

Headspace

Annual Report of the Trustees

for the year ended 31 December 2024

Registration and Trustees

Headspace is a Charitable Incorporated Organisation which is governed by a constitution adopted on 5 June 2020. Headspace was registered by the Charity Commission for England and Wales on the Register of Charities on 8 June 2020 – Charity Number: 1189822.

There are currently five trustees of Headspace:

Name	Role	Appointment Date
Kathryn Helen Pulham	Chair	8 June 2020
Kevan Taylor	Trustee	8 June 2020
John ap Robert Jones	Trustee	4 December 2024
Nikita Smith	Trustee	9 April 2025
Gareth William Davies	Trustee	16 July 2025

During 2024, there were significant changes to the trustee board. Sadly Helen Adams, who was the inspiration for the creation of Headspace, passed away. Also Jon Wareing and Thomas Ian Watmore both resigned after more than three and two years of service respectively.. Patrick Flaherty and Paul John Ludlow also stepped down during the year. John ap Robert Jones was appointed as a new trustee in December 2024. After the year end, Julie Daphne Mitchell resigned in 2025.

Trustees are appointed with reference to their expertise in relation to the needs of the charity, most notably safeguarding, child welfare, financial management and fund raising. All future appointments of trustees will be for an initial term of 2 years. Trustees are appointed with reference to their expertise in relation to the needs of the charity, most notably safeguarding, child welfare, financial management and fund raising.

Four meetings of the trustees were held during the year.

All of the trustees act as volunteers for the charity and receive no remuneration for their services.

Objects

The objects of Headspace as laid down in its constitution are:

- for the public benefit the promotion and protection of good mental health of young people in Gloucestershire and the surrounding areas, in particular but not exclusively through the provision of counselling programmes, signposting and support services
- to relieve the needs of people in Gloucestershire and the surrounding areas experiencing mental illness, their families and carers in particular but not exclusively by provision of advice, information and support services.

Activities

The activities of Headspace during 2024 focused on consolidating and expanding the range of wellbeing services provided whilst maintaining counselling services for young people in secondary education. The charity continued its fundraising efforts through donations and grants to sustain its activities.

A significant development during the year was the appointment of Executive Services staff to strengthen the operational capacity of the charity, reflecting in the £10,822 expenditure on Executive Services that was new for 2024.

Wellbeing services continued to be provided to young people, building on the successful programme established in 2023. The charity maintained its comprehensive range of wellbeing activities including Breathwork & Mindfulness, Cooking, Crafts, and Gardening.

In December 2024, a pilot mentoring scheme was launched with a small number of young people from The Cotswold School, with plans to expand this service in future years.

Counselling services remained a core offering of the charity, continuing to provide essential mental health support to young people.

The charity also gained approval as an alternative provision supplier during 2024, demonstrating its expanding capacity to serve young people beyond traditional school settings. Plans are in place to expand the mentoring programme from September 2025 using trained community mentors, reflecting the charity's commitment to scaling successful initiatives.

Achievements and Performance

The trustees are pleased that Headspace has continued to develop its services during 2024 and maintains its strong reputation in the local community. This is evidenced by the continued support from donors and the practical assistance received from local supporters and volunteers.

The charity's safeguarding processes remain robust and fit for purpose, ensuring the protection of all young people accessing services.

It is vital to note that Headspace could not fulfil its remit without the dedication of both its staff and volunteers who generously provide their skills and time. The trustees offer their thanks and appreciation to all staff members and volunteers for their dedicated efforts on behalf of Headspace and the communities it serves.

The relationship with The Cotswold School has continued to strengthen, enabling expanded access to both counselling and wellbeing services for students requiring mental health support.

Financial Review

For the year ended 31 December 2024, the charity's financial results report a deficit of £67,096, which reduced reserves to £94,988. This larger deficit reflects the charity's continued investment in building services and operational capacity.

