You in Mind: Exploring Women's Mental Health
- Understanding Trauma, Shame and Self-Care
- Putting Yourself First: Understanding Self-Care
- Understanding Emotions with a Focus on Anger
- Understanding and Coping with Feelings of Anxiety
- Matrescence

Workshop and Course Testimonials

'A mindblowing course that gives you an induction to what trauma and shame is/does — put together simplistically.' *Participant on the Understanding Trauma, Shame and Self-Care course*

'There was lots of interesting material on this course. I found lots of useful knowledge, like grounding methods and how the primitive brain works. I'm gonna use these in my life. I felt calm here, so I definitely will attend more for the friendly atmosphere.' *Participant on the Understanding and Coping with Feelings of Anxiety workshop*

'I can honestly say I learned more on this course than any learning I have done before. The course is designed in such a way that you feel immediately safe and supported. The facilitators went out of their way to ensure that everyone had time and space to understand the learning and to ask questions. I came away quite overwhelmed and empowered to make some positive changes that would benefit my life.' *Participant on the Putting Yourself First Course: Understanding Self-Care*

4.4 Support Groups

The Devon Mind peer support groups offer a safe and supportive space where individuals can connect with others who share similar experiences of mental health challenges. These groups provide an opportunity for people to come together, share their stories, and offer mutual encouragement in a non-judgmental and empathetic environment. Our groups are open to everyone, regardless of background or mental health challenge and we maintain a confidential space where participants can speak openly and honestly about their own journeys. The groups are a vital part of our commitment to promoting mental wellbeing, fostering connection, and building a supportive community where everyone feels heard and valued.

Our peer support groups are well established and have been running for many years. For some people, they are a part of their social calendar where they meet and connect with others. In 2023/2024, we ran the following groups on a regular basis.

- OCD Support Group
- Men's Mental Health Group
- Bipolar Support Group
- Depression Support Group
- Anxiety Support Group
- Hearing Voices Support Group
- Women's Mental Health Group

In total, Devon Mind supported 76 new people into these groups in 2023/2024. A total of 39 group sessions were held throughout the year.

Support Group Testimonials

'I really enjoy the Men's Group. I feel I can be myself and I have made some good friends. I try and help out and support new members of the group as I know how difficult it can be to get the courage to join. The team are really supportive and always willing to listen to feedback and make changes to groups times if needed.' *Attendee at Men's Mental Health Group*

'In the beginning I was worried about attending the group but the recovery practitioner met me outside and came in with me. Another member of the group offered me a cup of tea and asked me where I had come from. It really put me at ease and I have been attending for nearly 10 months. It is a part of my monthly calendar and it plays a huge part in keeping me well. I look forward to attending and chatting to friends and also making new ones. This group has really helped me in managing the depression that has plagued me for most of my adult life.' *Attendee at Depression Support Group*

'The group is invaluable to me. I am so glad to have found it and the support it offers, not just to me, but to many others like me.' *Attendee at Anxiety Support Group*

4.5 Mental Health Training

The demand for mental health training sessions in 2023/2024 continued in line with the previous year. In 2023/2024, we delivered 53 training courses to over 783 people from private, public and VCSE sector organisations across Devon. The courses delivered included:

- Mental Health First Aid (2-day Adult)
- Mental Health First Aid (Refresher)
- Mental Health Awareness
- Managing Mental Health in the Workplace
- Understanding Hoarding
- First Steps - Suicide Awareness
- Developing Resilience
- Anxiety Management

Each training session concludes with the opportunity for all learners to complete a feedback and evaluation questionnaire on their experience of the course and the trainer, the impact the course had on their knowledge and practice, and how they will use the skills learned in the future. We use the results of these questionnaires as our key performance indicators when assessing the efficacy of our training programmes, and to also inform where we need to make changes, and what other training programmes we need to develop to meet current and future needs.

Mental Health Training Course Testimonials

'Excellent course – the facilitator was incredibly knowledgeable, experienced and really enhanced my learning. I look forward to putting this into practice in my own day-to-day job.' *Participant on the Managing Mental Health in the Workplace course*

'I really enjoyed the two days. The training was a really good mix of learning, discussion, and case-studies. The trainer was fantastic and really knew their subject. I was also interested in learning more about the wider Devon Mind support services. That was really useful from a personal perspective.' *Attendee on the Mental Health First Aid 2-Day course*

4.6 Project Spotlight

In 2023/2024, we delivered on two specialist projects funded by National Mind.

- The Asylum Seeker and Refugee Project – we worked in partnership with the Plymouth and Devon Racial Equality Council (PDREC) to support people who had been displaced to Plymouth by the war in Ukraine. With the support of an interpreter, we delivered targeted sessions focused on managing your mental health. The aim of this project was to provide a space for the participants to seek support and have easy access into all of the Devon Mind activities. The project ran for 12 months, and we successfully worked with over 30 people.

- Asics Mindful Movement Project – we worked in partnership with the Plymouth Argyle Community Trust to design an innovative programme that would support mental health and well-being through the integration of gentle physical activity and mindfulness practices. The project encouraged participants to reconnect with their bodies, manage stress, and improve emotional resilience through a combination of movement, breathwork, and meditation. This project continues to form a part of Devon Mind's holistic approach to mental health support, helping individuals develop healthier relationships with their minds and bodies while fostering a sense of calm, resilience, and well-being. We worked with 73 participants over the course of this project.

4.7 Monitoring, Evaluation and Learning

We use a range of key performance indicators to assess progress against targets on all our activities. These KPis include:

1. Patient Reported Outcomes Measures (PROMs) including ReQol-10 and Goal Based Outcomes. PROMs are used to assess the quality of mental health care experiences, focusing on the service-user. These measures help the charity, our commissioners and other stakeholders to make informed changes to our services to ensure they are impactful and meaningful for people who access support with Devon Mind.

2. Number of Multi-Agency Teams (MATs) that Devon Mind Recovery Practitioners are embedded in. MATs typically consist of local health care professionals (GPs; Nurses; Occupational Therapists; Psychiatrists; Clinical Psychologist etc.) and wider VCSE sector workers (such as the Devon Mind Recovery Practitioners). MATs work as creative solutions panels, with a group of professionals working together to provide a comprehensive support offer of people with mental health needs. The MATs prevent people from being 'bounced around the system'.

3. Engagement with interventions offered - we record all interventions and activities on our case management system and look at the conversion rate from 'first enquiry/assessment' to 'participation' in a particular activity (e.g., counselling or support groups). We collect rich data on why people may not progress to full engagement and test out our assumptions through our focus groups and wider co-design forums (e.g. do we need to change our offers in anyway?).

4. Feedback and evaluation. All our service-users are asked to provide feedback and evaluation regardless of the service accessed. We use this information to inform our understanding of the longer-term impact of the Devon Mind offer and we work with our statutory partners to find correlations where they exist between the support offered by Devon Mind, and the number of people continuing to access their GP, secondary mental health services, or emergency services.

4.8 Marketing and Fundraising

We have used our growing social media presence to inform people of our services, provide information about our events and activities, and to share general emotional wellbeing information, advice and guidance. Our presence on fundraising platforms has now grown to ensure that people can fundraise for us with ease and efficiency. To date, we are active on the following platforms:

- Just Giving
- Enthuse
- Facebook Donations
- GOFundME
- MuchLoved
- Raisely
- SportGiving/RaceNation
- CAF Donate

PLYMOUTH HARBOUR RUNS In aid of mind Devon

The Plymouth Harbour Runs are Devon Mind's flagship annual active challenge events — two unique community running challenges centred around Plymouth's iconic Sutton and Cattewater Harbours. The events include a 10K from Mount Batten to the Barbican and a half marathon from Yelverton to the Barbican, both raising vital funds for Devon Mind.

On the 10th of September 2023, just under 200 runners participated in the 10K event. This was followed by the half marathon on the 17th March 2024 which saw 331 runners participate in the main event. Collectively, both events raised over £15,000 for Devon Mind. We are hugely grateful to all our staff, volunteers, sponsors, and wider supporters who enabled these events to be hugely successful and enjoyable for all who participated

We would like to extend our sincere gratitude to everyone who supported and donated to us in this year. We are indebted to you and your support for Devon Mind.

5. Future Developments

We have identified two key strategic priorities that Devon Mind will focus on achieving over the 5-year period covering 2023-2027:

1. Be a sector-leading provider of mental health recovery services in Devon;
2. Raise mental health awareness in the population of Devon.

We will achieve our strategic priorities by focusing on five key thematic areas:

1. Leadership and Governance

   - Sustain a robust Devon Mind Board that is representative of our organisation and has appropriate skills to enable it to function efficiently.
   - Develop and sustain a strong and high-performing senior leadership team that models culture and behaviour, and enables Devon Mind to successfully achieve its aims and objectives.
   - Nurture a committed, compassionate, motivated, highly trained, and agile workforce that feels valued, respected, and listened to.

2. Partnership and Collaboration

   - Play an integral role in the success of the Devon Mental Health Alliance (DMHA) partnership (The DMHA's success is Devon Mind's success).
   - Seek out opportunities for collaboration that align with Devon Mind's purpose, mission, and values, and support the Charity's overarching strategic priorities.

3. Quality and Impact

   - Successfully maintain the Mind Quality Mark (MQM) and continually implement improvements.
   - Use the experiences of those using our services as a measure of quality and to inform improvement measures.
   - Fully utilise the Devon Mind CRM and Impact Tracker systems to ensure evidence and data is core to our decision-making processes.
   - Develop a reputation for evidence-based and quality assured work that achieves the best possible outcomes for people with mental ill health.

4. Engagement and Influence

   - Adapt our services to be more accessible and inclusive of diversity and difference.
   - Provide opportunities that support, enable and empower people with lived experience to be actively involved in co-designing and co-producing Devon Mind services.
   - Use our knowledge from delivering services and working in partnership to influence decision makers and shape the future of commissioned services.

5. Sustainability and Resilience

- Grow our reputation for high quality and impactful services that commissioners and other funders continually invest in.
- Develop, deliver, and monitor a Financial Strategy that sets out how Devon Mind plans to finance its overall operations and to meet its charitable objectives now and over a defined period in the future (3 years rolling).
- Remain agile, flexible, and resilient to anticipate the challenges ahead (horizon scanning) and be prepared for them, while also retaining the agility to respond quicky to opportunities as they arise.

6. Risk and Uncertainties

Devon Mind reviews risk on an ongoing basis through our Board of Trustees, sub-committees, and Senior Management Team (SMT). The organisation maintains a 'Risk Register' that is reviewed and updated on a quarterly basis. This allows us to appraise and mitigate against existing known risks and to identify new risks. We consider the impact and likelihood of risks occurring and give particular attention to the management of the most severe risks.

Devon Mind has identified the following principal risks facing the Charity over the next 12 months, alongside the action that is been taken to mitigate against these risks.

1. Recruitment and retention of appropriately skilled staff

Staff recruitment and retention remain an ongoing risk for our charity alongside many other health and social care charities. There is less movement of experienced staff between sectors as people are nervous about leaving long standing jobs for a career in the charity sector, when the wider economic situation is not so positive. To mitigate against this, we have introduced a hybrid model of working with limited remote working for staff where it is appropriate. We have also offered compressed hours and 9-day fortnights where they fit with service demands. We have benchmarked our jobs against the sector average, and we are committed to ensuring that people are properly remunerated in line with core competencies and responsibilities. We also provide comprehensive training and opportunities for continuing professional development for all staff. Where possible, we will work with partner agencies to facilitate secondments into Devon Mind on joint pieces of work.

2. Income and financial sustainability

Income and financial sustainability have traditionally been the main risks associated with the charity sector. However, Covid-19, the war in Ukraine, elevated inflation, and cost of living rises have exacerbated funding concerns. Devon Mind is not as heavily vulnerable to energy and rental costs as other charities, but staff salaries make up the highest proportion of costs. Inflationary uplifts to salaries need to be considered on an annual basis going forward (to retain staff), and high-inflation scenarios will be modelled into the standard forecasting processes to test the financial resilience of the charity. In addition, we will invest in our income generation resources to enable us to develop relationships and funding streams from trusts and foundations, in addition to enhancing our marketing, fundraising and events capacity to grow our fundraiser base. We will expand our cash-flow forecasting from 12 months to 24 months to ensure we have enhanced visibility of when our financial sustainability becomes a concern, and we will take actions well in advance to mitigate this vulnerability.

3. Meeting demand for our services

As we raise our profile in Devon, alongside our partnership working with the NHS and local authorities, we will inevitably experience an exponential demand for access to our services. This was the case in 2023/2024 and we anticipate that this will increase in 2024/2025. We will continue to work closely with partner agencies to ensure that we keep people safe, and we will also further develop our digital offer to ensure that people can 'wait well' while they are on waiting lists for our services. Of particular note, we are committed to the development of a wholly agile workforce - this involves training all of our staff to work in a trauma-informed, holistic way, and regardless of their current role, they can be called upon in times of significant pressures to support our wider service delivery. An example of this approach is that all staff in Devon Mind, across all departments, are training in 'duty work', and can at any time support people with very brief interventions while they await access to our services.

7. Administrative Structure

Trustees are appointed for a term of three years.

The Board of Trustees shall not have more than twelve members and not less than three.

A person can only become a trustee after declaring an acceptance and willingness to act in accordance with the Articles.

The day-to-day management of the Charity is delegated to the CEO, Olivia Craig.

The following served as Executive Committee members during the year:

Chair:	Paul Guildford	
Previous Chair:	Sharon Claridge	resigned 18 July 2024
Vice Chair:	Neil Pick	
Other Trustees:	Penny Blackmore	appointed 5 March 2024
	Martin Cordy	appointed 5 March 2024
	Rebecca Cozic	appointed 5 March 2024
	James Evans	
	Professor Euan Hails	appointed 19 October 2023
	Matthew Keane	appointed 5 March 2024
	Peter Mullarkey	resigned 23 April 2023
	Stephen Offord	
	Nicholas Southcott	appointed 5 March 2024

Recruitment and appointment of new trustees is based on the skills and expertise offered. Once elected to the Board, the new trustee is supported through their induction by both the Chair and the CEO. Training of new trustees is arranged through briefing sessions with the CEO and/or the Chair, visit to projects and services to familiarise themselves with the organisation and its services, plus briefing sessions before and after board meetings where required.

All trustees are able to access appropriate internal and external training. Trustees are also required to sign up to the National Mind 'Connecting Minds' portal and are encouraged to attended National Mind conferences and network meetings.

The Board agrees the strategy and direction of Devon Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive Officer and the senior management team. The senior management team is made up of the Chief Executive Officer, the Head of Services, the Business Support Manager and the Clinical Lead.

The Board of Trustees met 9 times in the year. The Finance and Resources sub-committee, and the Quality and Standards sub-committee each met 5 times in the year.

The Chief Executive Officer works closely with trustees to lead the organisation, focus on external profile and commissioning, oversee the organisation's budgets and management accounts, the strategic priorities, business plans, policies, and ensuring service delivery is delivered to the highest quality, and managed effectively and efficiently.

The pay levels of all staff, including the senior management team are benchmarked regularly against other providers and similar roles in Devon. Any changes to pay levels are agreed by the Board of Trustees.

Devon Mind is affiliated to Mind, the national mental health charity, as a Local Mind Association through the Mind Federation Agreement under which all local Minds now operate. There is no financial or managerial connection beyond the payment of the membership fee. The Agreement with Mind enables us to determine our own policies and activities locally.

Active involvement with the processes of the Mind Federation's "Quality Management" scheme facilitates organisational improvement through self-reflection and external assessment. Our current Mind Quality Mark (MQM) with Mind ensures we maintain our eligibility to membership of the Mind Federation.

8. Statement of the Board of Trustees Responsibilities

The trustees (who are also directors of Devon Mind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- 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.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

All members of the Board of Trustees give their time voluntarily and received no benefits from the charity.

9. Financial Review

The year ending March 2024 was a turbulent one both globally and nationally, due to the following key challenges:

- ongoing war in Ukraine;
- energy challenges across Europe;
- soaring cost-of-living crisis and impact of rising inflation.

All of the above played a key part in some of the increased costs borne by Devon Mind in this year. We have maintained a healthy cash-flow throughout the year through regular review of expenditure and ongoing costs.

Total income for the year is £985,880 of which £880,647 is from contracted income for services and performance related grants as per note 3. The Devon Mental Health Alliance (funded by NHA England) constitutes the largest contact currently held by Devon Mind. Other large projects are funded by Plymouth City Council and National Mind. Our Mental Health training programme and 'paid for counselling' continues to generate income, and this yielded £42,523 at year end.

The charity has benefitted from the increased awareness of mental health in society over the recent years and this was very much at the forefront of the pandemic. The total amount of voluntary donated income generated in this financial year was £125,271. This represents a reduced figure when compared to £226,853 generated in 2022/2023 – this downturn reflects a national pattern of reduced personal giving per capita. This is not unexpected as we anticipated the cost of living crisis would impact on people's ability to donate to charities.

Total costs of the charity are £1,149,923 and the nature of our activities means this consists largely of salary costs and project delivery costs. The net expenditure for the year is £113,747 and this largely reflects the decrease in donated income streams.

The net assets of the charity at the year-end are £932,601 and fixed assets represent £545,229. Restricted funds are £401 and unrestricted funds £932,200 including a designated funds of £729,484 per note 17. General unrestricted fund is £160,151.

10. Going Concern

The Board of Trustees has carefully assessed the financial position and ongoing operational commitments of the charity, including a review of current resources, projected income, and the external environment in which the charity operates. Based on this review, the Trustees have reasonable expectations that the charity has adequate resources to continue its activities for the foreseeable future. The Board of Trustees note the following key indicators.

- Steady growth in fundraising efforts over the last 3 years. Donation income is expected to remain at similar levels to 2022/2023 -within the region of £100,000/annum.
- Steady growth in the earned income of the charity through the delivery of commercial training and paid-for counselling. This is anticipated to continue to grow in the 2024/2025 financial year.
- A continuing diversification in our donor base and greater awareness of Devon Mind amongst the wider public.
- Effective cost management measures resulting in controlled operating expenses.
- Devon Mind has contracts in place with NHS England (NHSE) and Plymouth City Council to deliver mental health services throughout the county. Devon Mind are a leadership member and the main delivery provider for the Devon Mental Health Alliance (DMHA). We continue to deliver services and to successfully meet KPis on all commissioned services. The contract ends in January 2025, and a +2 year extension has been agreed to January 2027.
- The charity is financially sound following the sale of the freehold property in the 2022/2023 financial year.
- The charity has no borrowings and creditors are the normal suppliers, HMRC and the landlord. We pay our liabilities as they fall due.

Our analysis of cash flow projections indicates that Devon Mind has sufficient liquidity to meet its short-term financial obligations, including project-related expenses, staff salaries, and overhead costs. The forecasted income and expenditure for the year ended 31 March 2025 and cashflow forecasts to March 2026 are sustainable.

We have assessed the impact of Devon Mind's projects and initiatives on the communities we serve, and we publish the findings in our annual Impact Report. The positive outcomes reported and the powerful testimonials we receive from beneficiaries demonstrate the meaningful contribution of Devon Mind to its mission.

In light of the economic climate that we will continue to operate in, we have implemented several strategies to mitigate risks and to ensure the continued contribution of Devon Mind to better mental health for all in Devon.

- Diversification of revenue streams through targeted fundraising and grant applications. The charity has employed a bid writer to lead on funding applications and tenders to provide a contribution to the core costs of the charity, but to also fund sustainable development and growth across Devon.
- Increased promotion of paid for services including our commercial mental health training and our counselling services.
- Exploring partnerships and collaborations to share resources and expertise.
- Continued efforts to streamline operations and optimise cost efficiency.

We acknowledge that external factors such as economic downturns, changes in donor behaviour, changes in the priorities of statutory funders (e.g., NHSE and local authorities), and unforeseen events can impact Devon Mind's financial stability. However, we have taken steps to build a resilient and adaptive organisation that will position us well to navigate potential challenges. Devon Mind has appropriate insurance in place to cover business interruption through a 'catastrophe'. We have a robust, highly skilled, and efficient senior management team who lead on different areas of excellence for Devon Mind.

Based on our assessment of the financial statements, cash flow projections, impact, and mitigation strategies, we are optimistic about the going concern status of Devon Mind. While external challenges exist, the organisation's strong commitment to its mission, responsible financial management, and ongoing efforts to secure funding sources provide a solid foundation for its continued operations.

We remain dedicated to monitoring the organisation's financial health, adapting to changing circumstances, and ensuring the long-term sustainability of Devon Mind.

11. Investment Policy

The trustees use a discretionary investment management service with an investment portfolio level at risk category '6'. RBC Brewin Dolphin act as Devon Mind's investment advisors. RBC Brewin Dolphin engage with companies directly and as members of leading industry bodies on important issues that could impact the value of our holdings. As signatories, they adhere to the UN Principles of Responsible investment.

As the year end, the market value of the portfolio had increased by £50,296 and this reflected the general movement of the global market in a volatile profile in this period. Of note, Devon Mind is invested in Microsoft and Scottish Mortgage who are both heavily invested in Artificial Intelligence (AI) potential. The expansion of AI could be transformational in the market in the future.

The charity has an appropriate Investment Policy in place which is reviewed on an annual basis by the Quality and Standards Sub-committee of the Board of Trustees.

The trustees have considered the future sustainability of our investment portfolio and believe it is important that we invest responsibly to achieve our charity's goals. As stewards of our investments, our investment managers Brewin Dolphin take account of a wide range of environmental, social and governance factors when assessing and selecting investments for our portfolio.

Devon Mind are committed to retaining our independent stance in relation to the use of medication so that we can continue providing a voice for people with experience of mental health problems. In order to retain this independence, Devon Mind will not invest any charity funds in companies involved in the manufacturing, selling, or promotion of pharmaceuticals.

12. Principal Funding Sources

The principal funding sources are set out in notes 2 and 3 to the accounts.

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £321,853.

13. Reserves Policy

The charity needs to hold reserves for the following principal reasons:

- To cover gaps between incurring expenditure and receiving the corresponding grant/contract income, particularly in relation to EU funding and the Devon Mental Health Alliance (DMHA);
- Maintain services if funding is suddenly reduced or withdrawn until new funding can be found;
- Provide for unforeseen expenditure;
- Pay redundancy costs if services are reduced.
- Winding up the charity in the event of closure.

The charity aims to establish and hold in reserves four months of operational costs, notice period/redundancy provision for eligible staff, and wind-up costs in the unlikely event of the charity having to close.

The trustees have also set aside designated funds totalling £729,484 as detailed at note 17 to cover redundancy, shortfall in EU funding reimbursements, development opportunities, and IT requirements.

The charity considers that its present levels of reserves, together with the changes anticipated in these during the forthcoming year, satisfy the criteria set out above, and no action is deemed to be necessary at the present time to change these levels.

The charity reviews both the level of its reserves and its policy on reserves continually and specifically at the time of consideration of the Annual Budget.

14. Fundraising Standards Information

Devon Mind is registered with the 'Fundraising Regulator'. The charity has policies and procedures in place to ensure commitment to good fund-raising practice, including the social, environmental, and ethical considerations attached to different fund-raising activities.

15. Principal and Registered Office and Professional Advisers

The registered office of the charity is:

Mannamead Wellbeing Hub
156 Mannamead Road
Plymouth
PL3 5QL

Professional advisers

Bankers:	Unity Trust Bank Plc. Nine Brindley Place, 4 Oozells Square, Birmingham, B1 2HB CAF Bank Ltd. 25 Kings Hill Avenue, West Maling , Kent ME19 4JQ Triodos Bank, Deanery Road, Bristol, BS1 5AS Nationwide Building Society, Nationwide House, Pipers Way, Swindon, SN38 1NW National Westminster Bank Plc., 250 Bishopsgate, London, EC2M 4AA
Independent Examiner:	Northcott Trumfield , Chartered Accountants, Devonshire Villa, 52 Stuart Road, Plymouth, PL3 4EE
Solicitors:	Tozers LLP, Broadwalk House, Southernhay West, Exeter, Devon, EX1 1UA
Investment Managers:	RBC Brewin Dolphin 12 Smithfield Street, London, EC1A 9BD

This report has been prepared having taken advantage of the small companies exemption in the Companies Act 2006.