Total income for the year ended 31 December 2024 was £18,687 (2023 - £26,056). This represents a decrease of £7,369 from the previous year.

The income streams during the year were:

- **Donations of £15,715** (84% of total income) from a wide range of supporters, representing the continued generosity of the local community
- **Grants of £1,750** (9% of total income), significantly lower than the previous year's £6,000
- **Sales of Produce of £40** (0.2% of total income), a new small income stream
- **Bank interest received of £1,182** (6% of total income), increased from £737 in 2023

Total costs for the year amounted to £85,783 (2023 - £50,449). This substantial increase of 70% reflects the charity's investment in expanding services and operational infrastructure.

The major expenditure categories were:

- **£40,623 on wellbeing services** (47% of total costs), nearly doubling from £20,744 in 2023
- **£18,439 on counselling services** (21% of total costs), maintaining a similar level to 2023's £18,455
- **£10,822 on executive services** (13% of total costs), a new category reflecting investment in operational capacity
- **£7,040 for unit running costs** (8% of total costs), increased from £6,092 in 2023

Other notable expenses included training fees (£1,941), advertising and promotion (£2,024), and computer consumables (£1,751), all reflecting the charity's commitment to professional development and outreach.

The financial statements for the period to 31 December 2024 were prepared by independent accountants, Chamberlains (Accountancy and Taxation) Limited and are attached to this Annual Report.

Reserves

The charity has adopted a reserves policy of maintaining six months of operating expenses to ensure financial stability and continuity of services. Based on 2024 expenditure of £85,783, this target reserve level would be approximately £42,892.

As at 31 December 2024, the charity held reserves of £94,988, representing a significant decrease from £162,084 at the end of 2023. While current reserves exceed the policy target, this reduction reflects the planned investment in expanding services and recruiting executive leadership. The trustees continue to monitor the financial position carefully to ensure reserves remain adequate while supporting the charity's development objectives.

The trustees remain committed to utilising available resources effectively to establish sustainable services that support the mental health and wellbeing of young people, while developing income streams to ensure long-term viability within the framework of the reserves policy.

Risk Management

The trustees have assessed the major risks to which the charity is exposed and are satisfied that procedures are in place to mitigate exposure to major risks in relation to safeguarding, other operations, finances and reputation. Given the increased expenditure in 2024, particular attention has been paid to financial sustainability and ensuring appropriate controls are in place.

Looking Forward

The appointment of Paul Heming as CEO in October 2024 represents a pivotal moment for Headspace. His mandate to develop sustainable revenue streams and create a comprehensive 5-year strategic plan in liaison with the Board of Trustees, positions the charity for more structured growth and financial stability in the coming years.

The trustees remain committed to Headspace's mission of supporting young people's mental health and wellbeing. While 2024 saw significant investment in services and leadership infrastructure, this foundation will enable more strategic development of funding sources and service delivery models.

The charity will continue to explore opportunities to expand its reach while ensuring all activities remain aligned with its charitable objects and safeguarding requirements. The focus will be on building long term sustainability while maintaining the quality and impact of services that have established Headspace's strong reputation in the community.

Registered Office

Unit 6, Old Station Yard,
Bourton Industrial Estate
Bourton on the Water
GL54 2RZ

Date: 8 October 2025

HEADSPACE

ACCOUNTS
(INCORPORATING THE REQUIREMENTS OF
THE CHARITY COMMISSION)

FOR THE YEAR ENDED

31 DECEMBER 2024

CHARITY NUMBER: 1189822

HEADSPACE

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FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

ACCOUNTANT'S REPORT TO

HEADSPACE

We have prepared the attached Balance Sheet and accompanying Income and Expenditure Account, as accountants, using the information contained within our client's business records for the year ended 31 December 2024,

Chamberlains (Accountancy and Taxation) Limited
Ground Floor, 5 The Pavilions
Cranmore Drive
Shirley
Solihull
B90 4SB

8 September 2025

CLIENT APPROVAL CERTIFICATE

I have approved these financial statements and authorise them for production to HM Revenue and Customs and the Charity Commission.