Approved by the Board of Trustees on 24 October 2024 and signed on its behalf by:

..... **Chair** **P Guildford**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DEVON MIND

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 17 to 39.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

I have completed my examination. I confirm that no 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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Signed:

Guy Ian Northcott
FCA, Bsc(Econ) Hons, DchA
For and on behalf of:
Northcott Trumfield
Chartered Accountants
Devonshire Villa
52 Stuart Road
Stoke
Plymouth
PL3 4EE

Date: 24 October 2024

mind Devon

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 Restricted Funds £	2024 Unrestricted Funds £	2024 Total £	2023 Total £
Income and endowments from:					
Donations and legacies	2	-	125,271	125,271	226,853
Charitable activities	3	800,447	46,287	846,734	806,689
Investments	4	-	13,875	13,875	3,844
Other income: Gain on the disposal of a tangible fixed asset held for Charity's own use	5	-	-	-	321,853
Total income and endowments		800,447	185,433	985,880	1,359,239
Expenditure on:					
Raising funds	8	-	26,137	26,137	31,915
Charitable activities	6,7	768,548	355,238	1,123,786	889,570
Total expenditure		768,548	381,375	1,149,923	921,485
Net gain/(loss) on investments	13	-	50,296	50,296	(2,250)
Net income/(expenditure) before transfers		31,899	(145,646)	(113,747)	435,504
Transfer between funds	17	(31,498)	31,498	-	-
Net movement in funds		401	(114,148)	(113,747)	435,504
Reconciliation of funds:					
Total funds brought forward	17	-	1,046,348	1,046,348	610,844
Total funds carried forward	17	401	932,200	932,601	1,046,348

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Intangible Fixed Assets	11		169		3,631
Tangible Fixed Assets	12		6,031		4,395
Investments	13		539,029		482,381
			545,229		490,407
Current Assets					
Debtors	14	72,609		166,566	
Cash at Bank and in Hand		363,124		424,101	
		435,733		590,667	
Creditors:					
Amounts falling due within one year	15	48,361		34,726	
Net Current Assets			387,372		555,941
Total Net Assets			932,601		1,046,348
The Funds of the Charity:					
Funds	17		932,601		1,046,348

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

The financial statements were approved and authorised for issue by the Trustees on 24 October 2024 and signed on their behalf by:

..... Chair P Guildford

..... Trustee

Company registration number 10281020

The notes on pages 20 to 39 form part of these accounts.

mind Devon

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Note	2024 £	2023 £
Cash flow from operating activities	20	(48,443)	169,390
Cash flow from investing activities			
Payments to acquire tangible assets		(4,226)	(2,506)
Payments to acquire investments		(97,991)	(484,631)
Receipts from sale of investments		75,808	-
Receipts from sale of assets		-	485,484
Dividends and interest receivable		13,875	3,844
		(12,534)	2,191
Net increase/(decrease) in cash equivalents		(60,977)	171,581
Cash and cash equivalents at 1 April 2023		424,101	252,520
Cash and cash equivalents at 31 March 2024		363,124	424,101
Cash and cash equivalent consists of:			
Cash at bank and in hand		363,124	424,101

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

1. Summary of significant accounting policies

(a) **General information and basis of preparation**

Devon Mind is a private limited company by guarantee registered in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 6 of these financial statements. The nature of the charity's operations and principal activities are to promote the preservation of mental health and assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional stress in the county of Devon.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition - October 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) **Fund Accounting**

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with the specific requirements of the project contracted for. The costs of running and administering such funds are charged against the specific fund.

Investment income, gains and losses are allocated to the appropriate fund.

(c) **Income Recognition**

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives government grants in respect of mental health services. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as shares. It includes dividends and interest. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

(d) **Expenditure Recognition**

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following heading:

- Costs of raising funds includes salaries and associated expenses directly attributable to fund raising.
- Expenditure on charitable activities includes all costs incurred to promote and undertake charitable activities.
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) **Support Costs Allocation**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

(f) **Pension Contributions**

The charity operates a defined contribution pension plan under Auto enrolment. The costs of these contributions will be written off in the year they become payable.

(g) **Foreign Currencies**

Transactions in foreign currency are initially recognised in sterling using spot rates ruling at the time of the transaction. Assets and liabilities denominated in a foreign currency are translated to sterling using the rates ruling at the year end and any profit/loss arising is written off to the SOFA.

(h) **Intangible Assets – other**

Intangible assets are amortised on a straight line basis over their useful lives. The useful lives of intangible assets are as follows:

Computer Software	4 years	straight line

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024 Cont.

(i) **Tangible Fixed Assets and Depreciation**
Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided to write off the cost of tangible fixed assets less estimated residual value, (except freehold land) over their expected useful lives on the following basis:

Computer Equipment	33%	straight line
Equipment and Furniture	20%	straight line
Buildings	2%	straight line

(j) **Investments**
Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SOFA if the investments are publicly traded or their fair value can otherwise be measured reliably.

(k) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(l) **Cash at Bank and in hand**
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) **Creditors and Provisions**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(n) **Leases**
Rentals payable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

(o) **Employee Benefits**
When employees have rendered services to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

(p) **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.

(q) **Taxation**
The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and passes the test of Paragraph 1 of Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(r) **Going Concern**
The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(s) **Key accounting judgements and sources of estimation uncertainty**
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable in the circumstances.

Critical judgements in applying the Charity's accounting policies

i) Accrued income (notes 3 and 12)

Income is recognised in the statement of financial activities when the following criteria has been met: the charity is entitled to the income, it is considered probable that the income will be received and the income can be reliably measured. Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract.

Key accounting estimates and assumptions
The charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

i) Accrued income (notes 3 and 12)

Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract. This requires estimation of the income due to the charity.

2. Income from Donations and Legacies

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
The Honourable Association	-	-	-	-	8,500	8,500
University of Plymouth Student Union	-	-	-	-	5,681	5,681
Hoburne Limited	-	-	-	-	10,864	10,864
Newton Abbot College	-	6,502	6,502	-	-	-
Anonymous Donation	-	10,000	10,000	-	10,000	10,000
Gifts less than £5,000	-	108,769	108,769	-	191,808	191,808
	-	125,271	125,271	-	226,853	226,853

3. Income from Charitable Activities

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
Sale of goods and services	-	46,087	46,087	-	36,744	36,744
Performance related grants	683,778	200	683,978	653,276	-	653,276
Contractual payments	116,669	-	116,669	116,669	-	116,669
	800,447	46,287	846,734	769,945	36,744	806,689
Contractual payments						
Plymouth City Council Recovery College	116,669	-	116,669	116,669	-	116,669
	116,669	-	116,669	116,669	-	116,669
Performance related grants						
Devon Mental Health Alliance (DMHA)	646,443	-	646,443	332,178	-	332,178
Devon Mind Asics	14,184	-	14,184	-	-	-
National Mind Refugee and Asylum Seekers Project	22,451	-	22,451	-	-	-
Plymouth City Council – Alcohol & Mental Health Project	-	-	-	132,871	-	132,871
Plymouth City Council – WFPH	-	-	-	37,224	-	37,224
Devon Community Foundation Feel Good Grant	-	-	-	7,500	-	7,500
Living Options COMF	-	-	-	16,050	-	16,050
CoLab Exeter	-	-	-	61,340	-	61,340
Other	700	200	900	-	-	-
Erasmus +						
PATH	-	-	-	34,395	-	34,395
SPEED-You -Up	-	-	-	23,490	-	23,490
HAIRE	-	-	-	8,228	-	8,228
	683,778	200	683,978	653,276	-	653,276

4. Investments

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
Income from portfolio	-	11,324	11,324	-	3,348	3,348
Bank interest	-	2,551	2,551	-	496	496
	-	13,875	13,875	-	3,844	3,844

5. Other Income

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £
Gain on the disposal of a tangible fixed asset held for the charity's own use	-	-	-	-	321,853	321,853

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £321,853.

6. Analysis of Expenditure on Charitable Activities

(a) 31 March 2024

	Alliance	National Mind – Asics	National Mind – RASP	Recovery College	Total Restricted	General	Total Unrestricted	Total	2023
	£	£	£	£	£	£	£	£	£
Fundraising	-	-	-	-	-	26,137	26,137	26,137	31,915
Direct Costs									
Human resources	563,127	8,684	19,166	101,558	692,535	-	-	692,535	635,537
Staff training and welfare	7,803	-	-	1,913	9,716	415	415	10,131	7,189
Travel, subsistence and accommodation	21,121	-	-	169	21,290	478	478	21,768	13,642
Advertising and marketing	1,423	-	-	-	1,423	-	-	1,423	-
Funding partners	2,550	5,500	2,854	-	10,904	-	-	10,904	800
Direct project costs	17,166	-	30	186	17,382	3,842	3,842	21,224	52,397
Office	11,981	-	-	2,740	14,721	97	97	14,818	-
Legal and professional	577	-	-	-	577	-	-	577	6,953
	625,748	14,184	22,050	106,566	768,548	4,832	4,832	773,380	716,518
Non Direct Costs									
Governance	-	-	-	-	-	14,327	14,327	14,327	14,492
Office costs	-	-	-	-	-	40,590	40,590	40,590	35,788
Premises costs	-	-	-	-	-	42,724	42,724	42,742	36,912
Human resources	-	-	-	-	-	214,265	214,265	214,265	43,268
Staff training and welfare	-	-	-	-	-	3,432	3,432	3,432	15,901
Subcontracted costs	-	-	-	-	-	29,016	29,016	29,016	19,510
Depreciation	-	-	-	-	-	6,052	6,052	6,052	5,889
Loss on disposal of assets	-	-	-	-	-	-	-	-	1,292
	-	-	-	-	-	350,406	350,406	350,406	173,052
Total expenditure on charitable activities	625,748	14,184	22,050	106,566	768,548	355,238	355,238	1,123,786	889,570

6. Analysis of Expenditure on Charitable Activities

(b) 31 March 2023 Restricted

	Alliance	PCC Alcohol & Mental Health Project	Colab Exeter	Living Options COMF	Devon Community Foundation	David Gibbons	HAIRE	PATH	PCC Wellbeing	Recovery College	Speed-You-Up	PCC WfER	PCC WPDF	National MIND Growth Fund	Total Restricted
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Raising Funds	8,827	4,953	-	2,328	-	-	-	-	569	-	-	426	-	486	17,589
Direct Costs															
Human resources	243,177	99,825	62,153	16,033	10,316	-	9,509	20,338	-	100,769	43,908	-	29,509	-	635,537
Staff training & welfare	6,747	275	-	-	-	-	-	-	-	-	-	-	-	-	7,022
Travel, subsistence & accommodation	6,533	-	371	-	-	-	-	1,319	13	-	3,236	-	-	-	11,472
Funding partners	800	-	-	-	-	-	-	-	-	-	-	-	-	-	800
Direct project costs	16,648	-	236	-	-	2,998	-	-	32	22	97	-	-	-	20,033
Legal and professional	420	-	-	-	-	-	2,333	900	-	-	3,300	-	-	-	6,953
	274,325	100,100	62,760	16,033	10,316	2,998	11,842	22,557	45	100,791	50,541	-	29,509	-	681,817
Non Direct Costs															
Governance	3,478	1,952	-	918	-	-	-	-	224	-	-	168	-	191	6,931
Office costs	10,871	6,100	-	2,867	-	-	-	-	700	-	-	525	-	598	21,661
Premises costs	10,548	6,227	-	2,927	-	-	-	-	715	-	-	536	-	611	21,564
Staff costs	13,270	7,445	-	3,500	-	-	-	-	854	-	-	640	-	729	26,438
Staff training & welfare	4,878	2,735	-	1,286	-	-	-	-	315	-	-	236	-	269	9,719
Subcontracted costs	5,981	3,359	-	1,577	-	-	-	-	385	-	-	288	-	329	11,919
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loss on disposal of assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	49,026	27,818	-	13,075	-	-	-	-	3,193	-	-	2,393	-	2,727	98,232
Total expenditure on charitable activities	323,351	127,918	62,760	29,108	10,316	2,998	11,842	22,557	3,238	100,791	50,541	2,393	29,509	2,727	780,049

6. Analysis of Expenditure on Charitable Activities

(b) 31 March 2023 Unrestricted

	Training and Support £	General £	Total Un-restricted £	Total £
Raising Funds	-	14,326	14,326	31,915
Direct Costs				
Human resources	-	-	-	635,537
Staff training & welfare	167	-	167	7,189
Travel, subsistence & accommodation	1,469	701	2,170	13,642
Funding partners	-	-	-	800
Direct project costs	6,267	26,097	32,364	52,397
Legal and professional	-	-	-	6,953
	7,903	26,798	34,701	716,518
Non Direct Costs				
Governance	-	7,561	7,561	14,492
Office costs	-	14,127	14,127	35,788
Premises costs	-	15,348	15,348	36,912
Staff costs	-	16,830	16,830	43,268
Staff training & welfare	-	6,182	6,182	15,901
Subcontracted costs	-	7,591	7,591	19,510
Depreciation	-	5,889	5,889	5,889
Loss on disposal of assets	-	1,292	1,292	1,292
	-	74,820	74,820	173,052
Total expenditure on charitable activities	7,903	101,618	109,521	889,570

7. Governance Costs

	2024 £	2023 £
Independent Examination	2,400	-
Auditor remuneration 2023	1,200	4,720
Legal	-	4,351
Trustee travel expenses	341	266
Human resource advice	8,996	5,142
General	1,390	13
	14,327	14,492

8. Fundraising Costs

	2024 £	2023 £
Advertising	3,595	2,782
Giving costs	3,832	965
Events and awareness	13,083	17,676
Sundry	963	1,313
Professional fundraiser	-	6,048
Investment management costs	4,664	3,131
	26,137	31,915

9. Net Income/(Expenditure) for the Year

Net income for the year is stated after charging or crediting:	2024 £	2023 £
Depreciation on tangible fixed assets	2,590	2,139
Amortisation of intangible fixed assets	3,462	3,750
Loss on disposal of assets	-	1,292
Auditor remuneration	-	4,720
Independent Examination	2,400	-

10. Emoluments of Employees

The average monthly number of employees and full-time equivalent (FTE) was:

	2024	2023
Devon Mental Health Alliance	18	9
Alcohol and Mental Health Project	-	3
Recovery College	4	4
European Projects	-	1
Training/Other	4	4
General	2	2
	28	23

The cost of the employees was:

	2024 £	2023 £
Wages and salaries	823,006	613,905
Social security costs	66,747	48,562
Pension contributions	17,047	12,588
Redundancy	-	3,750
	906,800	678,805

No employee earned greater than £60,000 per annum. None of the Directors received any emoluments. One director received travel expenses of £341 (2023 - £266).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Senior Management. The total employee benefits of the key management personnel were £113,726 (2023 - £115,479).

11. Intangible Fixed Assets

	Website £	Total £
Cost		
As at 1 April 2023	15,000	15,000
Additions	-	-
Disposals	-	-
As at 31 March 2024	15,000	15,000
Amortisation		
As at 1 April 2023	(11,369)	(11,369)
Charge for the year	(3,462)	(3,462)
Eliminated on disposals	-	-
As at 31 March 2024	(14,831)	(14,831)
Net Book Value		
As at 31 March 2024	169	169
As at 31 March 2023	3,631	3,631

12. Tangible Fixed Assets

	Other Equipment £	Total £
Cost		
As at 1 April 2023	15,768	15,768
Additions	4,226	4,226
Disposals	-	-
As at 31 March 2024	19,994	19,994
Depreciation		
As at 1 April 2023	(11,373)	(11,373)
Charge for the year	(2,590)	(2,590)
Eliminated on disposals	-	-
As at 31 March 2024	(13,963)	(13,963)
Net Book Value		
As at 31 March 2024	6,031	6,031
As at 31 March 2023	4,395	4,395

13. Fixed Asset Investments

	2024 £	2023 £
As at 1 April 2023	482,381	-
Additions	97,991	484,631
Disposals	(75,808)	-
Change in market value	50,296	(2,250)
Movement in cash held	(15,831)	-
As at 31 March 2024	539,029	482,381
Equities	442,410	388,733
Securities	92,681	73,879
Cash within investment portfolio	3,938	19,769
	539,029	482,381

14. Debtors

	2024 £	2023 £
Accrued income	64,959	143,205
Prepayments	5,332	5,393
Other debtors	2,318	17,968
	72,609	166,566

15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	7,542	7,180
Other taxes and social security	19,282	13,549
Accruals	9,533	9,767
Deferred income	8,316	1,525
Other creditors	3,688	2,705
	48,361	34,726

16. Deferred Income

	2024 £
As at 1 April 2023	1,525
Additions during the year	8,633
Amounts released to income	1,525
As at 31 March 2024	8,633

17. Fund Reconciliation

Restricted Funds	Balance at 1 April 2023 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Gain £	Balance at 31 March 2024 £
Recovery College (Plymouth City Council)	-	117,369	106,566	-	10,803	-	-
Alliance (Alliance Community - Contract)	-	646,443	625,748	-	20,695	-	-
National Mind (Refugees Asylum Seekers Project)	-	22,451	22,050	-	-	-	401
National Mind (Asics)	-	14,184	14,184	-	-	-	-
	-	800,447	768,548	-	31,498	-	401
Unrestricted Funds							
General fund	271,816	185,433	381,375	76,546	42,565	50,296	160,151
Designated Funds							
Digital costs	5,000	-	-	-	-	-	5,000
EU projects	30,000	-	-	-	-	-	30,000
Development fund	50,000	-	-	-	-	-	50,000
Cessation fund	85,000	-	-	-	-	-	85,000
Capital fund	8,026	-	-	-	1,826	-	6,200
Lease commitments	111,506	-	-	-	43,222	-	68,284
Investments	485,000	-	-	-	-	-	485,000
	1,046,348	185,433	381,375	76,546	87,613	50,296	889,635
Revaluation Reserve	-	-	-	42,565	-	-	42,565
	1,046,348	985,880	1,149,923	119,111	119,111	50,296	932,601

Restricted Income Funds

Non EU Funded Projects

Recovery College Mental Health Services - The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Devon Mental Health Alliance (DMHA) - The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with severe mental illness. The DMHA is an alliance of 6 Devon VCSE organisations working in partnership with Devon Partnership Trust and Livewell Southwest to deliver on NHS England's programme of Community Mental Health Framework (CMHF) transformation.

National Mind Refugees Asylum Seekers Project - We worked in partnership with the Plymouth and Devon Racial Equality Council (PDREC) to support people who had been displaced to Plymouth by the war in Ukraine. With the support of an interpreter, we delivered targeted sessions focused on managing your mental health.

National Mind Asics - We worked in partnership with the Plymouth Argyle Community Trust to design an innovative programme that would support mental health and well-being through the integration of gentle physical activity and mindfulness practices.

Unrestricted Funds

Mental Health Training - There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds - All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Trustees have also designated £60,000 towards redundancy costs.

17. Fund Reconciliation

Restricted funds	Balance at 1 April 2022 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Loss on Invest -ments £	Balance at 31 March 2023 £
EU Projects							
PATH (Interreg 2 Seas)	1,241	34,395	22,557	-	13,079	-	-
SPEED-You-UP (Interreg 2 Seas)	-	23,490	50,541	27,051	-	-	-
HAIRE (Interreg 2 Seas)	-	8,228	11,842	3,614	-	-	-
Non EU Projects							
Recovery College (Plymouth City Council)	-	116,669	100,791	13,759	29,637	-	-
Growth Project (National Mind)	3,213	-	3,213	-	-	-	-
Alliance (Alliance Community - Contract)	-	332,178	332,178	-	-	-	-
Alcohol & Mental Health Project (Plymouth City Council)	-	132,871	132,871	-	-	-	-
Wellbeing (Plymouth City Council)	3,807	-	3,807	-	-	-	-
WfER (Plymouth City Council)	2,819	-	2,819	-	-	-	-
WPDF (Plymouth City Council)	-	37,224	29,509	-	7,715	-	-
Feel Good Grant (Devon (Community Foundation)	2,969	7,500	10,316	-	153	-	-
David Gibbons	3,000	-	2,998	-	2	-	-
Living Options Contract (COMF)	15,386	16,050	31,436	-	-	-	-
Colab Exeter	-	61,340	62,760	1,420	-	-	-
	32,435	769,945	797,638	45,844	50,586	-	-
Unrestricted Funds							
General fund	270,429	589,294	123,847	209,696	671,506	2,250	271,816
Designated Funds							
Salary costs	20,000	-	-	-	20,000	-	-
Digital costs	5,000	-	-	-	-	-	5,000
Relocation expenses	16,579	-	-	-	16,579	-	-
EU projects	30,000	-	-	-	-	-	30,000
Development fund	-	-	-	50,000	-	-	50,000
Cessation fund	60,000	-	-	25,000	-	-	85,000
Capital fund	176,401	-	-	-	168,375	-	8,026
Lease commitments	-	-	-	111,506	-	-	111,506
Investments	-	-	-	485,000	-	-	485,000
	578,409	589,294	123,847	881,202	876,460	2,250	1,046,348
Total	610,844	1,359,239	921,485	927,406	927,406	2,250	1,046,348
Free	270,429	589,294	123,847	209,696	671,506	2,250	271,816
Designated	307,980	-	-	671,506	204,954	-	638,026
	578,409	589,294	123,847	881,202	876,460	2,250	1,046,348

Restricted Income Funds

European Union Funded Projects

PONToon (Interreg Channel) – Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusioN. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.

PATH (Interreg Two Seas) – To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

TRAFFIR (Erasmus Plus) – Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYP (Erasmus Plus) – Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas) – Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas) – Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College – The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery) – This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Development Project (*National Mind*) – As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Devon Mental Health Alliance (DMHA) – The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with severe mental illness. The DMHA is an alliance of 6 Devon VCSE organisations working in partnership with Devon Partnership Trust and Livewell Southwest to deliver on NHS England's programme of Community Mental Health Framework (CMHF) transformation.

Alcohol & Mental Health Project – This project is delivered through the Recovery College in order to improve access to mental health support for people with multiple and complex needs, including alcohol dependency. As a part of this work, we developed a new relationship with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth. This work will continue to be developed in 2022/2023

Plymouth VCSE Wellbeing Support – This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

WfER - Wellbeing for Education Recovery Project. Funded by Plymouth City Council, this was a short term project to support Plymouth schools, colleges and Post-16 provision to navigate existing emotional and mental health support in Plymouth.

Devon Community Foundation Feel Good Grant – This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Living Options Community Outbreak Management Fund (COMF) – This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Unrestricted Funds

Mental Health Training:- There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Devon Mind premises consist of a Grade II 19th Century listed building – in order to maintain the building in good condition and meet repair needs in timely manner, we will designate £25,000 for this purpose. The Trustees have also designated £30,000 towards redundancy costs.

18. Analysis of Net Assets between Funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
2024				
Fixed assets	-	545,229	-	545,229
Net current assets	202,716	184,255	401	387,372
Total	202,716	729,484	401	932,601
2023				
Fixed assets	-	490,407	-	490,407
Net current assets	408,322	147,619	-	555,941
Total	408,322	638,036	-	1,046,348

19. Related Party Transactions

Trustee James Evans is a partner of Tozers LLP solicitors who provided legal services of £577 (including VAT) to the charity (2023 - £7,966). There were no other related party transactions during the year.

20. Reconciliation of Net Income / (Expenditure) to Net Cash Flow from Operating Activities

	2024 £	2023 £
Net income for the year	(113,747)	435,504
Depreciation of tangible fixed assets	2,590	2,139
Amortisation of intangible fixed assets	3,462	3,750
Gain on disposal of a tangible fixed asset held for charity's own use	-	(321,853)
Loss on disposal of assets	-	1,292
Gain on investments	(50,296)	-
(Increase)/decrease in debtors	93,957	61,228
Increase/(decrease) in creditors	15,591	(12,670)
Net cash flow from operating activities	(48,443)	169,390

21. Operating Lease Commitments

Rent and licence to occupy costs	2024 £	2023 £
Due inside 1 year	31,267	43,222
Due outside 1 year and less than 5 years	37,017	68,284
	68,284	111,506

22. Financial Instruments

The carrying amounts of the charity's financial instruments are as follows:

Financial assets and liabilities measured at fair value through net income and expenditure.

Financial assets	2024 £	2023 £
Investments	539,029	482,381
Bank	363,124	424,101
Financial liabilities		
Trade creditors	7,542	7,180
Other taxes and social security	19,282	13,549

DEVON MIND

England & Wales - Charity number 1181767

Accounts

Devon Mind

TRUSTEES' ANNUAL REPORT
AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 March 2023

Registered Charity No: 1181767
Registered Company No: 10281020

Devon Mind

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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mind Devon

TRUSTEES' ANNUAL REPORT

The Trustees, who are also the Directors of the charity for the purposes of the Companies Act, present their Annual Report and the Financial Statements for the year ended 31 March 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) (second edition - October 2019) in preparing the annual report and financial statements of the charity.

1. Objectives and Activities

Devon Mind is an independent charity affiliated to national Mind. We adhere to national Mind's vision: 'We won't give up until everyone experiencing a mental health problem gets both support and respect'. We work to promote wellbeing and prevent mental health problems in Devon.

Devon Mind's Articles of Association sets out the principle organisational purposes, which are for the public benefit and are compatible with the requirements of the Charities act 2011.

These are:

1. To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional distress requiring advice and treatment, in association with Mind (National Association for Mental Health) in accordance with the aims and objectives of Mind (NAMH).

2. To promote the study of and research into mental health disorder and emotional or mental distress and to obtain and make records of and disseminate information concerning the same to educate the public in matters relating to mental health.

In addition, Devon Mind specifically aims to:

- Provide opportunities for recovery for those who have experience of mental health problems.
- Encourage and empower people with mental health problems to work towards reaching their potential as full members of society.
- Raise public awareness of mental health issues.
- Provide appropriate community services for people to complement statutory services.

Our Vision

Our vision is of a society that promotes and protects good mental health for all and treats people with experience of mental ill health fairly, positively and with respect. We work in partnership with national Mind and with other Local Minds to provide information and support and to campaign to improve policy and attitudes.

Our Mission

To ensure that Devon is a place where people can enjoy good mental health and have the opportunity to reach their potential.

Our Values

Our values are at the heart of everything we do:

- Open – we reach out to anyone who needs us;
- Together – we're stronger in partnership;
- Responsive – we listen, we act;
- Independent – we speak out fearlessly;
- Unstoppable – we never give up.

Ensuring our work delivers our aims

We continually review our aims, objectives and activities in a way that involves input from all Devon Mind stakeholders: trustees, staff, volunteers, and service-users. This includes:

1. Quarterly review of performance, quality, and finance through standing board subcommittees (Quality and Standards; Finance and Resources).
2. Annual 'All Devon Mind' Away Day – this is an opportunity to look back at the previous year, and to plan for the year ahead.
3. Quarterly 'All Staff and Volunteer' meetings through which consultation, development, impact monitoring, evaluation and feedback are key themes for discussion on an ongoing basis.
4. Monthly departmental team meetings that continually monitor how services are meeting the needs of the communities we serve.
5. Co-production with our service-users, users of wider mental health services, carers, professionals and volunteers to ensure that the voice of lived experience is a golden thread in the work of Devon Mind.

The focus of our work

Our main objectives for the year continue to be the support of people in Devon who are affected by mental ill health. A comprehensive outline of all our activities for the period is provided in Section 4. Review of Activities. In addition to providing opportunities for people to access a wide variety of mental health support, we continue to raise awareness of mental health through our training programmes and communications work.

Our services have developed over time according to needs of our community, the funding available through our partner agencies and funders, and our ability to deliver services. Our staff and volunteers continue to provide a committed and professional service to people in Devon. We ensure they are trained and supported to deliver a high-quality service to all service users and wider stakeholders who come into contact with Devon Mind.

Public Benefit

The Trustees have paid due regard to guidance on public benefit issued by the Charity Commission in deciding what activities the Charity should undertake.

We take a monitoring, evaluation, and learning (MEL) approach to understanding the public benefits of the work undertaken by Devon Mind. This includes:

1. Using data to analyse the mental health needs of the communities we serve, to understand the challenges faced across urban and rural setting, to quantify the 'gap' (where people do not receive the support they need), to assess which interventions have the greatest impact of mental recovery, and to plan the development of new services in partnership with our lived experience experts.

2. Developing 'test of change' pilots before introducing a new offer or way of delivering services – this enables us to test the efficacy of pilot projects before embedding this work in the organisation.

3. Working with partner agencies (both statutory and VCSE) to share data and expertise, to better understand the service-user 'journey' between different agencies, and to co-deliver our services in a way that meets the needs of people through 'one front door'.

4. Engaging in research with local universities and other academic institutions (such as the South West Academic Health Science Network – SWAHSN)

Volunteers

We are hugely grateful for the unstinting efforts of our volunteers. In this year, 15 volunteers donated 1,584 hours. Our counselling service in particular could not run without the contribution of our volunteer counsellors and counsellors in training. Additionally, volunteers supported the delivery of our two flagship running events in this year – the Plymouth Harbour 10k, and the Plymouth Harbour Half Marathon. If the volunteer contribution is conservatively valued at £9.50 per hour (the minimum wage rate for 2022/2023), the volunteer effort amounts to £15,048. This amount is not included in the accounts.

2. Structure, Governance and Management

The company: was incorporated on 15 July 2016 as a private limited company by guarantee with no share capital in England and Wales (Co. No. 10281020). The company was registered with the Charity Commission on 28 January 2019 (Charity No. 1181767). The governing documents are the Articles of Association. The charity continues to review regularly its governing document in line with best practice, as outlined in the Mind Quality Mark Standards.

Risk Management: The trustees review the major risks to which the organisation is exposed and measures are in place to mitigate those risks.

Public Benefit Statement: The trustees confirm that the main activities undertaken to further the charity's purposes and to have due regard to the Charity Commission's general guidance of public benefit.

3. Chair's Report

I am pleased to present our Annual Report for 2022/2023 on behalf of the Board of Trustees of Devon Mind.

As part of the Mind federation, Devon Mind provides support, advice and guidance to anyone in Devon struggling with their mental health. As we entered 2022/2023, the need for mental health support in Devon was ever present and exacerbated by inflationary rises and the cost-of-living crisis. We supported 3,208 people in 2022/2023 – an increase of 18% from 2021/2022. This support is provided through multiple channels and activities:

1. One-to-one emotional support
2. Counselling
3. Recovery Learning through workshops and courses
4. Peer Support Groups
5. Advice provided via telephone, email, website, and social media channels.

A comprehensive outline of our achievements and performance across all activities is provided in Section 4. 'Review of Activities'.

Financially, we are pleased to report that we ended the year on a positive footing and in a much better position than we had anticipated given the rising costs due to inflationary pressures. We undertook a review of all expenditure mid-way through 2022/2023 and made cost savings where possible and appropriate. Our fundraising activities have increased, and we are delighted with the success of our new flagship running events – the Plymouth Harbour Runs (10k and Half Marathon). These events have been well received, and in their inaugural year, they have been over-subscribed to. The events not only serve as a fundraising opportunity, but an arena in which we can continue to raise awareness of Devon Mind and the support we offer to anyone in Devon experiencing mental ill-health. It is our intention that these events are a regular part of the Devon Mind event's calendar for years to come.

This year, we completed the sale on the buildings in Plymouth where our headquarters had been based for over 20 years. This was a significant undertaking – both organisationally and culturally – and required detailed consultation with all stakeholders involved. We successfully moved into two Health and Wellbeing Hub locations in Plymouth – (Mannamead House and Ernest English House). The feedback from service-users to date has been positive in that they find the new locations to be much more accessible and welcoming. In this year, we also wanted to further develop our approach to supporting people across our communities and meeting them 'where they are at'. This has seen our workforce transition to a more peripatetic one that is able to support people who are not always able to leave their homes or travel. The outcome of this is that we now have a very agile workforce that can also reach into those rural communities where social isolation and lack of wider services is a challenge.

Our work as part of the Devon Mental Health Alliance (DMHA) www.mentalhealthdevon.co.uk entered its second year in this financial year. The DMHA is a alliance of 6 VCSE organisations contracted to work in partnership with the two statutory mental health providers in Devon (Livewell Southwest and Devon Partnership Trust) in implementing the community component of the Community Mental Health Framework (CMHF) transformation programme. Devon Mind have continued to develop, implement, and lead on the delivery of DMHA services Plymouth, West Devon and North Devon. The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with mental health needs. Devon Mind are at the forefront of these developments and in this year we became involved in leading on the development of a new Psychological Therapy service for people in Devon identified as being in the 'gap'. The 'gap' refers to those who are unable to access primary care mental health support because of the complexity of their mental health challenges, nor are they eligible for secondary mental health services. Sadly, this group of people have very limited support, and this has been recognised nationally by NHS England who are driving forward greater involvement with the VCSE sector to provide appropriate support.

We continued to implement our strategy to grow our offer across Devon. Our service partnership with CoLab Exeter entered into its second year and our Devon Mind staff based in the CoLab multi-agency hub in Exeter city centre expanded their work into the wider Exeter community. In addition, we were delighted to work in partnership with Living Options Devon to expand out counselling offer across Devon (funded through the Covid Outbreak Management Fund – COMF). The Devon Community Foundation were another key partner for Devon Mind in this year, and through their grant programme we were able to expand our one-to-one support offer to a number of Devon rural communities.

As 2022/2023 drew to a close, we continue to be saddened by the ongoing conflict in Ukraine. Devon Mind have provided support to a number of Ukrainian refugees living in Devon who have been severely impacted by this crisis. In 2023/2024 we will be undertaking a targeted project, in partnership with the Plymouth and Devon Racial Equality Council (PDREC) to provide enhanced group and one-to-one support to Ukrainian women living in Plymouth.

As always, we could not have delivered any of our services without the dedication, commitment and compassion of our staff and volunteer team. Our Senior Management Team continues to provide strong leadership and we were delighted to employ our first ever Head of Services in this year. This role is pivotal in leading on service delivery, development, innovation, evaluation and impact.

We are very grateful to our commissioners, funders, and supporters for enabling us to support people in Devon facing mental health concerns. We continue to be indebted to all our fundraisers and corporate sponsors who have found ever move inventive and innovative ways to raise vital funds for Devon Mind.

Finally, we would like to thank the national Mind support team, our external advisors, and all our trustees for their commitment, time, and guidance over the last 12 months.

We look forward the next 12 months and our dedication to ensuring that we reach as many people as possible in Devon who need our support will continue unabated.

4. Review of Activities

Mental Health Support Services

We supported 3,208 new people (18 years old and above) across a broad spectrum of mental health needs in 2022/2023. Alongside this, we continued to provide ongoing support to an additional 427 people.

Our flagship offer is through our Recovery College model of work delivered by our Recovery Practitioners, Counsellors and Volunteers. This way of working enables people to co-design their own recovery pathway and to engage in a variety of activities, from longer term goal based one-to-one emotional support, to attendance at courses/workshops and support groups. Our aim is to provide a whole-person service that will have an impact on people's lives by taking all facets of their mental health into account. We are committed to working closely with partner agencies to support people in a multi-agency way so no-one should be asked to tell 'their story' twice. All of our services are underpinned by a trauma-informed approach that runs as a golden thread through the organisation. Staff and volunteers are supported through extensive training, CPD, and supervision to work creatively with people on their journey to better mental health.

Our support offer was delivered face-to-face and on video-conferencing and telephone platforms, and included:

- 1,471 telephone enquiries;
- 1,680 initial assessments;
- 953 one-to-one emotional support sessions;
- 1,493 counselling sessions;
- 8 courses attended by 73 people;
- 7 ongoing peer support groups attended by 201 people (OCD Support; Men's Group; Bipolar Support; Anxiety Support; Depression Support; Hearing Voices Support; Craft Group);

Through our partnership role in the Devon Mental Health Alliance, we continued to support people with severe mental illness in Devon to link closely with activities and organisations in their communities that will support them to be well and stay well. The Devon Mental Health Alliance will work hand in glove with colleagues in the statutory sector to ensure a 'front door approach' approach to mental health support in Devon. The DMHA has been commissioned to deliver on the Community Mental Health Framework (CMHF) until January 2025. The contract will be reviewed in this financial year and there is the possibility of a 2 year extension.

We received funding from the Covid Outbreak Management Fund (COMF), administered by Living Options Devon, and the Devon Community Foundation (Feel Good Grant) to enable us to offer free counselling to people in Devon over 18 who were otherwise unable to access talking therapies through the IAPT service.

Throughout this year, we continued to participate Devon in the alcohol and mental health pilot project, funded through the Devon ICS, to develop new referral pathways into our Recovery College service for people with multiple and complex needs. As a part of this work, we worked closely with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth.

We use a multitude of key performance indicators to assess progress against targets on all our mental health services. These KPIs include:

1. Patient Reported Outcomes Measures (PROMs) including ReQol-10 and Goal Based Outcomes. PROMs are used to assess the quality of mental health care experiences, focusing on the service-user. These measures help the charity, our commissioners and other stakeholders to make informed changes to our services to ensure they are impactful and meaningful for people who access support with Devon Mind.

2. Number of Multi-Agency Teams (MATs) that Devon Mind Recovery Practitioners are embedded in. MATs typically consist of local health care professionals (GPs; Nurses; Occupational Therapists; Psychiatrists; Clinical Psychologist etc.) and wider VCSE sector workers (such as the Devon Mind Recovery Practitioners). MATs work as creative solutions panels, with a group of professionals working together to provide a comprehensive support offer of people with mental health needs. The MATs prevent people from being 'bounced around the system'.

3. Engagement with interventions offered – we record all interventions and activities on our case management system and look at the conversion rate from 'first enquiry/assessment' to 'participation' in a particular activity (e.g., counselling or support groups). We collect rich data on why people may not progress to full engagement and test out our assumptions through our focus groups and wider co-design forums (e.g. do we need to change our offers in any way).

4. Feedback and evaluation. All our service-users are asked to provide feedback and evaluation regardless of the service accessed. We use this information to inform our understanding of the longer-term impact of the Devon Mind offer and we work with our statutory partners to find correlations where they exist between the support offered by Devon Mind and the number of people continuing to access their GP, secondary mental health services, or emergency services.

EU funded projects

This year saw us enter the final year of delivery for our remaining EU funded projects.

- HAIRE – Health Ageing Through Innovation in Rural Europe. This project aimed to develop a new approach to utilising trained volunteers in rural communities to support older adults at risk of poor mental health and isolation. Devon Mind played a key role in the development of the training programme for the volunteers, through the design and delivery of training modules focused on understanding mental health in later years, and working with people with mental ill-health. These training modules were delivered across 8 pilot sites in the Interreg Two Seas area (Belgium; Netherlands; England; France).

- PATH – this project aimed to enable women, families, and healthcare professionals to prevent, diagnose, and successfully manage mild to moderate mental health issues. Devon Mind were involved across all elements for this project and developed and delivered training on a number of topics including stigma and mental health, prepared parenting, and matrescence. In addition, we contributed to the success of the online campaign, and contributed articles to the online hub. Full details of the project are available here www.path-perinatal.eu

- SPEED-You-Up – This project involved schools, welfare organisation, and local businesses working together to support young people who were either NEETs or at risk of becoming NEETs (Not in Education, Employment, or Training). Devon Mind developed and tested a suite of learning resources locally that were included as part of an extensive 8 module training programme designed to be delivered by teachers, social workers, youth and community workers etc. We were responsible for developing all the resources for the 'Talent and Skills' module. Full details of the project are available here www.speed-you-up.org

Mental Health Training

The demand for mental health training sessions in 2023/2023 continued in line with the previous year. In this year we delivered 66 training courses to over 700 people from private, public and VCSE sector organisations across Devon. The courses delivered included:

- Mental Health First Aid (2-day Adult)
- Mental Health First Aid (Refresher)
- Mental Health Awareness
- Managing Mental Health in the Workplace
- Understanding Hoarding
- First Steps – Suicide Awareness
- Resilience
- Anxiety Management

Each training session concludes with the opportunity for all learners to complete a feedback and evaluation questionnaire on their experience of the course and the trainer, the impact the course had on their knowledge and practice, and how they will use the skills learned in the future. We use the results of these questionnaires as our key performance indicators when assessing the efficacy of our training programmes, and to also inform where we need to make changes, and what other training programmes we need to develop to meet current and future needs.

Marketing and Fundraising

We have used our growing social media presence to inform people of our services, provide information about our events and activities, and to share general emotional wellbeing information, advice and guidance. Our presence on fundraising platforms has now grown to ensure that people can fundraise for us with ease and efficiency. To date, we are active on the following platforms:

- Just Giving
- Enthuse
- Donr
- Facebook Donations
- GOFundME
- MuchLoved
- Raisely
- SportGiving/RaceNation
- CAF Donate

We would like to extend our sincere gratitude to all those who fundraised for us and donated to us in this year. Our Marketing and Fundraising team launched the inaugural Devon Mind 10k and Half Marathon events for 2022-2023 (branded 'Plymouth Harbour Runs') which were over-subscribed for registration. We are enormously grateful to Bishop Fleming and Cattewater Harbour Commissioners for their sponsorship of these running events.

Testimonials

Throughout the year, we ask our service-users for their feedback on their experiences of Devon Mind. This is vital in informing our work and ensuring that it continues to meet the needs of our communities. This feedback is used to support any changes or new developments we are involved in. A snap-shot of some of this feedback is highlighted below (our latest feedback is available on our website www.devonmind.com/about/our-impact):

'Recovery work from Devon Mind has made me feel I was worth help after years of rejection.' *Recovery Practitioner service-user, May 2023.*

'Fantastically delivered workshop with deep underpinning knowledge that actually makes sense to my life.' *Matrescence workshop attendee, Feb 2023*
'My counsellor's support has helped me get through a really difficult period in my life. With their encouragement I was able to address the issues that had brought me to that place and I have developed coping strategies that will stay with me for the rest of my life.' Counselling service-user, Jan 2023

'The Devon Mind team [Recovery Practitioners] just seem to always go the extra mile to support people with complex life issues. My patients [GP] have reported to me how they have been able to regain their confidence and independence because of the dedication of the highly skilled and compassioned Devon Mind staff.' *Plymouth GP, Nov 2022*

'I cannot thank you enough for giving me the chance to talk and find the will to live again. After years of going around services, I felt you really really listened to me and when I asked for help you gave it to me time and time again. Such a brilliant charity.' *Support group attendee, Nov 2022*

'This [Mental Health Awareness] was a fantastic training course and I will certainly recommend it to colleagues.' *Attendance at Mental Health Awareness Training, Oct 2022*

'Devon Mind helped me when I knew I needed extra support whilst waiting for a gap in services, when I felt more vulnerable in my mental health journey.' *Recovery Practitioner service-user, Feb 2023*

5. Future Developments

We have identified two key strategic priorities that Devon Mind will focus on achieving over the 4 year period from 2023-2027:

1. Be a sector-leading provider of mental health recovery services in Devon;
2. Raise mental health awareness in the population of Devon.

We will achieve our strategic priorities by focusing on five key thematic areas:

1. Leadership and Governance

   - Sustain a robust Devon Mind Board that is representative of our organisation and has appropriate skills to enable it to function efficiently.
   - Develop and sustain a strong and high performing senior leadership team that models culture and behaviour, and enables Devon Mind to successfully achieve its aims and objectives.
   - Nurture a committed, compassionate, motivated, highly trained, and agile workforce that feels valued, respected, and listened to.

2. Partnership and Collaboration

- Play an integral role in the success of the Devon VCSE Mental Health Alliance partnership (The Alliance's success is Devon Mind's success).
- Seek out opportunities for collaboration that align with Devon Mind's purpose, mission, and values, and support the Charity's overarching strategic priorities.

3. Quality and Impact

- Successfully achieve and maintain the Mind Quality Mark (MQM) and implement any recommended improvements.
- Use the experiences of those using our services as a measure of quality and to inform improvement measures.
- Fully utilise the Devon Mind CRM and Impact Tracker systems to ensure evidence and data is core to our decision-making processes.
- Develop a reputation for evidence-based and quality assured work that achieves the best possible outcomes for people with mental ill health.

4. Engagement and Influence

- Adapt our services to be more accessible and inclusive of diversity and difference.
- Provide opportunities that support, enable and empower people with lived experience to be actively involved in co-designing and co-producing Devon Mind services.
- Use our knowledge from delivering services and working in partnership to influence decision makers and shape the future of commissioned services.

5. Sustainability and Resilience

- Grow our reputation for high quality and impactful services that commissioners and other funders continually invest in.
- Develop, deliver, and monitor a Financial Strategy that sets out how Devon Mind plans to finance its overall operations and to meet its charitable objectives now and over a defined period in the future (3 years rolling).
- Remain agile, flexible, and resilient to anticipate the challenges ahead (horizon scanning) and be prepared for them, while also retaining the agility to respond quicky to opportunities as they arise.

6. Risk and Uncertainties

Devon Mind reviews risk on an ongoing basis through our Board of Trustees, sub-committees and Senior Management Team (SMT). The organisation maintains a 'Risk Register' that is reviewed an updated on a quarterly basis. This allows us to appraise and mitigate against existing known risks and to identify new risks. We consider the impact and likelihood of risks occurring and give particular attention to the management of the most severe risks.

Devon Mind has identified the following principal risks facing the Charity over the next 12 months, alongside the action that is been taken to mitigate against these risks.

1. Recruitment and retention of appropriately skilled staff

Staff recruitment and retention remain a key risk for our charity alongside many other health and social care charities. There is less movement of experienced staff between sectors as people are nervous about leaving long standing jobs for a career in the charity sector, when the wider economic situation is not so positive. To mitigate against this, we have introduced a hybrid model of working with limited remote working for staff where it is appropriate. We have also offered compressed hours and 9-day fortnights where they fit with service demands. We have benchmarked our jobs against the sector average, and we are committed to ensuring that people are properly remunerated in line with core competencies and responsibilities. We will undertake a review of additional benefits offered to staff in 2023/2024, and consider non-pay benefits to increase our attractiveness to future employees to join us, and current employees to remain with us (e.g. gym membership; 4-day week). We also provide comprehensive training and opportunities for continuing professional development for all staff. Where possible, we will work with partner agencies to facilitate secondments into Devon on joint pieces of work.

2. Income and financial sustainability

Income and financial sustainability have traditionally been the main risks associated with the charity sector. However, Covid-19, the war in Ukraine, elevated inflation, and cost of living rises have exacerbated funding concerns. Devon Mind is not as heavily vulnerable to energy and rental costs as other charities, but staff salaries make up the highest proportion of costs. Inflationary uplifts to salaries need to be considered on an annual basis going forward (in order to retain staff), and high-inflation scenarios will be modelled into the standard forecasting processes to test the financial resilience of the charity. In addition, we will invest in our income generation resources to enable us to develop relationships and funding streams from trusts and foundations, in addition to enhancing our marketing, fundraising and events capacity to grow our fundraiser base. We will expand our cash-flow forecasting from 12 months to 24 months to ensure we have enhanced visibility of when our financial sustainability becomes a concern, and we will take actions well in advance to mitigate this vulnerability.

3. Meeting demand for our services

As we raise our profile in Devon, alongside our partnership working with the NHS and local authorities, we will inevitably experience an exponential demand for access to our services. This was the case in 2022/2023 and we anticipate that this will increase in 2023/2024. Our resources (in particular our staff base) is limited in its ability to respond to the mental health needs of one of the largest counties in England. Unfortunately, we do not have a corresponding increase in funding, and we have to find ways to ensure that people do not 'fall through the net'. We will continue to work closely with partner agencies to ensure that we keep people safe, and we will also further develop our digital offer to ensure that people can 'wait well' while they are on waiting lists for our services. Of particular note, we are committed to the development of a wholly agile workforce – this involves training all of our staff to work in a trauma informed, holistic way, and regardless of their current role, they can be called upon in times of significant pressures to support our wider service delivery. An example of this approach is that all staff in Devon Mind, across all departments, are training in 'duty work', and can at any time support people with very brief interventions while they await access to our services.

7. Administrative Structure

Trustees are appointed for a term of three years.

The Board of Trustees shall not have more than twelve members and not less than three.

A person can only become a trustee after declaring an acceptance and willingness to act in accordance with the Articles.

The day-to-day management of the Charity is delegated to the CEO, Olivia Craig.

The following service as Executive Committee members during the year:

Chair:	Sharon Claridge	
Vice Chair:	Paul Guildford	
Other Trustees:	Peter Mullarkey	resigned 23 April 2023
	Neil Pick	
	James Evans	
	Sophie Handley	resigned 10 April 2022
	Stephen Offord	

Recruitment and appointment of new trustees is based on the skills and expertise offered. Once elected to the Board, the new trustee is supported through their induction by both the Chair and the CEO. Training of new trustees is arranged through briefing sessions with the CEO and/or the Chair, visit to projects and services to familiarise themselves with the organisation and its services, plus briefing sessions before and after board meetings where required.

All trustees are able to access appropriate internal and external training. Trustees are also required to sign up to the National Mind Openhub portal and are encouraged to attended National Mind conferences and network meetings.

The Board agrees the strategy and direction of Devon Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive Officer and the senior management team. The senior management team is made up of the Chief Executive Officer, the Head of Services, the Business Support Manager, the Clinical Lead, and the Marketing and Fundraising Manager.

The Board of Trustees met 11 times in the year, and held their annual Away Day in March 2023, during which they undertook a strategic review of the organisation, its mission, and values, alongside drafting the 2023-2027 Strategic Plan.

The Chief Executive Officer works closely with trustees to lead the organisation, focus on external profile and commissioning, oversee the organisation's budgets and management accounts, the strategic priorities, business plans, policies, and ensuring service delivery is delivered to the highest quality, and managed effectively and efficiently.

The pay levels of all staff, including the senior management team are benchmarked regularly against other providers and similar roles in Devon. Any changes to pay levels are agreed by the Board of Trustees.

Devon Mind is affiliated to Mind, the national mental health charity, as a Local Mind Association through the Mind Federation Agreement under which all local Minds now operate. There is no financial or managerial connection beyond the payment of the membership fee. The Agreement with Mind enables us to determine our own policies and activities locally.

Active involvement with the processes of the Mind Federation's "Quality Management" scheme facilitates organisational improvement through self-reflection and external assessment. Our current Mind Quality Mark (MQM) with Mind ensures we maintain our eligibility to membership of the Mind Federation.

8. Statement of the Board of Trustees Responsibilities

The trustees (who are also directors of Devon Mind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- 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.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

All members of the Board of Trustees give their time voluntarily and received no benefits from the charity.

9. Financial Review

The year ending March 2023 was a turbulent one both globally and nationally, due to the following key challenges:

- ongoing war in Ukraine;
- energy challenges across Europe;
- ongoing implementation of Brexit;
- soaring cost-of-living crisis and impact of rising inflation.

All of the above played a key part in some of the increased costs borne by Devon Mind in this year, but we are pleased to report a more positive year end position than anticipated at the beginning of the year. It is to be noted however that the sale of the charity assets in 2022 and the relocation into fully serviced offices has enabled the charity to avoid any significant rises in energy costs in particular. We have maintained a healthy cash-flow throughout the year through regular review of expenditure and ongoing costs.

Our strategy in recent years has been to successfully wind down and close our EU funded projects, and to develop and strengthen our partnerships in Devon – with both statutory (NHS and local authority) and VCSE partners. With the cost-of-living increases and reducing investment in mental health per capita in Devon, we are committed to the development of strategic partnerships where they present themselves.

Total income for the year is £1,359.239 of which £806,689 is from contracted income for services and performance related grants as per note 3. The charity has contracts funded from the European Union and these projects are funded on a retrospective, claims basis for costs expended. Alongside the Devon Mental Health Alliance contract, the timing of the claims and the process itself results in significant amounts of accrued income which was £143.205 at year end. Other large projects are funded by Plymouth City Council and NHS England. Our Mental Health training programme and 'paid for counselling' continues to generate income, and this yielded £36,744 at year end.

The charity has benefitted from the increased awareness of mental health in society over the recent years and this was very much at the forefront of the pandemic. Despite concerns that this income would be impacted severely by the legacy of the Covid-19 pandemic, the total amount of voluntary donated income generated in this financial year was £226,853.