Mrs K Pulham

8 September 2025

HEADSPACE

BALANCE SHEET AS AT 31 DECEMBER 2024

	2024 £	2023 £
FIXED ASSETS		
Equipment	612	597
CURRENT ASSETS		
Debtors and Prepayments	2,688	2,586
Bank Current Account	18,293	56,342
Bank Deposit Account	80,270	105,270
	<u>101,251</u>	<u>164,198</u>
CURRENT LIABILITIES		
Creditors and Accruals	1,830	680
PAYE and Social Security Costs	5,045	2,031
	<u>6,875</u>	<u>2,711</u>
NET ASSETS	<u>94,988</u>	<u>162,084</u>
FINANCED BY		
UNRESTRICTED FUNDS		
Balance Brought Forward	162,084	185,740
Net (Deficit)/Surplus for Year	(67,096)	(23,656)
Accumulated Surplus	<u>94,988</u>	<u>162,084</u>

HEADSPACE

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2024

	2024		2023	
	£	£	£	£
Income				
Donations		15,715		18,693
Grants		1,750		6,000
Events		-		1,363
Sales of Produce		40		-
		<u>17,505</u>		<u>26,056</u>
Other Income				
Bank Interest		1,182		737
		<u>18,687</u>		<u>26,793</u>
Expenditure				
Counselling Services	18,439		18,455	
Wellbeing Services	40,623		20,744	
Executive Services	10,822		-	
Materials and Consumables	633		717	
Unit Running Costs	7,040		6,092	
Computer Consumables	1,751		1,593	
Charity Insurance	605		569	
Training Fees	1,941		460	
Recruitment Fees	678		-	
Advertising and Promotion	2,024		811	
Sundry Expenses	375		346	
Accountancy Charges	300		150	
Bank Charges	97		13	
Depreciation	455		499	
		<u>85,783</u>		<u>50,449</u>
Net (Deficit)/Surplus		<u>(67,096)</u>		<u>(23,656)</u>

HEADSPACE

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

1 BASIS OF PREPARATION

These 'Receipts and Payments' accounts are presented under section 133 of the Charities Act 2011, which states that charities registered in England and Wales that are not companies are allowed to complete Receipts and Payments accounts if their turnover does not exceed £250,000. Also, In accordance with section 25 of the Charity's constitution, the trustees have kept proper accounting records and the charity is entitled to file receipts and payments accounts if the Trustees choose to do so.

The Trustees confirm that none of the exceptions listed in the Charity Commission's guidelines apply to the Charity and that receipts and payments accounts are appropriate to the Charity's circumstances.

2 DEBTORS AND PREPAYMENTS

	2024	2023
	£	£
Amounts due from fundraising activities	513	488
Other debtors	762	762
Prepayments	1,413	1,336
	<u>2,688</u>	<u>2,586</u>

3 CREDITORS AND ACCRUALS

Amounts due on invoices received	1,080	230
Accruals	750	450
	<u>1,830</u>	<u>680</u>

4 TRUSTEES' REMUNERATION

Trustees received no expenses, remuneration or benefits in this period.

5 RELATED PARTY TRANSACTIONS

The Charity does not have any related parties.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
HEADSPACE

On accounts for the year
ended

31 DECEMBER 2024

Charity no
(if any)

1189822

Set out on pages

1 TO 4

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 December 2024.

Responsibilities and
basis of report

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

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

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

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

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

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

7 October 2025

Name:

PAUL SMITH

Relevant professional
qualification(s) or body
(if any):

FCCA

Address:

CHAMBERLAINS (ACCOUNTANCY & TAXATION) LIMITED

GROUND FLOOR, 5 THE PAVILIONS, CRANMORE DRIVE

SHIRLEY, SOLIHULL, B90 4SB

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.