Total costs of the charity are £921,485 and the nature of our activities means this consists largely of salary costs and project delivery costs. The net income for the year is £435,504 and this largely reflects the donated income streams, and the sale of the property in June 2022.

The net assets of the charity at the year-end are £1,046,348 and fixed assets represent £490,407. Restricted funds are £0 and unrestricted funds £1,046,348 including a designated funds of £638,023 per note 17. General unrestricted fund is £408,322.

Going Concern

Whilst Devon Mind has been operating in a difficult economic climate, such as the cost-of-living crisis, we note the following positive indicators:

- Steady growth in fundraising efforts over the last 3 years. Donation income is expected to remain at similar levels to 2023 – within the region of £200,000/annum.
- A continuing diversification in our donor base and greater awareness of Devon Mind amongst the wider public.
- Development of our annual 10k and half marathon running events. These events are expected to become a key part of the Plymouth and Devon running calendar and we anticipate the proceeds from these events will grow steadily over the next 3 years.
- Effective cost management measures resulting in controlled operating expenses.
- Devon Mind has contracts in place with NHS England (NHSE) and Plymouth City Council to deliver mental health services throughout the county. Devon Mind are a leadership member and the main delivery provider for the Devon Mental Health Alliance (DMHA). We continue to deliver services and to successfully meet KPIs on all commissioned services. The contract ends in January 2025, and a +2 year extension is anticipated. The expected DMHA income for the charity for the year ended 31 March 2025 is £572,000.
- The charity is financially sound following the sale of the freehold property in the 2023 financial year. Total net assets at 30 June 2023 are £857,000 and this excludes approx. £140,000 due from Devon Mental Health Alliance for April to June 2023.

- The charity has no borrowings and creditors are the normal suppliers, HMRC and the landlord. We pay our liabilities as they fall due.

Our analysis of cash flow projections indicates that Devon Mind has sufficient liquidity to meet its short-term financial obligations, including project-related expenses, staff salaries, and overhead costs. The forecasted income and expenditure for the year ended 31 March 2024 shows a small deficit of £183 and cashflow forecasts to March 2025 are sustainable.

We have assessed the impact of Devon Mind's projects and initiatives on the communities we serve, and we publish the findings in our annual Impact Report. The positive outcomes reported and the powerful testimonials we receive from beneficiaries demonstrate the meaningful contribution of Devon Mind to its mission.

In light of the economic climate that we will continue to operate in, we have implemented several strategies to mitigate risks and to ensure the continued contribution of Devon Mind to better mental health for all in Devon.

- Diversification of revenue streams through targeted fundraising and grant applications.
- Increased promotion of paid for services including our commercial mental health training and our counselling services.
- Exploring partnerships and collaborations to share resources and expertise.
- Continued efforts to streamline operations and optimise cost-efficiency.

We acknowledge that external factors such as economic downturns, changes in donor behaviour, changes in the priorities of statutory funders (e.g., NHSE and local authorities), and unforeseen events can impact Devon Mind's financial stability. However, we have taken steps to build a resilient and adaptive organisation that will position us well to navigate potential challenges. Devon Mind has appropriate insurance in place to cover business interruption through a 'catastrophe'. We have a robust, highly skilled, and efficient senior management team who lead on different areas of excellence for Devon Mind.

Based on our assessment of the financial statements, cash flow projections, impact, and mitigation strategies, we are optimistic about the going concern status of Devon Mind. While external challenges exist, the organisation's strong commitment to its mission, responsible financial management, and ongoing efforts to secure funding sources provide a solid foundation for its continued operations.

We remain dedicated to monitoring the organisations financial health, adapting to changing circumstances, and ensuring the long-term sustainability of Devon Mind.

Investment Policy

The trustees use a discretionary investment management service with an investment portfolio level at risk category '6'. RBC Brewin Dolphin act as Devon Mind's investment advisors. RBC Brewin Dolphin engage with companies directly and as members of leading industry bodies on important issues that could impact the value of our holdings. As signatories, they adhere to the UN Principles of Responsible investment.

As the year end, the market value of the portfolio had decreased by £2,250 and this reflected the general movement of the global market in a volatile profile in this period. Of note, Devon Mind is invested in Microsoft and Scottish Mortgage who are both heavily invested in Artificial Intelligence (AI) potential. The expansion of AI could be transformational in the market in the future.

The charity has an appropriate Investment Policy in place which is reviewed on an annual basis by the Quality and Standards Sub-committee of the Board of Trustees.

The trustees have considered the future sustainability of our investment portfolio and believe it is important that we invest responsibly to achieve our charity's goals. As stewards of our investments, our investment managers Brewin Dolphin take account of a wide range of environmental, social and governance factors when assessing and selecting investments for our portfolio.

Devon Mind are committed to retaining our independent stance in relation to the use of medication so that we can continue providing a voice for people with experience of mental health problems. In order to retain this independence, Devon Mind will not invest any charity funds in companies involved in the manufacturing, selling, or promotion of pharmaceuticals.

Principle Funding Sources

The principle funding sources are set out in notes 2 and 3 to the accounts.

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £321,853.

10. Reserves Policy

The charity needs to hold reserves for the following principal reasons:

- To cover gaps between incurring expenditure and receiving the corresponding grant/contract income, particularly in relation to EU Interreg funding and the Devon Mental Health Alliance (DMHA);
- Maintain services if funding is suddenly reduced or withdrawn until new funding can be found;
- Provide for unforeseen expenditure;
- Pay redundancy costs if services are reduced.
- Winding up the charity in the event of closure.

The charity aims to establish and hold in reserves four months of operational costs, notice period/redundancy provision for eligible staff, and wind-up costs in the unlikely event of the charity having to close.

The trustees have also set aside designated funds totalling £145,000 as detailed at note 17 to cover redundancy, shortfall in EU funding reimbursements, development opportunities, and IT requirements. The capital fund which equates to the net book value of fixed assets is £176,401.

The charity considers that its present levels of reserves, together with the changes anticipated in these during the forthcoming year, satisfy the criteria set out above, and no action is deemed to be necessary at the present time to change these levels.

The charity reviews both the level of its reserves and its policy on reserves continually and specifically at the time of consideration of the Annual Budget.

11. Fundraising Standards Information

Devon Mind is registered with the 'Fundraising Regulator'. The charity has policies and procedures in place to ensure commitment to good fund-raising practice, including the social, environmental, and ethical considerations attached to different fund-raising activities.

12. Principal and Registered Office and Professional Advisers

The registered office of the charity is:

Mannamead Wellbeing Hub
156 Mannamead Road
Plymouth
PL3 5QL

Professional advisers

Bankers:	Unity Trust Bank Plc. Nine Brindley Place, 4 Oozells Square, Birmingham, B1 2HB CAF Bank Ltd. 25 Kings Hill Avenue, West Maling , Kent ME19 4JQ Triodos Bank, Deanery Road, Bristol, BS1 5AS
Auditors:	Northcott Trumfield , Chartered Accountants, Devonshire Villa, 52 Stuart Road, Plymouth, PL3 4EE
Solicitors:	Tozers LLP, Broadwalk House, Southernhay West, Exeter, Devon, EX1 1UA
Investment Managers:	RBC Brewin Dolphin 12 Smithfield Street, London, EC1A 9BD

This report has been prepared having taken advantage of the small companies exemption in the Companies Act 2006.

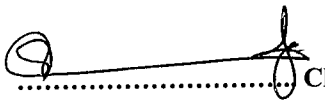
Disclosure of information to the auditors

We, the directors of the company who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

- there is no relevant audit information of which the company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

In approving the Trustees' Annual Report in our capacity as company directors.

Approved by the Board of Trustees on 19 October 2023 and signed on its behalf by:



Chair **S Claridge**

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DEVON MIND

Opinion

We have audited the financial statements of Devon Mind (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Statement of Financial Position, Statement of Cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Other matter

The financial statements for the year ended 31 March 2022 were not audited as the charity was under the Independent Examination regime.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charity and the sector in which it operates, we identified that the principal laws and regulations that directly affect the financial statements to be relevant charities' and companies' acts in the UK and Ireland and the Charities SORP (FRS 102) (second edition - October 2019). We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

In addition the charity is subject to other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: employment law, safeguarding vulnerable groups, whistleblowing and data protection legislation. The charity has implemented procedures to mitigate non-compliance

with those laws and regulations, including fraud, which we test and review. We believe the audit engagement team is competent to identify areas of non-compliance with laws and regulations.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence if any.

Audit procedures performed by the engagement team included:

- discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- reading minutes of meetings of those charged with governance, reviewing correspondence with HMRC and the various charity regulators;
- reviewing the charity's data breach register;
- challenging assumptions made by management in their significant accounting estimates in particular in relation to the accrued income, and

in addressing the risk of fraud through management override of controls; reviewing the appropriateness of journal entries and other adjustments, in particular any journals posted by the finance department.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (i.e.. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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

Guy Northcott (Senior Statutory Auditor)
For and on behalf of Northcott Trumfield
Chartered Accountants and
Statutory Auditor

Devonshire Villa
52 Stuart Road
Stoke
Plymouth
PL3 4EE

Date: 19 October 2023

mind Devon

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 Restricted Funds £	2023 Unrestricted Funds £	2023 Total £	2022 Total £
Income and endowments from:					
Donations and legacies	2	-	226,853	226,853	124,530
Charitable activities	3	769,945	36,744	806,689	526,285
Other trading activities	4	-	-	-	1,255
Investments		-	3,844	3,844	-
Other income: Gain on the disposal of a tangible fixed asset held for Charity's own use	5	-	321,853	321,853	-
Total income and endowments		769,945	589,294	1,359,239	652,070
Expenditure on:					
Raising funds	8	17,589	14,326	31,915	584,438
Charitable activities	6,7	780,049	109,521	889,570	4,592
Total expenditure		797,638	123,847	921,485	589,030
Net (loss) on investments	13	-	(2,250)	(2,250)	-
Net income/(expenditure) before transfers		(27,693)	463,197	435,504	63,040
Transfer between funds	17	(4,742)	4,742	-	-
Net movement in funds		(32,435)	467,939	435,504	63,040
Reconciliation of funds:					
Total funds brought forward	17	32,435	578,409	610,844	547,804
Total funds carried forward	17	-	1,046,348	1,046,348	610,844

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

mind Devon

STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed Assets					
Intangible Fixed Assets	11		3,631		7,381
Tangible Fixed Assets	12		4,395		169,020
Investments	13		482,381		-
			490,407		176,401
Current Assets					
Debtors	14	166,566		227,794	
Cash at Bank and in Hand		424,101		252,520	
		590,667		480,314	
Creditors:					
Amounts falling due within one year	15	34,726		45,871	
Net Current Assets			555,941		434,443
Total Net Assets			1,046,348		610,844
The Funds of the Charity:					
Restricted Funds	17		-		32,435
Unrestricted Funds	17		1,046,348		578,409
			1,046,348		610,844

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

The financial statements were approved and authorised for issue by the Trustees on 19 October 2023 and signed on their behalf by:

..... Chair S Claridge

..... Trustee

Company registration number 10281020

The notes on pages 22 to 43 form part of these accounts.

mind Devon

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Note	2023 £	2022 £
Cash flow from operating activities	20	169,390	(46,813)
Cash flow from investing activities			
Payments to acquire intangible assets		(2,506)	-
Payments to acquire investments		(484,631)	(3,990)
Receipts from sale of assets		485,484	-
Dividends and interest receivable		3,844	-
		2,191	(3,990)
Net increase/(decrease) in cash equivalents		171,581	(50,803)
Cash and cash equivalents at 1 April 2022		252,520	303,323
Cash and cash equivalents at 31 March 2023		424,101	252,520
Cash and cash equivalent consists of:			
Cash at bank and in hand		424,101	252,520

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

1. Summary of significant accounting policies

(a) General information and basis of preparation

Devon Mind is a private limited company by guarantee registered in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 6 of these financial statements. The nature of the charity's operations and principal activities are to promote the preservation of mental health and assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional stress in the county of Devon.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition - October 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Fund Accounting

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with the specific requirements of the project contracted for. The costs of running and administering such funds are charged against the specific fund.

Investment income, gains and losses are allocated to the appropriate fund.

(c) Income Recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

The charity receives government grants in respect of mental health services. Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Investment income is earned through holding assets for investment purposes such as shares. It includes dividends and interest. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

(d) **Expenditure Recognition**
All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following heading:

- Costs of raising funds includes salaries and associated expenses directly attributable to fund raising.
- Expenditure on charitable activities includes all costs incurred to promote and undertake charitable activities.
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) **Support Costs Allocation**
Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

(f) **Pension Contributions**
The charity operates a defined contribution pension plan under Auto enrolment. The costs of these contributions will be written off in the year they become payable.

(g) **Foreign Currencies**
Transactions in foreign currency are initially recognised in sterling using spot rates ruling at the time of the transaction. Assets and liabilities denominated in a foreign currency are translated to sterling using the rates ruling at the year end and any profit/loss arising is written off to the SOFA.

(h) **Intangible Assets – other**
Intangible assets are amortised on a straight line basis over their useful lives. The useful lives of intangible assets are as follows:

Computer Software	4 years	straight line

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 Cont.

(i) **Tangible Fixed Assets and Depreciation**
Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided to write off the cost of tangible fixed assets less estimated residual value, (except freehold land) over their expected useful lives on the following basis:

Computer Equipment	33%	straight line
Equipment and Furniture	20%	straight line
Buildings	2%	straight line

(j) **Investments**
Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SOFA if the investments are publicly traded or their fair value can otherwise be measured reliably.

(k) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(l) **Cash at Bank and in hand**
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(m) **Creditors and Provisions**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(n) **Leases**
Rentals payable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

(o) **Employee Benefits**
When employees have rendered services to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

(p) **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.

(q) **Taxation**
The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and passes the test of Paragraph 1 of Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(r) **Going Concern**
The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(s) **Key accounting judgements and sources of estimation uncertainty**
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable in the circumstances.

Critical judgements in applying the Charity's accounting policies

i) Accrued income (notes 3 and 12)

Income is recognised in the statement of financial activities when the following criteria has been met: the charity is entitled to the income, it is considered probable that the income will be received and the income can be reliably measured. Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract.

Key accounting estimates and assumptions
The charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

i) Accrued income (notes 3 and 12)

Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract. This requires estimation of the income due to the charity.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 Cont.

2. Income from Donations and Legacies

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
The Honourable Association	-	8,500	8,500	-	-	-
University of Plymouth Student Union	-	5,681	5,681	-	-	-
Hoburne Limited	-	10,864	10,864	-	-	-
HMRC Coronavirus Job Retention Scheme	-	-	-	-	12,373	12,373
Anonymous Donation	-	10,000	10,000	-	10,000	10,000
Gifts less than £5,000	-	191,808	191,808	-	102,157	102,157
	-	226,853	226,853	-	124,530	124,530

3. Income from Charitable Activities

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
Sale of goods and services	-	36,744	36,744	-	49,232	49,232
Performance related grants	653,276	-	653,276	320,215	-	320,215
Contractual payments	116,669	-	116,669	116,669	40,169	156,838
	769,945	36,744	806,689	436,884	89,401	526,285
Contractual payments						
Lisson Grove GP Surgery	-	-	-	-	11,380	11,380
Plymouth City Council	-	-	-	-	28,789	28,789
Plymouth City Council Recovery College	116,669	-	116,669	116,669	-	116,669
	116,669	-	116,669	116,669	40,169	156,838
Erasmus +						
Parenting 4 Youth Parenting Awareness for Young People	-	-	-	1,795	-	1,795
Interreg Two Seas Mers Zeeen						
PATH	34,395	-	34,395	43,475	-	43,475
SPEED-You -Up	23,490	-	23,490	47,876	-	47,876
HAIRE	8,228	-	8,228	17,212	-	17,212
CoLab Exeter	61,340	-	61,340	-	-	-
Plymouth City Council – Alcohol & Mental Health Project	132,871	-	132,871	53,129	-	53,129
Plymouth City Council – WfER	-	-	-	9,923	-	9,923
Plymouth City Council – WFPH	37,224	-	37,224	-	-	-
National Lottery Next Steps Project	-	-	-	47,252	-	47,252
Devon Community Foundation Feel Good Grant	7,500	-	7,500	6,390	-	6,390
Living Options COMF	16,050	-	16,050	44,033	-	44,033
Devon Mental Health Alliance (DMHA)	332,178	-	332,178	11,685	-	11,685
National Mind Development Fund	-	-	-	22,000	-	22,000
Other	-	-	-	15,445	-	15,445
	653,276	-	653,276	320,215	-	320,215

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 Cont.

4. Other Trading Activities

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
Other	-	-	-	-	1,255	1,255

5. Other Income

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £
Gain on the disposal of a tangible fixed asset held for the charity's own use	-	321,853	321,853	-	-	-

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £321,853.

mind Devon

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 Cont.

6. Analysis of Expenditure on Charitable Activities

(a) 31 March 2023 Restricted

	Alliance	PCC Alcohol & Mental Health Project	Colab Exeter	Living Options COMF	Devon Community Foundation	David Gibbons	HAIRE	PATH	PCC Wellbeing	Recovery College	Speed-You-Up	PCC WfER	PCC WPDF	National MIND Growth Fund	Total Restricted
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Raising Funds	8,827	4,953	-	2,328	-	-	-	-	569	-	-	426	-	486	17,589
Direct Costs															
Human resources	243,177	99,825	62,153	16,033	10,316	-	9,509	20,338	-	100,769	43,908	-	29,509	-	635,537
Staff training & welfare	6,747	275	-	-	-	-	-	-	-	-	-	-	-	-	7,022
Travel, subsistence & accommodation	6,533	-	371	-	-	-	-	1,319	13	-	3,236	-	-	-	11,472
Funding partners	800	-	-	-	-	-	-	-	-	-	-	-	-	-	800
Direct project costs	16,648	-	236	-	-	2,998	-	-	32	22	97	-	-	-	20,033
Legal and professional	420	-	-	-	-	-	2,333	900	-	-	3,300	-	-	-	6,953
	274,325	100,100	62,760	16,033	10,316	2,998	11,842	22,557	45	100,791	50,541	-	29,509	-	681,817
Non Direct Costs															
Governance	3,478	1,952	-	918	-	-	-	-	224	-	-	168	-	191	6,931
Office costs	10,871	6,100	-	2,867	-	-	-	-	700	-	-	525	-	598	21,661
Premises costs	10,548	6,227	-	2,927	-	-	-	-	715	-	-	536	-	611	21,564
Staff costs	13,270	7,445	-	3,500	-	-	-	-	854	-	-	640	-	729	26,438
Staff training & welfare	4,878	2,735	-	1,286	-	-	-	-	315	-	-	236	-	269	9,719
Subcontracted costs	5,981	3,359	-	1,577	-	-	-	-	385	-	-	288	-	329	11,919
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Loss on disposal of assets	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	49,026	27,818	-	13,075	-	-	-	-	3,193	-	-	2,393	-	2,727	98,232
Total expenditure on charitable activities	323,351	127,918	62,760	29,108	10,316	2,998	11,842	22,557	3,238	100,791	50,541	2,393	29,509	2,727	780,049

6. Analysis of Expenditure on Charitable Activities

(a) 31 March 2023 Unrestricted

	Training and Support £	General £	Total Un-restricted £	Total £
Raising Funds	-	14,326	14,326	31,915
Direct Costs				
Human resources	-	-	-	635,537
Staff training & welfare	167	-	167	7,189
Travel, subsistence & accommodation	1,469	701	2,170	13,642
Funding partners	-	-	-	800
Direct project costs	6,267	26,097	32,364	52,397
Legal and professional	-	-	-	6,953
	7,903	26,798	34,701	716,518
Non Direct Costs				
Governance	-	7,561	7,561	14,492
Office costs	-	14,127	14,127	35,788
Premises costs	-	15,348	15,348	36,912
Staff costs	-	16,830	16,830	43,268
Staff training & welfare	-	6,182	6,182	15,901
Subcontracted costs	-	7,591	7,591	19,510
Depreciation	-	5,889	5,889	5,889
Loss on disposal of assets	-	1,292	1,292	1,292
	-	74,820	74,820	173,052
Total expenditure on charitable activities	7,903	101,618	109,521	889,570

6. Analysis of Expenditure on Charitable Activities

(b) 31 March 2022 Restricted

	Recovery College	PONtoon	PATH	Living Options COMF	TRAFFIR	Parenting for Youth	Speed You Up	HAIRE (DAUPR + (HAIRE)	National Lottery Next Steps	Plymouth City Council AMHP	National Mind Develop-ment Fund	Devon Mental Health Alliance	Plymouth City Council WfER	Other	Total Restricted
	£	£	£	£	£	£	£	£	£		£			£	£
Direct Costs															
Human resources	94,289	5,610	61,993	28,647	11,313	6,907	53,277	24,537	46,042	18,131	18,787	8,902	6,906	14,954	400,295
Travel, subsistence & accommodation	38	-	269	-	1,280	816	2,232	-	1,420	52	-	189	-	186	6,482
Advertising & marketing	-	-	-	-	-	-	380	-	2,590	-	-	-	-	-	2,970
Funding partners	-	-	-	-	-	-	815	-	-	-	-	-	-	-	815
Direct project costs	-	-	-	-	380	720	65	-	593	34,946	-	-	198	1,041	37,943
Office	-	-	-	-	-	-	60	-	10,710	-	-	144	-	-	10,914
Legal and professional	-	1,020	2,400	-	-	-	1,800	1,795	-	-	-	2,450	-	360	9,825
	94,327	6,630	64,662	28,647	12,973	8,443	58,629	26,332	61,355	53,129	18,787	11,685	7,104	16,541	469,244
Non Direct Costs															
Governance	1,856	-	-	-	-	-	-	-	507	-	-	-	-	-	2,363
Office costs	12,964	-	-	-	-	-	-	-	3,542	-	-	-	-	192	16,698
Premises costs	7,131	-	-	-	-	-	-	-	1,948	-	-	-	-	-	9,079
Staff costs	8,122	-	-	-	-	-	-	-	2,219	-	-	-	-	2,493	12,834
Support costs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	30,073	-	-	-	-	-	-	-	8,216	-	-	-	-	2,685	40,974
Total expenditure on charitable activities	124,400	6,630	64,662	28,647	12,973	8,443	58,629	26,332	69,571	53,129	18,787	11,685	7,104	19,226	510,218
Fundraising costs	1,611	-	-	-	-	-	-	-	440	-	-	-	-	-	2,051
	126,011	6,630	64,662	28,647	12,973	8,443	58,629	26,332	70,011	53,129	18,787	11,685	7,104	19,226	512,269

6. Analysis of Expenditure on Charitable Activities

(b) 31 March 2022 Unrestricted

	Training and Support £	General £	Total Un-restricted £	Total £
Direct Costs				
Human resources	9,493	-	9,493	409,788
Travel, subsistence & accommodation	415	-	415	6,897
Advertising & marketing	-	-	-	2,970
Funding partners	-	-	-	815
Direct project costs	4,955	-	4,955	42,898
Office	-	-	-	10,914
Legal and professional	36	-	36	9,861
	14,899	-	14,899	484,143
Non Direct Costs				
Governance	-	11,393	11,393	13,756
Office costs	-	20,466	20,466	37,164
Premises costs	-	11,257	11,257	20,336
Staff costs	-	4,362	4,362	17,196
Support costs	-	-	-	-
Depreciation	-	11,843	11,843	11,843
	-	59,321	59,321	100,295
Total expenditure on charitable activities	14,899	59,321	74,220	584,438
Fundraising costs	-	2,541	2,541	4,592
	14,899	61,862	76,761	589,030

7. Governance Costs

	2023 £	2022 £
Accountancy and payroll	-	8,463
Independent Examination	-	2,200
Auditor remuneration	4,720	-
Legal	4,351	1,754
Trustee travel expenses	266	139
Human resource advice	5,142	
General	13	1,200
	14,492	13,756

8. Fundraising Costs

	2023 £	2022 £
Advertising	2,782	1,339
Giving costs	965	295
Events and awareness	17,676	2,311
Sundry	1,313	647
Professional fundraiser	6,048	-
Investment management costs	3,131	-
	31,915	4,592

9. Net Income for the Year

Net income for the year is stated after charging or crediting:	2023 £	2022 £
Depreciation on tangible fixed assets	2,139	8,093
Amortisation of intangible fixed assets	3,750	3,750
Loss on disposal of assets	1,292	-
Auditor remuneration	4,720	-
Independent Examination	-	2,200
Operating lease rentals	-	1,704

10. Emoluments of Employees

The average monthly number of employees and full-time equivalent (FTE) was:

	2023	2022 Revised
Devon Mental Health Alliance	9	-
Alcohol and Mental Health Project	3	-
Next Steps	-	3
Recovery College	4	4
European Projects	1	5
Training/Other	4	1
General	2	1
	23	14

The cost of the employees was:

	2023 £	2022 £
Wages and salaries	613,905	383,763
Social security costs	48,562	27,645
Pension contributions	12,588	7,391
Non payroll human resource costs	-	8,185
Redundancy	3,750	-
	678,805	426,984

No employee earned greater than £60,000 per annum. None of the Directors received any emoluments. One director received travel expenses of £266 (2022 - £139).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Senior Management. The total employee benefits of the key management personnel were £115,479 (2022 - £104,236).

11. Intangible Fixed Assets

	Website £	Total £
Cost		
As at 1 April 2022	15,000	15,000
Additions	-	-
Disposals	-	-
As at 31 March 2023	15,000	15,000
Amortisation		
As at 1 April 2022	(7,619)	(7,619)
Charge for the year	(3,750)	(3,750)
Eliminated on disposals	-	-
As at 31 March 2023	(11,369)	(11,369)
Net Book Value		
As at 31 March 2023	3,631	3,631
As at 31 March 2022	7,381	7,381

12. Tangible Fixed Assets

	Freehold Land and Buildings	Other Equipment	Total
	£	£	£
Cost			
As at 1 April 2022	213,301	71,824	285,125
Additions	-	2,506	2,506
Disposals	(213,301)	(58,562)	(271,863)
As at 31 March 2023	-	15,768	15,768
Depreciation			
As at 1 April 2022	(58,601)	(57,504)	(116,105)
Charge for the year	-	(2,139)	(2,139)
Eliminated on disposals	58,601	48,270	106,871
As at 31 March 2023	-	(11,373)	(11,373)
Net Book Value			
As at 31 March 2023	-	4,395	4,395
As at 31 March 2022	154,700	14,320	169,020

13. Fixed Asset Investments

	Listed Investments
	£
As at 1 April 2022	-
Additions	484,631
Change in market value	(2,250)
As at 31 March 2023	482,381
Equities	388,733
Securities	73,879
Cash within investment portfolio	19,769
	482,381

14. Debtors

	2023	2022
	£	£
Accrued income	143,205	223,423
Prepayments	5,393	3,202
Other debtors	17,968	1,169
	166,566	227,794

15. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	7,180	29,316
Other taxes and social security	13,549	10,504
Accruals	9,767	2,343
Deferred income	1,525	-
Other creditors	2,705	3,708
	34,726	45,871

16. Deferred Income

	2023 £
As at 1 April 2022	-
Additions during the year	1,525
Amounts released to income	-
As at 31 March 2023	1,525

17. Fund Reconciliation

Restricted funds	Balance at 1 April 2022 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Loss on Invest -ments £	Balance at 31 March 2023 £
EU Projects							
PATH (Interreg 2 Seas)	1,241	34,395	22,557	-	13,079	-	-
SPEED-You-UP (Interreg 2 Seas)	-	23,490	50,541	27,051	-	-	-
HAIRE (Interreg 2 Seas)	-	8,228	11,842	3,614	-	-	-
Non EU Projects							
Recovery College (Plymouth City Council)	-	116,669	100,791	13,759	29,637	-	-
Growth Project (National Mind)	3,213	-	3,213	-	-	-	-
Alliance (Alliance Community - Contract)	-	332,178	332,178	-	-	-	-
Alcohol & Mental Health Project (Plymouth City Council)	-	132,871	132,871	-	-	-	-
Wellbeing (Plymouth City Council)	3,807	-	3,807	-	-	-	-
WfER (Plymouth City Council)	2,819	-	2,819	-	-	-	-
WPDF (Plymouth City Council)	-	37,224	29,509	-	7,715	-	-
Feel Good Grant (Devon (Community Foundation)	2,969	7,500	10,316	-	153	-	-
David Gibbons	3,000	-	2,998	-	2	-	-
Living Options Contract (COMF)	15,386	16,050	31,436	-	-	-	-
Colab Exeter	-	61,340	62,760	1,420	-	-	-
	32,435	769,945	797,638	45,844	50,586	-	-
Unrestricted Funds							
General fund	270,429	589,294	123,847	209,696	671,506	2,250	271,816
Designated Funds							
Salary costs	20,000	-	-	-	20,000	-	-
Digital costs	5,000	-	-	-	-	-	5,000
Relocation expenses	16,579	-	-	-	16,579	-	-
EU projects	30,000	-	-	-	-	-	30,000
Development fund	-	-	-	50,000	-	-	50,000
Cessation fund	60,000	-	-	25,000	-	-	85,000
Capital fund	176,401	-	-	-	168,375	-	8,026
Lease commitments	-	-	-	111,506	-	-	111,506
Investments	-	-	-	485,000	-	-	485,000
	578,409	589,294	123,847	881,202	876,460	2,250	1,046,348
Total	610,844	1,359,239	921,485	927,406	927,406	2,250	1,046,348
Free	270,429	589,294	123,847	209,696	671,506	2,250	271,816
Designated	307,980	-	-	671,506	204,954	-	638,026
	578,409	589,294	123,847	881,202	876,460	2,250	1,046,348

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 Cont.

Restricted Income Funds

European Union Funded Projects

PATH (Interreg Two Seas):- To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

SPEED-You-UP (Interreg Two Seas):- Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas):- Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College Mental Health Services:- The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Development Project (*National Mind*):- As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Devon Mental Health Alliance (DMHA) - The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with severe mental illness. The DMHA is an alliance of 6 Devon VCSE organisations working in partnership with Devon Partnership Trust and Livewell Southwest to deliver on NHS England's programme of Community Mental Health Framework (CMHF) transformation.

Alcohol & Mental Health Project – This project is delivered through the Recovery College in order to improve access to mental health support for people with multiple and complex needs, including alcohol dependency. As a part of this work, we developed a new relationship with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth. This work will continue to be developed in 2022/2023

Plymouth VCSE Wellbeing Support:- This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

WfER - Wellbeing for Education Recovery Project. Funded by Plymouth City Council, this was a short term project to support Plymouth schools, colleges and Post-16 provision to navigate existing emotional and mental health support in Plymouth.

WPDF – Winter Pressures Discharge Fund. This fund enabled Devon Mind to support people upon discharge from acute services to stay well for longer. In addition, the fund supported Devon Mind to deliver a suite of mental health awareness training for a wider range of service providers within the VCSE sector.

Devon Community Foundation Feel Good Grant - This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

David Gibbons – This project enabled Devon Mind to develop a small service for woman at risk of mental health issues in the perinatal period.

Living Options Community Outbreak Management Fund (COMF) - This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

CoLab Exeter – This project provided Devon Mind with funding to provide support services to adults in Exeter experiencing multiple and complex needed, with a specific focus on substance misuse and homelessness.

Unrestricted Funds

Mental Health Training – There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Trustees have also designated £60,000 towards redundancy costs.

17. Fund Reconciliation

Restricted funds	Balance At 1 April 2021 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Balance At 31 March 2022 £
EU Projects						
PONToon (Interreg Channel)	3,664	-	6,630	2,966	-	-
PATH (Interreg 2 Seas)	-	43,475	64,662	21,187	-	-
TRAFFIR (Erasmus+)	14,214	-	12,973	-	-	1,241
PAFYP (Erasmus+)	6,648	1,795	8,443	-	-	-
SPEED-You-UP (Interreg 2 Seas)	-	47,876	58,629	10,753	-	-
HAIRE (Interreg 2 Seas)	-	17,212	26,332	9,120	-	-
Non EU Projects						
Recovery College (Plymouth City Council)	-	116,669	126,011	9,342	-	-
Next Steps (National Lottery)	22,759	47,252	70,011	-	-	-
Growth Project (National Mind)	-	22,000	18,787	-	-	3,213
Devon Mental Health Alliance (NHSE)	-	11,685	11,685	-	-	-
Alcohol & Mental Health Project (Plymouth City Council)	-	53,129	53,129	-	-	-
Wellbeing (Plymouth City Council)	4,167	-	360	-	-	3,807
WfER	-	9,923	7,104	-	-	2,819
Feel Good Grant (Devon Community Foundation)	-	6,390	3,421	-	-	2,969
Living Options Contract (COMF)	-	44,033	28,647	-	-	15,386
Other	3,000	15,445	15,445	-	-	3,000
	54,452	436,884	512,269	53,368	-	32,435
Unrestricted Funds						
General fund	229,098	215,186	76,761	-	97,094	270,429
Designated Funds						
Salary costs	20,000	-	-	-	-	20,000
Digital costs	5,000	-	-	-	-	5,000
Relocation expenses	25,000	-	-	-	8,421	16,579
EU projects	-	-	-	30,000	-	30,000
Redundancy costs	30,000	-	-	30,000	-	60,000
Capital fund	184,254	-	-	3,990	11,843	176,401
	493,352	215,186	76,761	63,990	117,358	578,409
Total	547,804	652,070	589,030	117,358	117,358	610,844

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 Cont.

Restricted Income Funds

European Union Funded Projects

PONToon (Interreg Channel) – Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusioN. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.

PATH (Interreg Two Seas) – To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

TRAFFIR (Erasmus Plus) – Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYP (Erasmus Plus) – Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas) – Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas) – Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College – The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery) – This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Development Project (National Mind) – As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Devon Mental Health Alliance (DMHA) – The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with severe mental illness. The DMHA is an alliance of 6 Devon VCSE organisations working in partnership with Devon Partnership Trust and Livewell Southwest to deliver on NHS England's programme of Community Mental Health Framework (CMHF) transformation.

Alcohol & Mental Health Project – This project is delivered through the Recovery College in order to improve access to mental health support for people with multiple and complex needs, including alcohol dependency. As a part of this work, we developed a new relationship with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth. This work will continue to be developed in 2022/2023

Plymouth VCSE Wellbeing Support – This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

WfER - Wellbeing for Education Recovery Project. Funded by Plymouth City Council, this was a short term project to support Plymouth schools, colleges and Post-16 provision to navigate existing emotional and mental health support in Plymouth.

Devon Community Foundation Feel Good Grant – This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Living Options Community Outbreak Management Fund (COMF) – This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Unrestricted Funds

Mental Health Training:- There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Devon Mind premises consist of a Grade II 19th Century listed building – in order to maintain the building in good condition and meet repair needs in timely manner, we will designate £25,000 for this purpose. The Trustees have also designated £30,000 towards redundancy costs.

18. Analysis of Net Assets between Funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
2023				
Fixed assets	-	490,407	-	490,407
Net current assets	408,322	147,619	-	555,941
Total	408,322	638,036	-	1,046,348
2022				
Fixed assets	-	176,401	-	176,401
Net current assets	270,429	131,579	32,435	434,443
Total	270,429	307,980	32,435	610,844

19. Related Party Transactions

Trustee James Evans is a partner of Tozers LLP solicitors who provided legal services of £7,966 (including VAT) to the charity (2022 - £1,203). There were no other related party transactions during the year.

20. Reconciliation of Net Income / (Expenditure) to Net Cash Flow from Operating Activities

	2023 £	2022 £
Net income for the year	435,504	63,040
Depreciation of tangible fixed assets	2,139	8,093
Amortisation of intangible fixed assets	3,750	3,750
Gain on disposal of a tangible fixed asset held for charity's own use	(321,853)	-
Loss on disposal of assets	1,292	-
(Increase)/decrease in debtors	61,228	(89,329)
Increase/(decrease) in creditors	(12,670)	(32,367)
	169,390	(46,813)

21. Operating Lease Commitments

Rent and licence to occupy costs	2023 £	2022 £
Due inside 1 year	43,222	33,902
Due outside 1 year and less than 5 years	68,284	105,529
	111,506	139,431

DEVON MIND

England & Wales - Charity number 1181767

Accounts

Devon Mind

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 March 2022

Registered Charity No: 1181767
Registered Company No: 10281020

Devon Mind

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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mind Devon

TRUSTEES' ANNUAL REPORT

The Trustees, who are also the Directors of the charity for the purposes of the Companies Act, present their Annual Report and the Financial Statements for the year ended 31 March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) (second edition - October 2019) in preparing the annual report and financial statements of the charity.

1. Objectives and Activities

Devon Mind is an independent charity affiliated to national Mind. We adhere to national Mind's vision: 'We won't give up until everyone experiencing a mental health problem gets both support and respect'. We work to promote wellbeing and prevent mental health problems in Devon.

Devon Mind's Articles of Association sets out the principle organisational purposes, which are for the public benefit and are compatible with the requirements of the Charities act 2011.

These are:

1. To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional distress requiring advice and treatment, in association with Mind (National Association for Mental Health) in accordance with the aims and objectives of Mind (NAMH).

2. To promote the study of and research into mental health disorder and emotional or mental distress and to obtain and make records of and disseminate information concerning the same to educate the public in matters relating to mental health.

In addition, Devon Mind specifically aims to:

- Provide opportunities for recovery for those who have experience of mental health problems.
- Encourage and empower people with mental health problems to work towards reaching their potential as full members of society.
- Raise public awareness of mental health issues.
- Provide appropriate community services for people to complement statutory services.

Our Vision

Our vision is of a society that promotes and protects good mental health for all and treats people with experience of mental ill health fairly, positively and with respect. We work in partnership with national Mind and with other Local Minds to provide information and support and to campaign to improve policy and attitudes.

Our Mission

To ensure that Devon is a place where people can enjoy good mental health and have the opportunity to reach their potential.

Our Values

Our values are at the heart of everything we do:

- Open – we reach out to anyone who needs us;
- Together – we're stronger in partnership;
- Responsive – we listen, we act;
- Independent – we speak out fearlessly;
- Unstoppable – we never give up.

2. Structure, Governance and Management

The company: was incorporated on 15 July 2016 as a private limited company by guarantee with no share capital in England and Wales (Co. No. 10281020). The company was registered with the Charity Commission on 28 January 2019 (Charity No. 1181767). The governing documents are the Articles of Association. The charity continues to review regularly its governing document in line with best practice, as outlined in the Mind Quality Mark Standards.

Risk Management: The trustees review the major risks to which the organisation is exposed and measures are in place to mitigate those risks.

Public Benefit Statement: The trustees confirm that the main activities undertaken to further the charity's purposes and to have due regard to the Charity Commission's general guidance of public benefit.

3. Chair's Report

I am pleased to present our Annual Report for 2021/2022 on behalf of the Board of Trustees of Devon Mind.

As part of the Mind federation, Devon Mind provides support, advice and guidance to anyone in Devon struggling with their mental health. As we entered 2021/2022, the challenges and pressures of the Covid-19 pandemic continued, and with this, the need for mental health support in Devon was ever present. We supported 2,718 people in 2021/2022 – an increase of 10% from 2020/2021 - through our service offer of emotional support, counselling, learning opportunities through courses and workshops, peer support, advice, and guidance.

We also built on the new 'ways of working' that were implemented in the 1st year of the pandemic, and significantly upgraded our IT infrastructure and invested in staff training to ensure we maintained a broad digital support offer.

Financially, we are pleased to report that we ended the year on a positive footing and in a much better position than we had anticipated given the pressures of the pandemic on all funding streams. In particular, we focused our efforts on campaigning and awareness raising through our website, social media and fundraising platforms. We have no doubt that this played a key role in enabling us to maintain income through fundraising and donations at the same level as 2020/2021.

In March 2021, national Mind announced a complete brand 'refresh' requiring all local Mind organisations to implement these changes by the end of 2021/2022. Devon Mind were the first local Mind to achieve this in April 2021 and this has increased our visibility to a wide range of stakeholders in Devon, from service-users to corporate partners. Our Marketing and Communications team have worked tirelessly to ensure that we are reaching as many people as possible in Devon.

Strategically we have made great strides in developing key partnerships and Alliances in Devon. In July 2021, Devon Mind came together with 5 other Voluntary, Community and Social Enterprise (VCSE) organisations to form the Devon Mental Health Alliance (DMHA) www.mentalhealthdevon.co.uk. In February 2022, the DMHA was successfully awarded the contract to work in partnership with the two statutory mental health providers in Devon (Livewell Southwest and Devon Partnership Trust) in implementing the community component of the Community Mental Health Framework (CMHF) transformation programme. As part of this work, Devon Mind are leading on recovery practice in Plymouth, West Devon and North Devon. The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with mental health needs. Devon Mind are at the forefront of these developments in mental health transformation.

This year, we also took the decision to sell the building in Plymouth where our headquarters had been based for over 20 years. This was a Grade 2 listed Georgian building that required significant investment in repairs and ongoing maintenance. The Board and Chief Executive carefully considered the needs of Devon Mind in relation to strategic positioning and visibility, accessibility, and financial costs. A detailed options appraisal was conducted and in June 2022, we sold our Georgian building in Plymouth and relocated into two wellbeing hubs in Plymouth – Mannamead House and Ernest English House. We consulted extensively with staff, service-users and wider stakeholders, and this move was widely supported.

Our aspirations to grow our physical presence across Devon were also furthered in this year as we developed a service partnership with Colab Exeter, with Devon Mind staff based in their multi-agency hub in Exeter city centre. Our strategic objective over the next 2 years is to strengthen our presence in key locations in Devon such as Exeter, Barnstaple, and Torquay. The rurality of Devon presents significant challenges for access to timely and appropriate services for people, and this is a challenge we will focus our efforts on in coming years.

On 12th August 2021, the community of Keyham in Plymouth was devastated by the fatal shootings of 5 people. The impact of this tragedy was felt far and wide in Plymouth as the city struggled to come to terms with the horrific event. Devon Mind came together with Plymouth City Council and other charities in the city to ensure speedy access to help and support for anyone in Plymouth impacted by the tragedy. We were very thankful to our colleagues in Mind in Somerset who offered their Mindline service to anyone in Plymouth and wider Devon struggling to come to terms with the shootings.

As 2021/2022 drew to a close, we were saddened and troubled by the emerging war in Ukraine. As refugees from this conflict began to arrive in the UK, Devon Mind prepared staff to provide emotional and practical support to anyone impacted by this crisis. We are working alongside the Refugee and Asylum Seeker mental health team in Plymouth to provide support through group work and counselling to any refugees and asylum seekers in Plymouth who struggle to access support through the statutory services.

As always, we could not have delivered any of our services without the dedication, commitment and compassion of our staff and volunteer team. We are very grateful to our commissioners, funders, and supporters for enabling us to support people in Devon facing mental health concerns. We continue to be indebted to all our fundraisers and corporate sponsors who have found ever move inventive and innovative ways to raise vital funds for Devon Mind. Finally, we would like to thank our external advisors and Trustees for their commitment, time, and guidance over the last 12 months.

We look forward to building on strong foundations in the 12 months ahead.

4. Review of Activities

We delivered a broad range of activities designed to support mental health and wellbeing in 2021/2022. A snapshot of these activities is highlighted below, but this is not an exhaustive list.

Recovery College

We supported 2,718 new people (18 years old and above) across a broad spectrum of mental health needs in 2020/2021. Alongside this, we continued to provide ongoing support to an additional 567 people. Our support offer was delivered face-to-face and on video-conferencing and telephone platforms. Through our partnership role in the Devon Mental Health Alliance, we continued supporting people with severe mental illness in Devon to link closely with activities and organisations in their communities that will support them to be well and stay well. We received grants from the Covid Outbreak Management Fund (COMF), administered by Living Options Devon, and the Devon Community Foundation (Feel Good Grant) to enable us to offer free counselling to people in Devon over 18 who were otherwise unable to access talking therapies through the IAPT service.

In early 2022, Devon Mind participated in pilot project, funded through the Devon ICS to develop new referral pathways into our Recovery College service to improved access to alcohol support for people with multiple and complex needs. As a part of this work, we developed a new relationship with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth. This work will continue to be developed in 2022/2023.

Next Steps

Funded by the National Lottery, our 5-year Reaching Communities project came to an end in December 2021. In the last year of the project, we supported 637 people across two GP surgeries, 15 people in two Children's Centres, and 36 people in two Plymouth Wellbeing Hubs to access resources and activities that would help them better manage their mental health challenges. We also ran online and face-to-face workshops for young people on understanding anxiety, tips and tools to cope with anxiety, and understanding emotions. Overall, 125 young people attended the workshops from Year 9 to Year 13. The feedback was incredibly positive, with one young person stating that they had '*gained a new perspective on feelings of anxiety and that it is just a natural response to the often-scary world we live in*'.

A key success for this project was the development of a train-the-trainer programme for anyone working with young people. The programme 'Life is a Rollercoaster' was delivered online in December 2021 and was attended by teachers, youth workers, and counsellors. Participants reported that the '*content is well thought out and each session builds on learning from the next*'.

Over the 5 years of this project (2017-2021), we have achieved the following outputs and outcomes:

- 3,662 adults supported in GP surgeries
- 337 young people accessed our mental health courses and workshops
- 6 secondary schools in Plymouth involved
- 76 volunteers with lived experience recruited to support our service offer with their lived experience.
- 14 information sessions on young peoples' mental health attended by parents, carers, and professionals.
- 18 GP surgeries, 8 schools, 108 healthcare professionals, and 127 teachers attended the workshop 'How to start a conversation about mental health with a young person'.

We are grateful to the support provided by the National Lottery grants team over the duration of this project.

Development and Growth Project

We entered the final year of our development and growth project, funded by National Mind. The aim of this project was to support the sustainable growth of Devon Mind, to launch wider service delivery across Devon, and to ultimately increased accessibility to the support offer. The outbreak of Covid in early 2020, and the subsequent raft of restrictions until early 2021 required the project to adapt in order to maintain momentum. Our original focus was on widening our place-based service delivery offer – difficult to implement in the first year due to Covid. However, we re-directed our efforts in developing our online offer – which at the outset of the project was non-existent. We were able to implement a comprehensive new CRM system, develop a new website, upskill all staff in delivering online services, and increase functionality on our website and social media platforms so that people could connect with us and access services in a completely new way. As a result, we were able to continue to offer a service to over 2,000 people online, from courses and groups to one-to-one emotional support and counselling.

Through the work on this project, we strengthened our senior management team, and in March 2022, we began the recruitment process for a Head of Services role to sit under the CEO and lead on service design, development, delivery and quality.

Devon Mental Health Alliance (DMHA)

In early 2021, we were heavily involved in the submission of the Plymouth and Devon Plan to NHS England for the transformation of the Community Mental Health Framework. The application was successful. As part of this application, the two statutory mental health agencies in Devon, Devon Partnership Trust (DPT) and Livewell, would join together to commission a Devon VCSE Mental Health Alliance.

Our work with our partner agencies and our feedback from service-users and their carers about their experiences with the community mental health system, led to us forming a 6 organisation Alliance – we entered the procurement process in July 2021 and our Alliance was successfully awarded the contract (from the 1st February 2022) to deliver on key strategic outcomes for mental health in Devon over the next 3 years. Equally important in this process were the voices of our colleagues in the mental health system who were hungry for greater collaboration and new ways of working with the VCSE.

The Devon Mental Health Alliance will work hand in glove with these colleagues in the statutory sector to ensure a 'front door approach' approach to mental health support in Devon. The DMHA has been commission to deliver on the CMHF until January 2025.

EU funded projects

This year saw us enter the final year of delivery for many of our EU funded projects.

- PONToon – this project concluded in May 2021. Through this project, Devon Mind supported women furthest from the workplace to develop their confidence and skills to undertake training and volunteering.
- TRAFFIR – this project concluded in March 2022. The partnership developed a suite of resources and training materials for first responders across sectors.
- PAFYP – this project concluded in February 2022. The partnership developed a suite of resources and training materials for anyone working with young parents.

We will continue to work on HAIRE, PATH, and SPEED-You-UP in 2022/2023.

Volunteer Support

During the year volunteers worked for us predominantly in a support capacity. 6 volunteer counsellors enabled us to continue to meet the demand for our free counselling service across Devon. This has been a key success of 2021/2022 and we will continue to expand our free counselling service into 2022/2023.

Mental Health Training

The demand for mental health training sessions in 2021/2022 emerged in line with reduction of Covid restrictions in the workplace. In this year we delivered 35 training courses to over 500 people from private and public sector organisations across Devon. The courses delivered included:

- Mental Health First Aid (2-day Adult)
- Mental Health First Aid (Refresher)
- Mental Health Awareness
- Managing Mental Health in the Workplace
- Understanding Hoarding
- First Steps – Suicide Awareness
- Resilience
- Anxiety Management

Fundraising

We would like to extend our sincere gratitude to all those who fundraised for us in this year. Our supporters were finally able to get 'out and about' with many people undertaking sponsored walks, runs, swims, wing walks, skydives, cricket challenges, football matches, and training to climb Mt. Kilimanjaro in aid of Devon Mind. Our Marketing and Fundraising team also launched the inaugural Devon Mind 10k (Harbour Runs) and open for registration at the end of the year. We are enormously grateful to Bishop Fleming and Cattewater Harbour Commissioners who pledged to sponsor and support this event.

Testimonials

Throughout the year, we ask our service-users for their feedback on their experiences of Devon Mind. This is vital in informing our work and ensuring that it continues to meet the needs of our communities. This feedback is used to support any changes or new developments we are involved in. A snap-shot of some of this feedback is highlighted below:

'Devon Mind has changed my life. I feel you have given me tools to help me move forward in a positive direction.'

'It was an amazing process, not only was I helped through a very difficult time, but the support from Devon Mind helped me to heal.'

'I felt listened to, understood, and not judged on my behaviours and thoughts. It helped me release what I needed to do to help myself.'

'My support worker's warmth and humanity allowed me to trust them and to be myself with them.'

'Devon Mind were there for me at a really really low point in my life, when I was not sure if I could carry on. All I wanted was to be heard and they did just that but also supported me to get the help I needed from other places.'

'My counsellor showed genuine compassion. She was good as listening and being gentle with me.'

'I feel positive and empowered to continue on my journey of recovery and I know Devon Mind are right behind me. Thank you for taking me seriously when no one else would.'

5. Future Developments

We will continue focus our future developments across 5 key strategic areas over the next 12-24 months:

1. Leadership and Governance

- Sustain a robust Devon Mind Board that is representative of our organisation and has appropriate skills to enable it to function efficiently.
- Develop and sustain a strong and high performing senior leadership team that models culture and behaviour, and enables Devon Mind to successfully achieve its aims and objectives.
- Nurture a committed, compassionate, motivated, highly trained, and agile workforce that feels valued, respected, and listened to.

2. Partnership and Collaboration

- Play an integral role in the success of the Devon VCSE Mental Health Alliance partnership (The Alliance's success is Devon Mind's success).
- Seek out opportunities for collaboration that align with Devon Mind's purpose, mission, and values, and support the Charity's overarching strategic priorities.

3. Quality and Impact

- Successfully achieve the Mind Quality Mark and implement any recommended improvements.
- Use the experiences of those using our services as a measure of quality and to inform improvement measures.
- Fully utilise the Devon Mind CRM and Impact Tracker systems to ensure evidence and data is core to our decision-making processes.
- Develop a reputation for evidence-based and quality assured work that achieves the best possible outcomes for people with mental ill health.

4. Engagement and Influence

- Adapt our services to be more accessible and inclusive of diversity and difference.
- Provide opportunities that support, enable and empower people with lived experience to be actively involved in co-designing and co-producing Devon Mind services.
- Use our knowledge from delivering services and working in partnership to influence decision makers and shape the future of commissioned services.

5. Sustainability and Resilience

- Grow our reputation for high quality and impactful services that commissioners and other funders continually invest in.
- Develop, deliver, and monitor a Financial Strategy that sets out how Devon Mind plans to finance its overall operations and to meet its charitable objectives now and over a defined period in the future (3 years rolling).
- Remain agile, flexible, and resilient to anticipate the challenges ahead (horizon scanning) and be prepared for them, while also retaining the agility to respond quicky to opportunities as they arise.

6. Risk and Uncertainties

Devon Mind reviews risk on an ongoing basis through our Board of Trustees, sub-committees and Senior Management Team (SMT). This allows us to appraise and mitigate against existing known risks and to identify new risks. We consider the impact and likelihood of risks occurring and give particular attention to the management of the most severe risks.

Devon Mind has identified the following principal risks facing the Charity over the next 12 months, alongside the action that is been taken to mitigate against these risks.

1. Staff Recruitment and Retention

   Staff recruitment and retention remain a key risk for our charity alongside many other health and social care charities. The change to working patterns because of Covid-19 has let to potential applicants wishing to explore fully remote working options that would not enable us to fulfil our service commitments. In addition, we know that there is less movement of experienced staff between sectors as people are nervous about leaving long standing jobs for a career in the charity sector, when the wider economic situation is not positive. To mitigate against this, we have introduced a hybrid model of working with limited remote working for staff where it is appropriate. We have also offered compressed hours and 9-day fortnights where they fit with service demands. We have benchmarked our jobs against the sector average, and we are committed to ensuring that people are properly remunerated in line with core competencies and responsibilities. We will undertake a review of additional benefits offered to staff in 2022/2023, and consider non-pay benefits to increase our attractiveness to future employees to join us, and current employees to remain with us (e.g. gym membership; 4-day week).

2. Income and Financial Sustainability

   Income and financial sustainability have traditionally been the main risks associated with the charity sector. However, Covid-19, the war in Ukraine, elevated inflation, and cost of living rises have exacerbated funding concerns. Devon Mind is not as heavily vulnerable to energy and rental costs as other charities, but staff salaries make up the highest proportion of costs. Inflationary uplifts to salaries need to be considered going forward, and high-inflation scenarios will be modelled into the standard forecasting processes to test the financial resilience of the charity. In addition, we will invest in our income generation resources to enable us to develop relationships and funding streams from trusts and foundations, in addition to enhancing our marketing, fundraising and events capacity to grow our fundraiser base. We will expand our cash-flow forecasting from 24 months to 36 months to ensure we have enhanced visibility of when our financial sustainability becomes a concern, and we will take actions well in advance to mitigate this vulnerability.

3. Digital Transformation

   Devon Mind are in the middle of our digital transformation programme to enable us to have much more effective engagement with all stakeholders. The development of this worked began in 2020. The pace of change continues within the sector as we are required to offer an accessible digital service, while also supporting service-users who experience digital isolation to get 'online'. This development has required Devon Mind to focus on cybersecurity and the resilience of our IT systems and infrastructure which are paramount in safeguarding information and maintaining business security. We will continue to invest in this area, and we will maintain our cybersecurity accreditation through the support of National Mind and our own external IT consultants.

7. Administrative Structure

Trustees are appointed for a term of three years.

The Board of Trustees shall not have more than twelve members and not less than three.

A person can only become a trustee after declaring an acceptance and willingness to act in accordance with the Articles.

The day-to-day management of the Charity is delegated to the CEO, Olivia Craig.

The following service as Executive Committee members during the year:

Chair:	Sharon Claridge	
Vice Chair:	Paul Guildford	
Other Trustees:	Peter Mullarkey	
	Neil Pick	
	Clive Martyn	resigned 01 July 2021
	James Evans	
	Jemma Jewkes	resigned 9 June 2021
	Sophie Handley	resigned 10 April 2022
	Stephen Offord	

New trustees are recruited for their skill sets applicable to the charity.

The Board agrees the strategy and direction of Devon Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive Officer and the senior management team. The senior management team is made up of the Chief Executive Officer, the Operations Manager, and the Business Support Manager.

The Chief Executive Officer works closely with trustees to lead the organisation, focus on external profile and commissioning, oversee the organisation's budgets and management accounts, the strategic priorities, business plans, policies, and ensuring service delivery is delivered to the highest quality, and managed effectively and efficiently

The pay levels of all staff, including the senior management team are benchmarked regularly against other providers and similar roles in Devon. Any changes to pay levels are agreed by the Board of Trustees.

Devon Mind is affiliated to Mind, the national mental health charity, as a Local Mind Association through the Mind Federation Agreement under which all local Minds now operate. There is no financial or managerial connection beyond the payment of the membership fee. The Agreement with Mind enables us to determine our own policies and activities locally.

Active involvement with the processes of the Mind Federation's "Quality Management" scheme facilitates organisational improvement through self-reflection and external assessment. Our current Mind Quality Mark (MQM) with Mind ensures we maintain our eligibility to membership of the Mind Federation.

8. Statement of the Board of Trustees Responsibilities

The trustees (who are also directors of Devon Mind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- 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.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

All members of the Board of Trustees give their time voluntarily and received no benefits from the charity.

9. Financial Review

Despite the ongoing challenges posed by Covid-19, the year ended 31 March 2022 was a much more positive year financially than we had anticipated in April 2020.

Total income for the year is £652,070 of which £477,053 is from contracted income for services and performance related grants as per note 3. The charity has contracts funded from the European Union and these projects are funded on a retrospective, claims basis for costs expended and the timing of the claims and the process itself result in significant amounts of accrued income which was £122,222 of £195,067 at the year end. Other large projects are funded by the National Lottery (Next Steps) and Plymouth City Council (Recovery College). Our Mental Health Training continues to generate income.

The charity has benefitted from the increased awareness of mental health in society over the recent years and this was very much at the forefront of the pandemic. Despite concerns that this income would be impacted severely by the pandemic, the total amount of voluntary donated income generated in this financial year was £124,530.

Total costs of the charity are £589,030 and the nature of our activities means this consists largely of salary costs and project delivery. The net income for the year is £63,040 and this largely reflects the donated income streams and training contribution.

The Net assets of the charity at the year-end are £610,844 and fixed assets represent £176,401. Restricted funds are £32,435 and unrestricted funds £578,409 including a capital fund of £176,401 and designated funds of £131,579 per note 14. General unrestricted fund is £270,429.

The charity expects a down turn in training income following the impact on the economy of the ongoing Covid-19 pandemic. Contracted services will continue to be delivered going forward. The directors do not consider the assets of the charity impaired at the year-end as a result of the pandemic and believe the charity is a going concern after stress testing future income and expenditure models.

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £330,660.

10. Reserves Policy

The charity needs to hold reserves for the following principal reasons:

(a) To produce income to be used for funding such deficits as arise from the charity's operations.

(b) To maintain services if funding is suddenly reduced or withdrawn until new funding can be found

(c) To provide for unforeseen expenditure such as an unexpected building repair

- The charity aims to establish and hold in reserves four months of operational costs and notice period/ redundancy provision for eligible staff in the unlikely event of the charity having to close. Unrestricted funds at 31 March 2022 are £270,429.

- The charity has designated funds of £131,579 at 31 March 2022 as detailed at note 14 to cover redundancy, relocation expenses, salary and digital costs. The capital fund which equates to the net book value of fixed assets is £176,401.

- The charity considers that its present levels of reserves, together with the changes anticipated in these during the forthcoming year, satisfy the criteria set out above, and no action is deemed to be necessary at the present time to change these levels.

- The charity reviews both the level of its reserves and its policy on reserves continually and specifically at the time of consideration of the Annual Budget.

11. Principle Funding Sources

The principle funding sources are set out in notes 2 and 3 to the accounts.

12. Principal and Registered Office and Professional Advisers

The registered office of the charity is:

Mannamead Wellbeing Hub
156 Mannamead Road
Plymouth
PL3 5QL

Professional advisers

Bankers:	Unity Trust Bank Plc. Nine Brindley Place, 4 Oozells Square, Birmingham, B1 2HB CAF Bank Ltd. 25 Kings Hill Avenue, West Maling , Kent ME19 4JQ
Independent Examiners:	Northcott Trumfield , Chartered Accountants, Devonshire Villa, 52 Stuart Road, Plymouth, PL3 4EE
Solicitors:	Tozers LLP, Broadwalk House, Southernhay West, Exeter, Devon, EX1 1UA

This report has been prepared having taken advantage of the small companies exemption in the Companies Act 2006.

Approved by the Board of Trustees on 19 December 2022 and signed on its behalf by:

Chair **S Claridge**

mind Devon

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DEVON MIMD

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 13 to 35.

Responsibilities and basis of report

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

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

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice "Accounting and Reporting by Charities (FRS 102) (second edition)".

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

Signed:

Guy Ian Northcott
FCA, Bsc(Econ) Hons, DchA
For and on behalf of:
Northcott Trumfield
Chartered Accountants
Devonshire Villa
52 Stuart Road
Stoke
Plymouth
PL3 4EE

Date: 19 December 2022

mind Devon

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 Restricted Funds £	2022 Unrestricted Funds £	2022 Total £	2021 Total £
Income and endowments from:					
Donations and legacies	2	-	124,530	124,530	153,437
Charitable activities	3	436,884	89,401	526,285	539,464
Other trading income	4	-	1,255	1,255	923
Total income and endowments		436,884	215,186	652,070	693,824
Expenditure on:					
Charitable activities	5,6	510,218	74,220	584,438	575,887
Raising funds		2,051	2,541	4,592	3,341
Total expenditure		512,269	76,761	589,030	579,228
Net income/(expenditure) before transfers		(75,385)	138,425	63,040	114,596
Transfer between funds		53,368	(53,368)	-	-
Net movement in funds		(22,017)	85,057	63,040	114,596
Reconciliation of funds:					
Total funds brought forward	14	54,452	493,352	547,804	433,208
Total funds carried forward	14	32,435	578,409	610,844	547,804

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

mind Devon

BALANCE SHEET
AS AT 31 MARCH 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Intangible Fixed Assets	9		7,381		11,131
Tangible Fixed Assets	10		169,020		173,123
			176,401		184,254
Current Assets					
Debtors	11	227,794		138,465	
Cash at Bank and in Hand		252,520		303,323	
		480,314		441,788	
Creditors:					
Amounts falling due within one year	12	45,871		78,238	
Net Current Assets			434,443		363,550
Total Net Assets			610,844		547,804
The Funds of the Charity:					
Restricted Funds	14		32,435		54,452
Unrestricted Funds	14		578,409		493,352
			610,844		547,804

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

For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The Financial Statements were approved and authorised for issue by the Trustees on 19 December 2022 and signed on their behalf by:

Chair S Claridge

Trustee P Guildford

Company registration number 10281020

The notes on pages 16 to 35 form part of these accounts.

mind Devon

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
Cash flow from operating activities	18	(46,813)	235,567
Cash flow from investing activities			
Payments to acquire intangible assets		-	2,451
Payments to acquire tangible assets		3,990	8,100
		3,990	10,551
Net increase/(decrease) in cash equivalents		(50,803)	225,016
Cash and cash equivalents at start of April 2021		303,323	78,307
Cash and cash equivalents at end of March 2022		252,520	303,323
Cash and cash equivalent consists of:			
Cash at bank and in hand		252,520	303,323

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

1. Summary of significant accounting policies

(a) **General information and basis of preparation**

Devon Mind is a private limited company by guarantee registered in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 6 of these financial statements. The nature of the charity's operations and principal activities are to promote the preservation of mental health and assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional stress.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition - October 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated. The 2019 comparatives accounts are prepared under the merger basis.

(b) **Fund Accounting**

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with the specific requirements of the project contracted for. The costs of running and administering such funds are charged against the specific fund.

Investment income, gains and losses are allocated to the appropriate fund.

(c) **Income Recognition**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. If entitlement is not met then these amounts are deferred.

Donated professional services and donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), the general volunteer time is not recognised please refer to the Trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity. This is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

(d) **Expenditure Recognition**

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following heading:

- Costs of raising funds includes salaries and associated expenses directly attributable to fund raising.
- Expenditure on charitable activities includes all costs incurred to promote and undertake charitable activities.
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) **Support Costs Allocation**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

(f) **Pension Contributions**

The charity operates a defined contribution pension plan under Auto enrolment. The costs of these contributions will be written off in the year they become payable.

(g) **Foreign Currencies**

Transactions in foreign currency are initially recognised in sterling using spot rates ruling at the time of the transaction. Assets and liabilities denominated in a foreign currency are translated to sterling using the rates ruling at the year end and any profit/loss arising is written off to the SOFA.

(h) **Intangible Assets – other**

Research expenditure is written off in expenditure in the SOFA in the year in which it is incurred. Identifiable development expenditure is capitalised to the extent that the technical, commercial and financial feasibility can be demonstrated.

Intangible assets are amortised on a straight line basis over their useful lives. The useful lives of intangible assets are as follows:

Computer Software	4 years	straight line

(i) **Tangible Fixed Assets and Depreciation**

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided to write off the cost of tangible fixed assets less estimated residual value, (except freehold land) over their expected useful lives on the following basis:

Computer Equipment	33%	straight line
Equipment and Furniture	20%	straight line
Buildings	2%	straight line

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

(j) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(k) **Cash at Bank and in hand**
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(l) **Creditors and Provisions**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(m) **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.

(n) **Taxation**
The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and passes the test of Paragraph 1 of Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(o) **Going Concern**
The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(p) **Key accounting judgements and sources of estimation uncertainty**
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable in the circumstances.

Critical judgements in applying the Charity's accounting policies

i) Accrued income (notes 3 and 12)

Income is recognised in the statement of financial activities when the following criteria has been met: the charity is entitled to the income, it is considered probable that the income will be received and the income can be reliably measured. Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract.

Key accounting estimates and assumptions
The charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

i) Accrued income (notes 3 and 12)

Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract. This requires estimation of the income due to the charity.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 Cont.

2. Income from Donations and Legacies

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Legacy	-	-	-	-	7,800	7,800
Gifts	-	-	-	-	-	-
National Lottery Covid 19 Emergency Funding	-	-	-	25,000	-	25,000
Western Power Grant	-	-	-	-	10,100	10,100
CAF Coronavirus Emergency Fund	-	-	-	-	5,000	5,000
HMRC Coronavirus Job Retention Scheme	-	12,373	12,373	-	36,474	36,474
Anonymous Donation	-	10,000	10,000	-	-	-
Gifts less than £5,000	-	102,157	102,157	-	69,063	69,063
	-	124,530	124,530	25,000	128,437	153,437

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

3. Income from Charitable Activities

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Sale of goods and services	-	49,232	49,232	-	27,928	27,928
Performance related grants	320,215	-	320,215	384,818	-	384,818
Contractual payments	116,669	40,169	156,838	114,303	12,415	126,718
	436,884	89,401	526,285	499,121	40,343	539,464
Contractual payments						
Lisson Grove GP Surgery	-	11,380	11,380	-	12,415	12,415
Plymouth City Council	-	28,789	28,789	-	-	-
Plymouth City Council Recovery College	116,669	-	116,669	114,303	-	114,303
	116,669	40,169	156,838	114,303	12,415	126,718
Interreg France (Channel Manche) England						
PONtoon	-	-	-	62,361	-	62,361
Erasmus +						
COBALT	-	-	-	4,200	-	4,200
DAUPR	-	-	-	1,938	-	1,938
TRAFFIR	-	-	-	74,296	-	74,296
Parenting 4 Youth Parenting Awareness for Young People	1,795	-	1,795	47,285	-	47,285
Interreg Two Seas Mers Zeeen						
PATH	43,475	-	43,475	14,314	-	14,314
SPEED-You -Up	47,876	-	47,876	35,907	-	35,907
HAIRE	17,212	-	17,212	21,056	-	21,056
Plymouth City Council – VCSE Wellbeing Support	-	-	-	5,000	-	5,000
Plymouth City Council – Alcohol & Mental Health Project	53,129	-	53,129	-	-	-
Plymouth City Council – WfER	9,923	-	9,923	-	-	-
National Lottery Next Steps Project	47,252	-	47,252	92,922	-	92,922
Devon Community Foundation Feel Good Grant	6,390	-	6,390	-	-	-
Living Options COMF	44,033	-	44,033	-	-	-
Devon Mental Health Alliance (DMHA)	11,685	-	11,685	-	-	-
National Mind Development Fund	22,000	-	22,000	19,599	-	19,599
Other	15,445	-	15,445	5,940	-	5,940
	320,215	-	320,215	384,818	-	384,818

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

4. Other Income

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Other	-	1,255	1,255	-	923	923

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

5. Analysis of Expenditure on Charitable Activities

(a) 31 March 2022 Restricted

	Recovery College	PONtoon	PATH	Living Options COMF	TRAFFIR	Parenting for Youth	Speed You Up	HAIRE (DAUPR + (HAIRE)	National Lottery Next Steps	Plymouth City Council AMHP	National Mind Develop-ment Fund	Devon Mental Health Alliance	Plymouth City Council WfER	Other	Total Restricted
	£	£	£	£	£	£	£	£	£		£			£	£
Direct Costs															
Human resources	94,289	5,610	61,993	28,647	11,313	6,907	53,277	24,537	46,042	18,131	18,787	8,902	6,906	14,954	400,295
Travel, subsistence & accommodation	38	-	269	-	1,280	816	2,232	-	1,420	52	-	189	-	186	6,482
Advertising & marketing	-	-	-	-	-	-	380	-	2,590	-	-	-	-	-	2,970
Funding partners	-	-	-	-	-	-	815	-	-	-	-	-	-	-	815
Direct project costs	-	-	-	-	380	720	65	-	593	34,946	-	-	198	1,041	37,943
Office	-	-	-	-	-	-	60	-	10,710	-	-	144	-	-	10,914
Legal and professional	-	1,020	2,400	-	-	-	1,800	1,795	-	-	-	2,450	-	360	9,825
	94,327	6,630	64,662	28,647	12,973	8,443	58,629	26,332	61,355	53,129	18,787	11,685	7,104	16,541	469,244
Non Direct Costs															
Governance	1,856	-	-	-	-	-	-	-	507	-	-	-	-	-	2,363
Office costs	12,964	-	-	-	-	-	-	-	3,542	-	-	-	-	192	16,698
Premises costs	7,131	-	-	-	-	-	-	-	1,948	-	-	-	-	-	9,079
Staff costs	8,122	-	-	-	-	-	-	-	2,219	-	-	-	-	2,493	12,834
Support costs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	30,073	-	-	-	-	-	-	-	8,216	-	-	-	-	2,685	40,974
Total expenditure on charitable activities	124,400	6,630	64,662	28,647	12,973	8,443	58,629	26,332	69,571	53,129	18,787	11,685	7,104	19,226	510,218
Fundraising costs	1,611	-	-	-	-	-	-	-	440	-	-	-	-	-	2,051
	126,011	6,630	64,662	28,647	12,973	8,443	58,629	26,332	70,011	53,129	18,787	11,685	7,104	19,226	512,269

5. Analysis of Expenditure on Charitable Activities

(a) 31 March 2022 Unrestricted

	Training and Support £	General £	Total Un-restricted £	Total £
Direct Costs				
Human resources	9,493	-	9,493	409,788
Travel, subsistence & accommodation	415	-	415	6,897
Advertising & marketing	-	-	-	2,970
Funding partners	-	-	-	815
Direct project costs	4,955	-	4,955	42,898
Office	-	-	-	10,914
Legal and professional	36	-	36	9,861
	14,899	-	14,899	484,143
Non Direct Costs				
Governance	-	11,393	11,393	13,756
Office costs	-	20,466	20,466	37,164
Premises costs	-	11,257	11,257	20,336
Staff costs	-	4,362	4,362	17,196
Support costs	-	-	-	-
Depreciation	-	11,843	11,843	11,843
	-	59,321	59,321	100,295
Total expenditure on charitable activities	14,899	59,321	74,220	584,438
Fundraising costs	-	2,541	2,541	4,592
	14,899	61,862	76,761	589,030

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

5. Analysis of Expenditure on Charitable Activities

(b) 31 March 2021 Restricted

	Recovery College	PONtoon	PATH	COBALT	TRAFFIR	Parenting for Youth	Speed You Up	Other EU (DAUPR+ HAIRE)	National Lottery Next Steps	National Mind Develop-ment Fund	Plymouth City Council Wellbeing	National Lottery Coronavirus Support Fund	Other	Total Restricted
	£	£	£	£	£	£	£	£	£	£			£	£
Direct Costs														
Human resources	73,654	52,284	56,668	13,032	8,551	7,201	45,154	31,859	52,141	15,151	833	25,000	-	381,528
Travel, subsistence & accommodation	-	(140)	2	-	-	-	(54)	-	(375)	-	-	-	-	(567)
Advertising & marketing	-	-	-	-	-	-	144	-	(500)	-	-	-	719	363
Funding partners	-	-	-	-	58,753	38,692	10,686	-	-	-	-	-	-	108,131
Direct project costs	-	6,553	1,988	-	-	-	900	1,795	-	-	-	-	1,988	13,224
Office	-	-	-	-	-	-	-	-	-	-	-	-	1,225	1,225
	73,654	58,697	58,658	13,032	67,304	45,893	56,830	33,654	51,266	15,151	833	25,000	3,932	503,904
Non Direct Costs														
Governance	5,113	-	-	-	-	-	-	-	8,472	922	-	-	-	14,507
Office costs	8,789	-	-	-	-	-	-	-	14,563	1,585	-	-	-	24,937
Premises costs	4,708	-	-	-	-	-	-	-	7,800	849	-	-	-	13,357
Staff costs	1,566	-	-	-	-	-	-	-	2,595	282	-	-	-	4,443
Support costs	33	-	-	-	-	-	-	-	53	6	-	-	-	92
Depreciation	3,297	-	-	-	-	-	-	-	5,463	595	-	-	-	9,355
	23,506	-	-	-	-	-	-	-	38,946	4,239	-	-	-	66,691
Total expenditure on charitable activities	97,160	58,697	58,658	13,032	67,304	45,893	56,830	33,654	90,212	19,390	833	25,000	3,932	570,595
Fundraising costs	1,158	-	-	-	-	-	-	-	1,918	209	-	-	-	3,285
	98,318	58,697	58,658	13,032	67,304	45,893	56,830	33,654	92,130	19,599	833	25,000	3,932	573,880

5. Analysis of Expenditure on Charitable Activities

(b) 31 March 2021 Unrestricted

	Training and Support £	General £	Total Un-restricted £	Total £
Direct Costs				
Human resources	-	-	-	381,528
Travel, subsistence & accommodation	22	-	22	(545)
Advertising & marketing	-	-	-	363
Funding partners	-			108,131
Direct project costs	3,924	200	4,124	17,348
Office	-	-	-	1,225
	3,946	200	4,146	508,050
Non Direct Costs				
Governance	-	250	250	14,757
Office costs	-	429	429	25,366
Premises costs	-	230	230	13,587
Staff costs	-	76	76	4,519
Support costs	-	-	-	92
Depreciation	-	161	161	9,516
	-	1,146	1,146	67,837
Total expenditure on charitable activities	3,946	1,346	5,292	575,887
Fundraising costs	-	56	56	3,341
	3,946	1,402	5,348	579,228

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

6. Governance Costs

	2022 £	2021 £
Accountancy and payroll	8,463	2,352
Independent Examination	2,200	2,200
Human resources	-	3,280
Legal	1,754	1,912
Trustee travel expenses	139	-
General	1,200	5,013
	13,756	14,757

7. Net Income for the Year

Net income for the year is stated after charging or crediting:	2022 £	2021 £
Depreciation on tangible fixed assets	8,093	5,935
Amortisation of intangible fixed assets	3,750	3,581
Independent Examination	2,200	2,200
Operating lease rentals	1,704	1,296

8. Emoluments of Employees

The average monthly number of employees and full-time equivalent (FTE) was:

	2022	2021
Next Steps	3	3
Recovery College	5	5
European Projects	6	6
Training	1	1
General	4	3
	19	18

The cost of the employees was:

	2022 £	2021 £
Wages and salaries	383,763	337,600
Social security costs	27,645	23,251
Pension contributions	7,391	6,346
Non payroll human resource costs	8,185	18,850
	426,984	386,047

No employee earned greater than £60,000 per annum. None of the Directors received any emoluments. Two directors received travel expenses of £139 (2021 - £160).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Senior Management. The total employee benefits of the key management personnel were £104,236 (2021 - £72,020).

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

9. Intangible Fixed Assets

	Website £	Total £
Cost		
As at 1 April 2021	15,000	15,000
Additions	-	-
Disposals	-	-
As at 31 March 2022	15,000	15,000
Amortisation		
As at 1 April 2021	(3,869)	(3,869)
Charge for the year	(3,750)	(3,750)
Eliminated on disposals	-	-
As at 31 March 2022	(7,619)	(7,619)
Net Book Value		
As at 31 March 2022	7,381	7,381
As at 31 March 2021	11,131	11,131

10. Tangible Fixed Assets

	Freehold Land and Buildings £	Other Equipment £	Total £
Cost			
As at 1 April 2021	213,301	67,834	281,135
Additions	-	3,990	3,990
Disposals	-	-	-
As at 31 March 2022	213,301	71,824	285,125
Depreciation			
As at 1 April 2021	(55,226)	(52,786)	(108,012)
Charge for the year	(3,375)	(4,718)	(8,093)
Eliminated on disposals	-	-	-
As at 31 March 2022	(58,601)	(57,504)	(116,105)
Net Book Value			
As at 31 March 2022	154,700	14,320	169,020
As at 31 March 2021	158,075	15,048	173,123

11. Debtors

	2022 £	2021 £
Accrued income	223,423	119,355
Prepayments	3,202	5,005
Other debtors	1,169	14,105
	227,794	138,465

12. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	29,316	5,151
Other taxes and social security	10,504	6,557
Accruals	2,343	7,756
Deferred income	-	56,293
Other creditors	3,708	2,481
	45,871	78,238

13. Deferred Income

	2022 £
As at 1 April 2021	56,293
Additions during the year	-
Amounts released to income	(56,293)
As at 31 March 2022	-

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

14. Fund Reconciliation

Restricted funds	Balance At 1 April 2021 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Balance At 31 March 2022 £
EU Projects						
PONToon (Interreg Channel)	3,664	-	6,630	2,966	-	-
PATH (Interreg 2 Seas)	-	43,475	64,662	21,187	-	-
TRAFFIR (Erasmus+)	14,214	-	12,973	-	-	1,241
PAFYP (Erasmus+)	6,648	1,795	8,443	-	-	-
SPEED-You-UP (Interreg 2 Seas)	-	47,876	58,629	10,753	-	-
HAIRE (Interreg 2 Seas)	-	17,212	26,332	9,120	-	-
Non EU Projects						
Recovery College (Plymouth City Council)	-	116,669	126,011	9,342	-	-
Next Steps (National Lottery)	22,759	47,252	70,011	-	-	-
Growth Project (National Mind)	-	22,000	18,787	-	-	3,213
Devon Mental Health Alliance (NHSE)	-	11,685	11,685	-	-	-
Alcohol & Mental Health Project (Plymouth City Council)	-	53,129	53,129	-	-	-
Wellbeing (Plymouth City Council)	4,167	-	360	-	-	3,807
WfER	-	9,923	7,104	-	-	2,819
Feel Good Grant (Devon Community Foundation)	-	6,390	3,421	-	-	2,969
Living Options Contract (COMF)	-	44,033	28,647	-	-	15,386
Other	3,000	15,445	15,445	-	-	3,000
	54,452	436,884	512,269	53,368	-	32,435
Unrestricted Funds						
General fund	229,098	215,186	76,761	-	97,094	270,429
Designated Funds						
Salary costs	20,000	-	-	-	-	20,000
Digital costs	5,000	-	-	-	-	5,000
Relocation expenses	25,000	-	-	-	8,421	16,579
EU projects	-	-	-	30,000	-	30,000
Redundancy costs	30,000	-	-	30,000	-	60,000
Capital fund	184,254	-	-	3,990	11,843	176,401
	493,352	215,186	76,761	63,990	117,358	578,409
Total	547,804	652,070	589,030	117,358	117,358	610,844

Restricted Income Funds

European Union Funded Projects

PONToon (Interreg Channel):- Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusioN. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.

PATH (Interreg Two Seas):- To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

TRAFFIR (Erasmus Plus):- Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYP (Erasmus Plus):- Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas):- Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas):- Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College:- The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery):- This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Development Project (*National Mind*):- As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Devon Mental Health Alliance (DMHA) - The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with severe mental illness. The DMHA is an alliance of 6 Devon VCSE organisations working in partnership with Devon Partnership Trust and Livewell Southwest to deliver on NHS England's programme of Community Mental Health Framework (CMHF) transformation.

Alcohol & Mental Health Project – This project is delivered through the Recovery College in order to improve access to mental health support for people with multiple and complex needs, including alcohol dependency. As a part of this work, we developed a new relationship with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth. This work will continue to be developed in 2022/2023

Plymouth VCSE Wellbeing Support:- This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

WfER – Wellbeing for Education Recovery Project. Funded by Plymouth City Council, this was a short term project to support Plymouth schools, colleges and Post-16 provision to navigate existing emotional and mental health support in Plymouth.

Devon Community Foundation Feel Good Grant – This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Living Options Community Outbreak Management Fund (COMF) - This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Unrestricted Funds

Mental Health Training:- There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Devon Mind premises consist of a Grade II 19th Century listed building – in order to maintain the building in good condition and meet repair needs in timely manner, we will designate £25,000 for this purpose. The Trustees have also designated £30,000 towards redundancy costs.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

15. Fund Reconciliation

Restricted funds	Balance At 1 April 2020 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Balance At 31 March 2021 £
EU Projects						
PONToon (Interreg Channel)	-	62,361	58,697	-	-	3,664
COBALT (Erasmus+)	8,832	4,200	13,032	-	-	-
PATH (Interreg 2 Seas)	961	14,314	58,658	43,383	-	-
DAUPR (Erasmus+)	-	1,938	1,938	-	-	-
TRAFFIR (Erasmus+)	7,202	74,296	67,304	20	-	14,214
PAFYP (Erasmus+)	5,256	47,285	45,893	-	-	6,648
SPEED-You-UP (Interreg 2 Seas)	-	35,907	56,830	20,923	-	-
HAIRE (Interreg 2 Seas)	-	21,056	31,716	10,660	-	-
Non EU Projects						
Recovery College (Plymouth City Council)	-	114,303	98,318	-	15,985	-
Next Steps (National Lottery)	21,967	92,922	92,130	-	-	22,759
Website development (Lloyds Bank Foundation	7,440	-	-	-	7,440	-
Development Fund (National Mind)	-	19,599	19,599	-	-	-
VCSE Wellbeing (Plymouth City Council)	-	5,000	833	-	-	4,167
Covid 19 Emergency (National Lottery)	-	25,000	25,000	-	-	-
Other	3,020	5,940	3,932	-	2,028	3,000
	54,678	524,121	573,880	74,986	25,453	54,452
Unrestricted Funds						
General fund	110,311	169,703	5,348	-	45,568	229,098
Designated Funds						
Salary costs	-	-	-	20,000	-	20,000
Digital costs	-	-	-	5,000	-	5,000
Building refurbishment	25,000	-	-	-	-	25,000
EU projects	30,000	-	-	-	30,000	-
Redundancy costs	30,000	-	-	-	-	30,000
Capital fund	183,219	-	-	1,035	-	184,254
	378,530	169,703	5,348	26,035	75,568	493,352
Total	433,208	693,824	579,228	101,021	101,021	547,804

Restricted Income Funds

European Union Funded Projects

PONToon (Interreg Channel):- Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusioN. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

COBALT (Erasmus Plus):- Cognitive Optimization By Assistive Learning Tool. The project uses a new learning approach by introducing a flexible tool to use inside and outside of school to acquire knowledge to pass theoretical exams to pass vocational training.

PATH (Interreg Two Seas):- To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

DAUPR (Erasmus Plus):- Discourse Analysis from a position of Unconditional Positive Regard. The project aims to create a continuing professional development training programme to improve the competence of those working with vulnerable adults.

TRAFFIR (Erasmus Plus):- Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYP (Erasmus Plus):- Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas):- Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas):- Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College:- The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery):- This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Website Development (Lloyds Bank Foundation):- We received funds to design, develop, and launch a new website for Devon Mind. This included inbuilt functionality for receiving online donations and a new contact process to increase interactivity with potential stakeholders accessing the website.

Development Project (National Mind):- As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Plymouth VCSE Wellbeing Support:- This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

Community Covid-19 Emergency Fund (National Lottery):- We received funds to expand our Covid response services into wider areas of Devon, including the provision of out-of-hours emotional support services for those experiencing loneliness, isolation, and deteriorating mental health as a result of the pandemic.

Unrestricted Funds

Mental Health Training:- There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Devon Mind premises consist of a Grade II 19th Century listed building – in order to maintain the building in good condition and meet repair needs in timely manner, we will designate £25,000 for this purpose. The Trustees have also designated £30,000 towards redundancy costs.

16. Analysis of Net Assets between Funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
2022				
Fixed assets	-	176,401	-	176,401
Net current assets	270,429	131,579	32,435	434,443
Total	270,429	307,980	32,435	610,844
2021				
Fixed assets	-	184,254	-	184,254
Net current assets	229,008	80,000	54,542	363,550
Total	229,008	264,254	54,542	547,804

17. Related Party Transactions

Trustee James Evans is a partner of Tozers LLP solicitors who provided legal services of £1,203 to the charity. There were no other related party transactions during the year (2021 - £1,734).

18. Reconciliation of Net Income / (Expenditure) to Net Cash Flow from Operating Activities

	2022 £	2021 £
Net income for the year	63,040	114,596
Depreciation of tangible fixed assets	8,093	5,935
Amortisation of intangible fixed assets	3,750	3,581
(Increase)/decrease in debtors	(89,329)	60,247
Increase/(decrease) in creditors	(32,367)	51,208
Increase/(decrease) in provisions	-	-
	(46,813)	235,567

19. Events after the end of the Period

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £330,660.

20. Operating Lease Commitments

Rent and licence to occupy costs	2022 £	2021 £
Due inside 1 year	33,902	-
Due outside 1 year and less than 5 years	105,529	-
	139,431	-

DEVON MIND

England & Wales - Charity number 1181767

Accounts

Devon Mind

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 March 2021

Registered Charity No: 1181767
Registered Company No: 10281020

Devon Mind

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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mind Devon

TRUSTEES' ANNUAL REPORT

The Trustees, who are also the Directors of the charity for the purposes of the Companies Act, present their Annual Report and the Financial Statements for the year ended 31 March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) (second edition - October 2019) in preparing the annual report and financial statements of the charity.

1. Objectives and Activities

Devon Mind is an independent charity affiliated to national Mind. We adhere to national Mind's vision: 'We won't give up until everyone experiencing a mental health problem gets both support and respect'. We work to promote wellbeing and prevent mental health problems in Devon.

Devon Mind's Articles of Association sets out the principle organisational purposes, which are for the public benefit and are compatible with the requirements of the Charities act 2011.

These are:

1. To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional distress requiring advice and treatment, in association with Mind (National Association for Mental Health) in accordance with the aims and objectives of Mind (NAMH).

2. To promote the study of and research into mental health disorder and emotional or mental distress and to obtain and make records of and disseminate information concerning the same to educate the public in matters relating to mental health.

In addition, Devon Mind specifically aims to:

- Provide opportunities for recovery for those who have experience of mental health problems.
- Encourage and empower people with mental health problems to work towards reaching their potential as full members of society.
- Raise public awareness of mental health issues.
- Provide appropriate community services for people to complement statutory services.

Our Vision

Our vision is of a society that promotes and protects good mental health for all and treats people with experience of mental ill health fairly, positively and with respect. We work in partnership with national Mind and with other Local Minds to provide information and support and to campaign to improve policy and attitudes.

Our Mission

To ensure that Devon is a place where people can enjoy good mental health and have the opportunity to reach their potential.

Our Values

Our values are at the heart of everything we do:

- Open – we reach out to anyone who needs us;
- Together – we're stronger in partnership;
- Responsive – we listen, we act;
- Independent – we speak out fearlessly;
- Unstoppable – we never give up.

2. Structure, Governance and Management

The company: was incorporated on 15 July 2016 as a private limited company by guarantee with no share capital in England and Wales (Co. No. 10281020). The company was registered with the Charity Commission on 28 January 2019 (Charity No. 1181767). The governing documents are the Articles of Association. The charity continues to review regularly its governing document in line with best practice, as outlined in the Mind Quality Mark Standards.

Risk Management: The trustees review the major risks to which the organisation is exposed and measures are in place to mitigate those risks.

Public Benefit Statement: The trustees confirm that the main activities undertaken to further the charity's purposes and to have due regard to the Charity Commission's general guidance of public benefit.

3. Chair's Report

A year of gradual expansion of services across Devon was at the forefront of the Business Plan for Devon Mind in 2020/2021. As Covid-19 emerged in Spring 2020, little did we, and indeed most other charities, know the enormity of the impact it would have. Over a very short period, we had to rethink how we could continue to deliver our services and keep our staff and the people who use our services safe, and how we were going to sustain ourselves financially. It was a whole new world, and whilst it was very challenging for everyone involved, we did manage to take some positives out of the experience.

Some of the key considerations in response to Covid-19 and new operating measures that were put in place, included:

Revisions to the budget – we anticipated a loss of unrestricted income of c. £100,000. In April 2020, we made the decision as a Board of Trustees to reduce any income forecasts from training, fundraising, and donations for the year ahead to zero. This was a 'worst case scenario' position, but in the face of severe uncertainty it was the right decision. We were subsequently humbled by the generosity of the people of Devon – as the year went on, community fundraising for, and donations to, Devon Mind began to gather pace and our income in this area began to match 2019/2020 levels. Alongside some training income, a legacy donation, and emergency Covid grants we were able to cover the anticipated loss.

Furloughing staff - we furloughed six members of staff during the year – some were on flexible furlough, while others were on full furlough. These members of staff were not funded through public funds.

Wellbeing consideration of our staff - the needs of our staff is our priority and we put a number of measures in place to respond to and support our workforce.

- Daily de-brief calls
- Weekly check-ins
- Clinical supervision
- Flexible working arrangement (accommodating caring responsibilities etc.)

As necessitated by Covid-19, we strengthened our business infrastructure and back-office functioning to ensure that as an organisation we would have greater capacity to move forward and develop new ways of working. In particular, we were successful in bringing forward our digital development strategy and we implemented new ways of engaging with our communities online over a very short space of time. In Spring 2020, we invested in the complete redesign and rebuild of our website on a new platform which would give us greater functionality. This was strategically vital in enabling us to maintain visibility and open communication with our stakeholders and beneficiaries during the numerous lockdowns. We also made the decision in June 2020 that we needed to invest in a Marketing and Fundraising resource for Devon Mind, and our new Marketing and Fundraising Officer joined us in August 2020. This role was fundamental in continuing our digital development and ensured we could continue to engage with everyone who supported us in 2020/2021. In particular, we were able to reach more fundraisers in Devon than we would have been able to do without this role in place.

We also strengthened our Board of Trustees and tightened our governance, recruiting new trustees with the specific skills we needed as a Board to steer us forward in an uncertain landscape.

Whilst we have been able to glean positives from a difficult year, we cannot deny the negative impact the pandemic has also had on our staff, services and those who access us for support. Everyone has had to adapt very quickly to new ways of working, and this undoubtedly added extra stresses on mental health and wellbeing. Over a very short period of time, the demand for our services increased exponentially. We had to think on our feet to ensure that we continued to provide vital services at times of increasing need, and we were able to do this by coordinating our telephone support line, by offering new ways of communicating with us via online platforms, and by maintaining a visible presence on all social media channels. To support this, we completely reconfigured our IT solutions and secured Covid grant funding to enable us to update our hardware, implement an industry recommended Customer Relationship Management (CRM) system, invest in new licenses for online digital platforms to support our business functions, and to undertake staff training.

Our challenge going forward is to continue to safeguard our financial stability, particularly in the face of changing commissioning and funding landscapes, whilst ensuring that the organisation remains robust and fit for purpose. For 2020-2021, and before the onset of Covid-19, this unrestricted income was forecast to be sustained at £75,000 for training, and to grow to £100,000 for fundraising and donations. However, Covid-19 impacted significantly on the predictability of these forecasts. Nevertheless, our overall income from community fundraising and donations for 2020/2021 is a significant achievement given the limitations caused by the pandemic.

Despite all the challenges of Covid-19, the financial position at the end of this reporting year was positive. The Board of Trustees and the CEO made some strategic decisions at the outset of the pandemic in 2020 that significantly reduced the risks to the sustainability of the charity. We have taken the learning and challenges from 2020/2021 and used these to inform our strategic direction and business planning for 2021/2022. Devon Mind has remained a robust and viable organisation which continues to make progress towards its mission of ensuring that Devon is a place where people can enjoy good mental health and have the opportunity to reach their potential.

We are still looking forward to the coming year being another year to continue to build the organisation despite the external pressures and the impact of Covid-19 which we anticipate will continue for some time to come.

On behalf of the Board of Trustees, I would like to sincerely thank all the staff and volunteers for going above and beyond during the pandemic to ensure we could continue to provide support to everyone who needed it and that we continued to maintain momentum on our project work. I would also like to thank our funders and the Devon community for continuing to support us in this difficult time.

4. Review of Activities

Despite the impact of Covid-19, we were able to successfully adapt our services and project delivery to ensure we were supporting everyone who accessed us, while also maintaining momentum on our project activities. A snapshot of these activities is highlighted below, but this is not an exhaustive list.

Recovery College

We supported 2,427 new people (18 years old and above) across a broad spectrum of mental health needs in 2020/2021. Alongside this, we continued to provide ongoing support to an additional 705 people. Our support offer changed from face-to-face to telephone, the use of online platforms, and email as our staff and volunteers moved to remote working. We continued to offer 1:1 emotional support, counselling, psychoeducation courses, support groups, and general advice, guidance and signposting – albeit it in a virtual space. To support our community with as much capacity as we could, we recruited an additional 5 volunteers counsellors and secured funding from the National Lottery Covid-19 Emergency Fund to widen our digital support offer across Devon, including offering out-of-hours telephone support and counselling for people most impacted by the pandemic.

Plymouth VCSE Wellbeing Support

In early 2021, it was acknowledged that the VCSE sector in Plymouth had gone above and beyond what they normally provided to ensure there was an appropriate support response for the most vulnerable in the city. Not surprisingly, staff and volunteers were experiencing higher levels of stress and emotional fatigue. Plymouth City Council commissioned Devon Mind to provide an emotional support listening service, mindfulness courses, and a support group for anyone within the sector in need of additional support.

Mental Health Training

In previous years, we were fully engaged in the delivery of a portfolio of mental health training courses and workshops to organisations across the UK, both as Devon Mind and as associate trainers for National Mind. The demand for training of this nature was significantly impacted by the pandemic. However, we were able to deliver online training to 18 organisations over the year, reaching a total of 270 participants. In March 2021, we were commissioned by Devon Partnership Trust (DPT) to deliver a suite on online Mental Health First Aid (MHFA) training to staff and volunteers in the VCSE across Devon as part of the Winter Discharge Initiative.

National Lottery Next Steps Project

We continued to deliver on a number of project funded activities. We entered the final year of our 5-year National Lottery Next Steps project in January 2021. Our focus for the final year has been
on consolidating the learning and resources developed since the project's inception in January 2017. A significant part of this project involves in-school activity and workshops – this has been impacted by the pandemic and schools were unable to participate due to their own internal pressures in keeping their students and staff safe and well. In consultation with the schools, we have begun the development of a Teacher Train the Trainer Resource that will form a key legacy of the project.

Devon Mind Development Project

One of the most positive outcomes of a difficult year has been the emergence of strong partnership working in Devon to deliver better access to mental health support for communities in Devon. With the support of funding from National Mind, and now in Year 2, we focused on the consolidation of collaborations and partnerships in Devon to achieve these aims. Of note, we have developed collaboration agreements with Step One Charity (a large provider of mental health services in wider Devon) and the South West Coastal Path Association (SWCPA). Alongside Step One Charity, we launched our collaborative approach to online courses in March 2021 enabling people in Devon to go through one 'front door' to access a broad range of wellbeing and emotional skills development courses. We continue to formulate our plans with the SWCPA with the aim of promoting the benefits of the SW coastal path for good mental wellbeing.

EU funded projects

We continued to be involved with both Erasmus+ and Interreg funded (Channel; Two Seas) projects. The PONToon project delivery was completed at the end of February 2021 with over 1,600 disadvantaged women supported to access employment, training, and self-development opportunities since the beginning of the project in 2017. On the HAIRE project, we were involved in developing training for beneficiaries in England, France, Belgium, and the Netherlands to upskill local communities to better support and engage with their older residents. We also played a central role on the SPEED-YOU-UP project through the development of bespoke workshops and courses that support the mental health and wellbeing of young people at risk of becoming, or already identified as, NEETs. The PATH project continued to focus on the development of resources to support positive perinatal mental health, with the Devon Mind team playing an integral role on the development and delivery of training resources for professionals and families. Through the Erasmus+ Funded TRAFFIR and PAFYP projects, the partnership delivered 48 presentations on trauma awareness and parenting awareness for young people across a series of 12 webinars. Participants from across the EU attended the webinars which were a significant success.

Volunteer Support

During the year volunteers worked for us predominantly in a support capacity. 15 volunteer counsellors enabled us to quickly scale up and run an expanded counselling service online to meet the overwhelming requests for access to this support in the first half of 2020/2021. We have since been able to offer some of our volunteers paid employment with Devon Mind. All trustees of Devon Mind are also volunteers.

Fundraising

We would like to extend our sincere gratitude to all those who fundraised for us in this difficult year in many different ways, from Christmas single releases, to head shaving, to a 24 hour online gaming event, and much more.

5. Future Developments

We will focus our future developments across 3 key strategic areas over the next 24 months: Sustainability and Growth; Influence and Engagement; Leadership and Governance.

1. Sustainability and Growth

- Expand our Recovery College service offer (both on- and offline) so that more people with mental health problems in Devon will have access to support;
- Continue to develop and sustain a high performing and compassionate staff and volunteer base;
- Become more financially robust focusing on long term sustainability;
- Grow unrestricted income generation by 25% through fundraising, donations, and commercial training.
- Establish and maintain strategic partnerships to enable us to better address areas of unmet need.

2. Influence and Engagement

- Ensure that the people who use our services remain at the heart of our services;
- Develop and Implement Marketing and Communications Strategy.
- Campaign, raise awareness, educate, train, and champion a greater understanding of mental health issues in the population.

3. Leadership and Governance

- Sustain a robust Devon Mind Board that is representative of our organisation and has appropriate skills to enable it to function efficiently.
- Establish sub-committees to focus on: 1) Service-User Engagement and Participation, and 2); Finance and Resources.
- Operate to the highest standards of governance and best practice.
- Monitor and publish our outcomes to demonstrate the difference we make.
- Monitor performance against MQM standards

6. Administrative Structure

Trustees are appointed for a term of three years.

The Board of Trustees shall not have more than twelve members and not less than three.

A person can only become a trustee after declaring an acceptance and willingness to act in accordance with the Articles.

The day-to-day management of the Charity is delegated to the CEO, Olivia Craig.

The following service as Executive Committee members during the year:

Chair:	Sharon Claridge		
Vice Chair:	Paul Guildford		
Other Trustees:	Peter Mullarkey		
	Janet Pounsberry	resigned 25 March 2021	
	Neil Pick		
	Clive Martyn	resigned 01 July 2021	
	James Evans	appointed 22 October 2020	
	Jemma Jewkes	appointed 22 October 2020	resigned 9 June 2021
	Sophie Handley	appointed 17 December 2020	
	Stephen Offord	appointed 17 December 2020	

New trustees are recruited for their skill sets applicable to the charity.

The Board agrees the strategy and direction of Devon Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive Officer and the senior management team. The senior management team is made up of the Chief Executive Officer, the Operations Manager, and the Business Support Manager.

The Chief Executive Officer works closely with trustees to lead the organisation, focus on external profile and commissioning, oversee the organisation's budgets and management accounts, the strategic priorities, business plans, policies, and ensuring service delivery is delivered to the highest quality, and managed effectively and efficiently

The pay levels of all staff, including the senior management team are benchmarked regularly against other providers and similar roles in Devon. Any changes to pay levels are agreed by the Board of Trustees.

Devon Mind is affiliated to Mind, the national mental health charity, as a Local Mind Association through the Mind Federation Agreement under which all local Minds now operate. There is no financial or managerial connection beyond the payment of the membership fee. The Agreement with Mind enables us to determine our own policies and activities locally.

Active involvement with the processes of the Mind Federation's "Quality Management" scheme facilitates organisational improvement through self-reflection and external assessment. Our current Mind Quality Mark (MQM) with Mind ensures we maintain our eligibility to membership of the Mind Federation.

7. Statement of the Board of Trustees Responsibilities

The trustees (who are also directors of Devon Mind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- 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.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

All members of the Board of Trustees give their time voluntarily and received no benefits from the charity.

8. Financial Review

Despite the ongoing challenges posed by Covid-19, the year ended 31 March 2021 was a much more positive year financially than we had anticipated in April 2020.

Total income for the year is £693,824 of which £527,049 is from contracted income for services and performance related grants as per note 3. The charity has contracts funded from the European Union and these projects are funded on a retrospective, claims basis for costs expended and the timing of the claims and the process itself result in significant amounts of accrued income which was £119,355 at the year end. Other large projects are funded by the National Lottery (Next Steps) and Plymouth City Council (Recovery College). Our Mental Health Training continues to generate income, albeit on a much reduced scale when compared to the year ending 31 March 2020.

The charity has benefitted from the increased awareness of mental health in society over the recent years and this was very much at the forefront of the pandemic. Despite concerns that this income would be impacted severely by the pandemic, the total amount of voluntary donated income generated in this financial year was £76,863 which comprised £7,800 legacy from the estate of Elspeth Windell and £69,063 from community fundraising.

Total costs of the charity are £579,228 and the nature of our activities means this consists largely of salary costs and project delivery. The net income for the year is £114,596 and this largely reflects the donated income streams and training contribution.

The Net assets of the charity at the year-end are £547,804 and fixed assets represent £184,254. Restricted funds are £54,452 and unrestricted funds £493,352 including a capital fund of £184,254 and designated funds of £80,000 per note 15. General unrestricted fund is £229,098.

The charity expects a down turn in training income following the impact on the economy of the ongoing Covid-19 pandemic. Contracted services will continue to be delivered going forward. The directors do not consider the assets of the charity impaired at the year-end as a result of the pandemic and believe the charity is a going concern after stress testing future income and expenditure models.

TRUSTEES' ANNUAL REPORT Continued

9. Reserves Policy

The charity needs to hold reserves for the following principal reasons:

(a) To produce income to be used for funding such deficits as arise from the charity's operations.

(b) To maintain services if funding is suddenly reduced or withdrawn until new funding can be found

(c) To provide for unforeseen expenditure such as an unexpected building repair

- The charity aims to establish and hold in reserves four months of operational costs and notice period/ redundancy provision for eligible staff in the unlikely event of the charity having to close. Unrestricted funds at 31 March 2021 are £229,098.
- The charity has designated funds of £80,000 at 31 March 2021 as detailed at note 15 to cover redundancy, building refurbishment, salary and digital costs. The capital fund which equates to the net book value of fixed assets is £184,254.
- The charity considers that its present levels of reserves, together with the changes anticipated in these during the forthcoming year, satisfy the criteria set out above, and no action is deemed to be necessary at the present time to change these levels.
- The charity reviews both the level of its reserves and its policy on reserves continually and specifically at the time of consideration of the Annual Budget.

10. Principle Funding Sources

The principle funding sources are set out in notes 2 and 3 to the accounts.

11. Principal Office and Professional Advisers

The principal office of the charity is:

8 Woodside,
Greenbank,
Plymouth,
PL4 8QE

Professional advisers

Bankers:	Unity Trust Bank Plc. Nine Brindley Place, 4 Oozells Square, Birmingham, B1 2HB CAF Bank Ltd. 25 Kings Hill Avenue, West Maling , Kent ME19 4JQ
Independent Examiners:	Northcott Trumfield , Chartered Accountants, Devonshire Villa, 52 Stuart Road, Plymouth, PL3 4EE
Solicitors:	Tozers LLP, Broadwalk House, Southernhay West, Exeter, Devon, EX1 1UA

This report has been prepared having taken advantage of the small companies exemption in the Companies Act 2006.

Approved by the Board of Trustees on 23 September 2021 and signed on its behalf by:

..... Chair **S Claridge**

mind Devon

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DEVON MIMD

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2021 which are set out on pages 10 to 29.

Responsibilities and basis of report

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

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

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice "Accounting and Reporting by Charities (FRS 102) (second edition)".

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

Signed:

Guy Ian Northcott
FCA, Bsc(Econ) Hons, DchA
For and on behalf of:
Northcott Trumfield
Chartered Accountants
Devonshire Villa
52 Stuart Road
Stoke
Plymouth
PL3 4EE

Date: 23 September 2021

mind Devon

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2021

	Note	2021 Restricted Funds £	2021 Unrestricted Funds £	2021 Total £	2020 Restated Total £
Income and endowments from:					
Donations and legacies	2	25,000	128,437	153,437	78,152
Charitable activities	3	499,121	40,343	539,464	648,188
Other trading activities	4	-	-	-	-
Other trading income	5	-	923	923	1,348
Total income and endowments		524,121	169,703	693,824	727,688
Expenditure on:					
Charitable activities	6,7	570,595	5,292	575,887	585,956
Raising funds		3,285	56	3,341	1,753
Total expenditure		573,880	5,348	579,228	587,709
Net income/(expenditure) before transfers		(49,759)	164,355	114,596	139,979
Transfer between funds		49,533	(49,533)	-	-
Net movement in funds		(226)	114,822	114,596	139,979
Reconciliation of funds:					
Total funds brought forward		54,678	378,530	433,208	293,229
Total funds carried forward		54,452	493,352	547,804	433,208

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

mind Devon

BALANCE SHEET
AS AT 31 MARCH 2021

	Note	2021 £	2021 £	Restated 2020 £	Restated 2020 £
Fixed Assets					
Intangible Fixed Assets	10		11,131		6,612
Tangible Fixed Assets	11		173,123		176,607
			184,254		183,219
Current Assets					
Debtors	12	138,465		198,712	
Cash at Bank and in Hand		303,323		78,307	
		441,788		277,019	
Creditors:					
Amounts falling due within one year	13	78,238		27,030	
Net Current Assets			363,550		249,989
Total Net Assets			547,804		433,208
The Funds of the Charity:					
Restricted Funds	15		54,452		54,678
Unrestricted Funds	15		493,352		378,530
			547,804		433,208

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

For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The Financial Statements were approved and authorised for issue by the Trustees on 23 September 2021 and signed on their behalf by:

..... Chair S Claridge

..... Trustee P Guildford

Company registration number 10281020

The notes on pages 13 to 29 form part of these accounts.

mind Devon

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Note	2021 £	2020 £
Cash flow from operating activities	20	235,567	38,871
Cash flow from investing activities			
Payments to acquire intangible assets		2,451	8,655
Payments to acquire tangible assets		8,100	6,900
		10,551	15,555
Net increase/(decrease) in cash equivalents		225,016	23,316
Cash and cash equivalents at start of April 2020		78,307	54,991
Cash and cash equivalents at end of March 2021		303,323	78,307
Cash and cash equivalent consists of:			
Cash at bank and in hand		303,323	78,307

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

1. Summary of significant accounting policies

(a) **General information and basis of preparation**

Devon Mind is a private limited company by guarantee registered in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 6 of these financial statements. The nature of the charity's operations and principal activities are to promote the preservation of mental health and assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional stress.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition - October 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated. The 2019 comparatives accounts are prepared under the merger basis.

(b) **Fund Accounting**

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

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with the specific requirements of the project contracted for. The costs of running and administering such funds are charged against the specific fund.

Investment income, gains and losses are allocated to the appropriate fund.

(c) **Income Recognition**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. If entitlement is not met then these amounts are deferred.

Donated professional services and donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), the general volunteer time is not recognised please refer to the Trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity. This is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

(d) **Expenditure Recognition**

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following heading:

- Costs of raising funds includes salaries and associated expenses directly attributable to fund raising.
- Expenditure on charitable activities includes all costs incurred to promote and undertake charitable activities.
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) **Support Costs Allocation**

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

(f) **Pension Contributions**

The charity operates a defined contribution pension plan under Auto enrolment. The costs of these contributions will be written off in the year they become payable.

(g) **Foreign Currencies**

Transactions in foreign currency are initially recognised in sterling using spot rates ruling at the time of the transaction. Assets and liabilities denominated in a foreign currency are translated to sterling using the rates ruling at the year end and any profit/loss arising is written off to the SOFA.

(h) **Intangible Assets – other**

Research expenditure is written off in expenditure in the SOFA in the year in which it is incurred. Identifiable development expenditure is capitalised to the extent that the technical, commercial and financial feasibility can be demonstrated.

Intangible assets are amortised on a straight line basis over their useful lives. The useful lives of intangible assets are as follows:

Computer Software	4 years	straight line

(i) **Tangible Fixed Assets and Depreciation**

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided to write off the cost of tangible fixed assets less estimated residual value, (except freehold land) over their expected useful lives on the following basis:

Computer Equipment	33%	straight line
Equipment and Furniture	20%	straight line
Buildings	2%	straight line

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 Cont.

(j) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(k) **Cash at Bank and in hand**
Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(l) **Creditors and Provisions**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(m) **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.

(n) **Taxation**
The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and passes the test of Paragraph 1 of Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(o) **Going Concern**
The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 Cont.

2. Income from Donations and Legacies

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Legacy	-	7,800	7,800	-	-	-
Gifts:						
Woodbury Park GC	-	-	-	-	7,549	7,549
Patients Voluntary Welfare Fund	-	-	-	-	6,000	6,000
Plymouth University Student Union	-	-	-	-	7,163	7,163
Spinnaker International	-	-	-	-	5,050	5,050
National Lottery Covid 19 Emergency Funding	25,000	-	25,000	-	-	-
Western Power Grant	-	10,100	10,100	-	-	-
CAF Coronavirus Emergency Fund	-	5,000	5,000	-	-	-
HMRC Coronavirus Job Retention Scheme	-	36,474	36,474	-	-	-
Gifts less than £5,000	-	69,063	69,063	-	52,390	52,390
	25,000	128,437	153,437	-	78,152	78,152

mind Devon

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 Cont.

3. Income from Charitable Activities

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Sale of goods and services	-	27,928	27,923	3,479	74,824	78,303
Performance related grants	384,818	-	384,818	94,330	-	94,330
Contractual payments	114,303	12,415	126,718	463,140	12,415	475,555
	499,121	40,343	539,464	560,949	87,239	648,188
Contractual payments						
Lisson Grove GP Surgery	-	12,415	12,415	-	-	-
Plymouth City Council Recovery College	114,303	-	114,303	94,330	-	94,330
	114,303	12,415	126,718	94,330	-	94,330
Performance related grants						
European Union Regional Development Fund						
Interreg France (Channel Manche) England						
PONtoon	62,361	-	62,361	98,684	-	98,684
Erasmus +						
COBALT	4,200	-	4,200	15,149	-	15,149
DAUPR	1,938	-	1,938	922	-	922
TRAFFIR	74,296	-	74,296	69,426	-	69,426
PAFYP	47,285	-	47,285	46,215	-	46,215
Interreg Two Seas Mers Zeeen						
PATH	14,314	-	14,314	62,515	-	62,515
SPEED-You -Up	35,907	-	35,907	10,289	-	10,289
HAIRE	21,056	-	21,056	5,084	-	5,084
Plymouth City Council – VCSE Wellbeing Support	5,000	-	5,000	-	-	-
National Lottery – Next Steps to grow community based delivery including schools	92,922	-	92,922	112,255	-	112,255
Lloyds Bank Plc- Website development	-	-	-	14,340	-	14,340
National Mind – Get into employment	-	-	-	14,396	-	14,396
National MIND Development Fund	19,599	-	19,599	-	-	-
Other	5,940	-	5,940	13,865	12,415	26,280
	384,818	-	384,818	463,140	12,415	475,555

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 Cont.

4. Other Trading Activities

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Other	-	-	-	-	-	-

5. Other Income

	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £	Restricted 2020 £	Unrestricted 2020 £	Total 2020 £
Other	-	923	923	-	1,348	1,348

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 Cont.

6. Analysis of Expenditure on Charitable Activities

(a) 31 March 2021 Restricted

	Recovery College	PONtoon	PATH	COBALT	TRAFFIR	Parenting for Youth	Speed You Up	Other EU (DAUPR+ HAIRE)	Big Lottery Next Steps	National Mind Develop-ment Fund	Plymouth City Council Wellbeing	National Lottery Coronavirus Support Fund	Other	Total Restricted
	£	£	£	£	£	£	£	£	£	£			£	£
Direct Costs														
Human resources	73,654	52,284	56,668	13,032	8,551	7,201	45,154	31,859	52,141	15,151	833	25,000	-	381,528
Travel, subsistence & accommodation	-	(140)	2	-	-	-	(54)	-	(375)	-	-	-	-	(567)
Advertising & marketing	-	-	-	-	-	-	144	-	(500)	-	-	-	719	363
Funding partners	-	-	-	-	58,753	38,692	10,686	-	-	-	-	-	-	108,131
Direct project costs	-	6,553	1,988	-	-	-	900	1,795	-	-	-	-	1,988	13,224
Office	-	-	-	-	-	-	-	-	-	-	-	-	1,225	1,225
	73,654	58,697	58,658	13,032	67,304	45,893	56,830	33,654	51,266	15,151	833	25,000	3,932	503,904
Non Direct Costs														
Governance	5,113	-	-	-	-	-	-	-	8,472	922	-	-	-	14,507
Office costs	8,789	-	-	-	-	-	-	-	14,563	1,585	-	-	-	24,937
Premises costs	4,708	-	-	-	-	-	-	-	7,800	849	-	-	-	13,357
Staff costs	1,566	-	-	-	-	-	-	-	2,595	282	-	-	-	4,443
Support costs	33	-	-	-	-	-	-	-	53	6	-	-	-	92
Depreciation	3,297	-	-	-	-	-	-	-	5,463	595	-	-	-	9,355
	23,506	-	-	-	-	-	-	-	38,946	4,239	-	-	-	66,691
Total expenditure on charitable activities	97,160	58,697	58,658	13,032	67,304	45,893	56,830	33,654	90,212	19,390	833	25,000	3,932	570,595
Fundraising costs	1,158	-	-	-	-	-	-	-	1,918	209	-	-	-	3,285
	98,318	58,697	58,658	13,032	67,304	45,893	56,830	33,654	92,130	19,599	833	25,000	3,932	573,880

6. Analysis of Expenditure on Charitable Activities

(a) 31 March 2021 Unrestricted

	Training and Support £	General £	Total Un-restricted £	Total £
Direct Costs				
Human resources	-	-	-	381,528
Travel, subsistence & accommodation	22	-	22	(545)
Advertising & marketing	-	-	-	363
Funding partners	-			108,131
Direct project costs	3,924	200	4,124	17,348
Office	-	-	-	1,225
	3,946	200	4,146	508,050
Non Direct Costs				
Governance	-	250	250	14,757
Office costs	-	429	429	25,366
Premises costs	-	230	230	13,587
Staff costs	-	76	76	4,519
Support costs	-	-	-	92
Depreciation	-	161	161	9,516
	-	1,146	1,146	67,837
Total expenditure on charitable activities	3,946	1,346	5,292	575,887
Fundraising costs	-	56	56	3,341
	3,946	1,402	5,348	579,228

6. Analysis of Expenditure on Charitable Activities

(b) 31 March 2020

	Recovery College	PONtoon	PATH	COBALT	TRAFFIR	Parenting for Youth	Speed You Up	Other EU	Big Lottery Next Steps	National Mind	Other	Total Restricted	Training and Support	General	Total Un-restricted	Total
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Direct Costs																
Human resources	57,651	79,848	52,762	3,645	6,685	1,910	9,950	2,795	56,904	12,635	4,757	289,497	26,395	25,615	52,010	341,507
Travel, subsistence & accommodation	-	6,075	6,105	475	41	1,976	384	2,529	227	397	-	18,209	12,393	2,557	14,950	33,159
Funding partners	-	-	-	-	55,478	37,106	-	-	-	-	-	92,584	-	-	-	92,584
Direct project costs	116	3,123	3,319	751	310	207	-	163	122	-	546	8,657	7,326	-	7,326	15,983
Office	74	-	-	-	-	-	-	-	1,400	-	-	1,474	558	-	558	2,032
Support costs	39,500	-	-	15,000	-	-	-	710	31,265	1,348	4,113	91,936	-	-	-	91,936
	97,341	89,046	62,186	19,871	62,514	41,199	10,289	6,197	76,557	14,380	5,303	502,357	46,672	28,172	74,844	577,201
Non Direct Costs																
Governance	2,116	-	-	-	-	-	-	38	1,675	72	220	4,121	-	3,804	3,804	7,925
Office costs	16,281	-	-	4,000	-	-	-	293	7,086	555	932	29,147	-	12,908	12,908	41,249
Provision release	-	-	-	-	-	-	-	-	-	-	-	-	-	(25,000)	(25,000)	(25,000)
Premises costs	5,615	-	-	-	-	-	-	101	4,444	192	585	10,937	-	10,097	10,097	21,034
Staff costs	15,642	-	-	11,000	-	-	-	278	18,039	528	2,373	47,680	-	-	-	47,680
Support costs	26	-	-	-	-	-	-	-	21	1	3	51	-	1,866	1,866	1,917
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	5,890	5,890	5,890
	39,500	-	-	15,000	-	-	-	710	31,265	1,348	4,113	91,936	-	8,755	8,755	100,691
Total expenditure on charitable activities	97,341	89,046	62,186	19,871	62,514	41,199	10,289	6,197	89,918	14,380	9,416	502,357	46,672	36,927	83,599	585,956

7. Governance Costs

	2021 £	2020 £
Accountancy and payroll	2,352	890
Independent Examination	2,200	2,100
Human resources	3,280	-
Legal	1,912	4,775
Trustee travel expenses	-	160
General	5,013	-
	14,757	7,925

8. Net Income for the Year

Net income for the year is stated after charging or crediting:	2021 £	2020 £
Depreciation on tangible fixed assets	5,935	5,602
Amortisation of intangible fixed assets	3,581	288
Independent Examination	2,200	2,100
Operating lease rentals	1,296	1,648

9. Emoluments of Employees

The average monthly number of employees and full-time equivalent (FTE) was:

	2021	2020
Next Steps	3	3
Recovery College	5	4
European Projects	6	6
Training	1	2
General	3	3
	18	18

The cost of the employees was:

	2021 £	2020 £
Wages and salaries	337,600	342,940
Social security costs	23,251	24,762
Pension contributions	6,346	6,219
Non payroll human resource costs	18,850	-
	386,047	373,921

No employee earned greater than £60,000 per annum. None of the Directors received any emoluments. One director received travel expenses of £160 (2020 - nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Business Support Manager. The total employee benefits of the key management personnel were £72,020 (2020 - £77,816).

10. Intangible Fixed Assets

	Website £	Total £
Cost		
As at 1 April 2020	6,900	6,900
Additions	8,100	8,100
Disposals	-	-
As at 31 March 2021	15,000	15,000
Amortisation		
As at 1 April 2020	(288)	(288)
Additions	(3,581)	(3,581)
Disposals	-	-
As at 31 March 2021	(3,869)	(3,869)
Net Book Value		
As at 31 March 2021	11,131	11,131
As at 31 March 2020	6,612	6,612

11. Tangible Fixed Assets

	Freehold Land and Buildings £	Other Equipment £	Total £
Cost			
As at 1 April 2020	213,301	65,383	278,684
Additions	-	2,451	2,451
Disposals	-	-	-
As at 31 March 2021	213,301	67,834	281,135
Depreciation			
As at 1 April 2020	(51,851)	(50,226)	(102,077)
Charge for the year	(3,375)	(2,560)	(5,935)
Eliminated on disposals	-	-	-
As at 31 March 2021	(55,226)	(52,786)	(108,012)
Net Book Value			
As at 31 March 2021	158,075	15,048	173,123
As at 31 March 2020	161,450	15,157	176,607

12. Debtors

	2021 £	2020 £
Accrued income	119,355	187,860
Prepayments	5,005	3,431
Other debtors	14,105	7,421
	138,465	198,712

13. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	5,151	2,411
Other taxes and social security	6,557	7,213
Accruals	7,756	3,648
Deferred income	56,293	9,078
Other creditors	2,481	4,680
	78,238	27,030

Original deferred income	31,572
Prior period error adjustment per note 19	(22,494)
Revised deferred income for 2020	9,078

14. Deferred Income

	2021 £	2020 Combined £
As at 1 April 2020	31,572	33,991
Additions during the year	56,293	9,078
Amounts released to income	(31,572)	(33,991)
As at 31 March 2021	56,293	9,078

15. Fund Reconciliation

Restricted funds	Balance At 1 April 2020 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Balance At 31 March 2021 £
EU Projects						
PONToon (Interreg Channel)	-	62,361	58,697	-	-	3,664
COBALT (Erasmus+)	8,832	4,200	13,032	-	-	-
PATH (Interreg 2 Seas)	961	14,314	58,658	43,383	-	-
DAUPR (Erasmus+)	-	1,938	1,938	-	-	-
TRAFFIR (Erasmus+)	7,202	74,296	67,304	20	-	14,214
PAFYP (Erasmus+)	5,256	47,285	45,893	-	-	6,648
SPEED-You-UP (Interreg 2 Seas)	-	35,907	56,830	20,923	-	-
HAIRE (Interreg 2 Seas)	-	21,056	31,716	10,660	-	-
Non EU Projects						
Recovery College (Plymouth City Council)	-	114,303	98,318	-	15,985	-
Next Steps (National Lottery)	21,967	92,922	92,130	-	-	22,759
Website development (Lloyds Bank Foundation	7,440	-	-	-	7,440	-
Development Fund (National Mind)	-	19,599	19,599	-	-	-
VCSE Wellbeing (Plymouth City Council)	-	5,000	833	-	-	4,167
Covid 19 Emergency (National Lottery)	-	25,000	25,000	-	-	-
Other	3,020	5,940	3,932	-	2,028	3,000
	54,678	524,121	573,880	74,986	25,453	54,452
Unrestricted Funds						
General fund	110,311	169,703	5,348	-	45,568	229,098
Designated Funds						
Salary costs	-	-	-	20,000	-	20,000
Digital costs	-	-	-	5,000	-	5,000
Building refurbishment	25,000	-	-	-	-	25,000
EU projects	30,000	-	-	-	30,000	-
Redundancy costs	30,000	-	-	-	-	30,000
Capital fund	183,219	-	-	1,035	-	184,254
	378,530	169,703	5,348	26,035	75,568	493,352
Total	433,208	693,824	579,228	101,021	101,021	547,804

Restricted Income Funds

European Union Funded Projects

PONToon (Interreg Channel):- Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusioN. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.

COBALT (Erasmus Plus):- Cognitive Optimization By Assistive Learning Tool. The project uses a new learning approach by introducing a flexible tool to use inside and outside of school to acquire knowledge to pass theoretical exams to pass vocational training.

PATH (Interreg Two Seas):- To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

DAUPR (Erasmus Plus):- Discourse Analysis from a position of Unconditional Positive Regard. The project aims to create a continuing professional development training programme to improve the competence of those working with vulnerable adults.

TRAFFIR (Erasmus Plus):- Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYP (Erasmus Plus):- Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas):- Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas):- Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College:- The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery):- This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Website Development (Lloyds Bank Foundation):- We received funds to design, develop, and launch a new website for Devon Mind. This included inbuilt functionality for receiving online donations and a new contact process to increase interactivity with potential stakeholders accessing the website.

Development Project (*National Mind*):- As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Plymouth VCSE Wellbeing Support:- This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

Community Covid-19 Emergency Fund (National Lottery):- We received funds to expand our Covid response services into wider areas of Devon, including the provision of out-of-hours emotional support services for those experiencing loneliness, isolation, and deteriorating mental health as a result of the pandemic.

Unrestricted Funds

Mental Health Training:- There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Devon Mind premises consist of a Grade II 19th Century listed building – in order to maintain the building in good condition and meet repair needs in timely manner, we will designate £25,000 for this purpose. The Trustees have also designated £30,000 towards redundancy costs.

16. Fund Reconciliation

Restricted funds	Balance At 1 April 2019 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Balance At 31 March 2020 £
EU Projects						
PONToon (Interreg Channel)	(13,865)	98,684	89,046	7,106	2,879	-
COBALT (Erasmus+)	12,903	15,149	19,871	651	-	8,832
PATH (Interreg 2 Seas)	962	62,515	62,186	-	330	961
DAUPR (Erasmus+)	-	922	1,121	199	-	-
TRAFFIR (Erasmus+)	-	69,426	62,514	290	-	7,202
PAFYP (Erasmus+)	-	46,215	41,199	240	-	5,256
SPEED-You-UP (Interreg 2 Seas)	-	10,289	10,289	-	-	-
HAIRE (Interreg 2 Seas)	-	5,084	5,084	-	-	-
Non EU Projects						
Recovery College (Plymouth City Council)	-	97,809	97,809	-	-	-
Next Steps (National Lottery)	-	112,255	90,288	-	-	21,967
Growth Project (National Mind)	-	14,396	14,396	-	-	-
Website development (Lloyds Bank Foundation	-	14,340	-	-	6,900	7,440
Other	-	13,865	9,465	-	1,380	3,020
	-	560,949	503,268	8,486	11,489	54,678
Unrestricted Funds						
General fund	128,404	166,739	84,441	10,109	110,500	110,311
Designated Fund						
Building refurbishment	-	-	-	25,000	-	25,000
EU projects	-	-	-	30,000	-	30,000
Redundancy costs	-	-	-	30,000	-	30,000
Capital fund	164,825	-	-	18,394	-	183,219
	293,229	166,739	84,441	113,503	110,500	378,530
Total	239,229	727,688	587,709	121,989	121,989	433,208

Restricted Income Funds

European Union Funded Projects

PONToon (Interreg Channel):- Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusioN. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.

COBALT (Erasmus Plus):- Cognitive Optimization By Assistive Learning Tool. The project uses a new learning approach by introducing a flexible tool to use inside and outside of school to acquire knowledge to pass theoretical exams to pass vocational training.

PATH (Interreg Two Seas):- To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

DAUPR (Erasmus Plus):- Discourse Analysis from a position of Unconditional Positive Regard. The project aims to create a continuing professional development training programme to improve the competence of those working with vulnerable adults.

TRAFFIR (Erasmus Plus):- Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYP (Erasmus Plus):- Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas):- Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas):- Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non European Union funded projects:-

Recovery College:- The Recovery College offers a suite of different activities that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer 10 different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery):- This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Growth Project (National Mind):- We received funds from National Mind to run a 12 month scoping project in Devon to better understand the mental health landscape and the spectrum of mental health needs across diverse Devon communities.

Website Development (Lloyds Bank Foundation):- We received funds to design, develop, and launch a new website for Devon Mind. This included inbuilt functionality for receiving online donations and a new contact process to increase interactivity with potential stakeholders accessing the website.