

THE LAURA HYDE FOUNDATION

England & Wales · Charity number 1190944

Details

Status Registered

Legal form CIO

Registered 2020-08-19

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

Contact

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Moreton-In-Marsh
Gloucestershire
GL56 0JX

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Activities

Objects: FOR THE PUBLIC BENEFIT, TO PROMOTE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF EMERGENCY SERVICE AND HEALTHCARE WORKERS THROUGH: A) PROVIDING AN ONLINE SELF-HELP RESOURCE;. B) SIGNPOSTING INDIVIDUALS TO ORGANISATIONS WHO PROVIDE COUNSELLING, SUPPORT AND ADVICE;C)RAISING AWARENESS OF THEIR MENTAL HEALTH NEEDS AND PROMOTING AND SUPPORTING IMPROVEMENTS TO MENTAL HEALTH SUPPORT IN THE WORKPLACE;D) MAKING GRANTS TO SUPPORT PARTNER ORGANISATIONS, RESEARCH AND FUND INITIATIVES FOR SUCH PURPOSES.

Activities: Provides mental health support and services to all emergency services and healthcare staff as an independent and clinically supervised charity.

Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Other Defined Groups

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£8,992	£11,576	-	-
2024-05-31	£16,131	£21,520	-	-
2023-05-31	£42,147	£36,681	-	-
2022-05-31	£40,185	£30,136	-	-
2021-05-31	£81,836	£41,094	-	-

Trustees

Name	Role	Appointed
LIAM BARNES	Chair	2018-02-18
Imogen Landers		2018-02-18
JENNIFER HAWKINS		2018-02-18

THE LAURA HYDE FOUNDATION

England & Wales - Charity number 1190944

Accounts

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 May 2025
for
Laura Hyde Foundation

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Laura Hyde Foundation

Contents of the Financial Statements
for the Year Ended 31 May 2025

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Laura Hyde Foundation

Chairman's Note
for the Year Ended 31 May 2025

The past year has been one of significant challenge and continued operational pressure for healthcare and emergency-service workers.

Against this backdrop, we have remained committed to delivering compassionate, clinically supervised support at scale.

Funding conditions remained difficult throughout 2024/25, with individual and corporate giving both experiencing a downturn. Despite this, we delivered substantial positive impact, maintained full independence, and continued to ensure that 100% of trustee time is voluntary, with no salaries paid - enabling all donations to be directed toward the individuals who need them most.

The trustees made considered and responsible decisions to support innovation, grantmaking, digital services and frontline initiatives in spite of financial pressures. This reflects our deep personal commitment to the cause and our shared belief in the importance of LHF's mission.

As we enter the next reporting period, our focus will turn sharply toward strengthening fundraising, expanding partnerships, and ensuring the long-term sustainability of the Foundation.

We remain incredibly grateful for the continued support of our donors, partners, charity champions and volunteers - without whom none of this would be possible.

I am proud to continue to remain wholly independent, a charity that is for the people we look to support and operating on a basis that maximises all of the kind donations we receive to have the biggest impact possible.

The testimonials we regularly receive from people we have helped continue to fuel us and deliver even more support to those who have no option or are unable to get the help from the employers.

That said, the numbers surfaced via our support service show that more and more people require our support and this is expected to grow even further in the next period. Therefore we must readjust our approach and specifically ensure a renewed focus on self-sufficient fundraising to enable us to sustain our current output is needed. In a challenging landscape, we must ensure that the principles and focus of the charity is sustained.

The Laura Hyde Foundation is a long term committed cause given the personal association from its trustee board and therefore we are determined to ensure that we will not go the way of many other charities by having to close or reduce our operations.

Let's hope that our innovations deliver real results over the next period reaffirming our stance that we are a charity that people can truly get behind and see how their generous donations can truly make a difference.

Liam Barnes
Chair, on behalf of the Trustees

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2025

Welcome to the fifth Trustees report under our constitution as a Charitable Incorporated Organisation. This report is prepared by Liam Barnes, as Chair, on behalf of the Charity's Trustees. This will be circulated to members with June 2024 to May 2025 accounts before the Charity's summit

Formal Report to the Charities Commission

Some formal items must be included in our annual Trustees report and this document will satisfy that mandate.

CIO Trustee Committee

The Laura Hyde Foundation is a "Charitable Incorporated Organisation", registered with the Charities Commission on 19th August 2020, charity number 1190944. The CIO trustees have legal responsibility for governance, oversight of assets, and ensuring all activities align with our constitution.

During 2024/25, the Board comprised:

- Liam Barnes
- Jennifer Hawkins
- Imogen Landers

Trustees met regularly throughout the year, with formal minutes recorded and available on request. All trustees agreed to continue in their positions for the next annual period.

As the charity continues to grow, the need for additional trustees with specialist experience will again be discussed formally at the forthcoming summit.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2025

OBJECTIVES AND ACTIVITIES

Charity Purpose

The Charity's purpose is to promote and protect the physical and mental health of emergency service and healthcare workers through:

- a) Providing an online self-help resource
- b) Signposting individuals to organisations who provide counselling, support and advice
- c) Raising awareness of their mental health needs and promoting and supporting improvements to mental health support in the workplace
- d) Making grants to support partner organisations, research and fund initiatives for such purposes

Our priorities for 2024/2025 were:

- o To continue and to expand free to access and clinically led support for all medical and emergency services personnel
- o Ensure fiscal responsibility in light of a challenging fundraising landscape
- o Remove the continued stigma on mental health issues in the healthcare emergency services worker base
- o Progress an easy to access, interpretable data capability to allow politicians, management, staff and the public to understand the scale and trends
- o Promote the topic of suicide, its root causes and the appropriate support techniques required given our experience in this field
- o Ensure innovation in providing support is at the forefront of what we do
- o Ensure that any cohorts/audiences that are not eligible for support via employers, have access to support at their time of need
- o Deliver support for particularly vulnerable audiences/cohorts within the emergency services
- o Deliver significant programmes of work focused on the future medical and emergency services.

Despite limited resources across this period, we have still made progress on key items. Some initial highlights include:

Clinically Supervised Support Service

This remains the cornerstone of our work, continuing to provide 100% free, confidential and clinically led mental-health support to NHS and emergency services personnel across the UK.

At the end of 2024, we were able to support directly 11,654 healthcare and emergency services workers with their mental health. This is a growth of 545 people compared to 2023.

The breakdown of this value is as follows:

- Age splits of contracts supported in 2024 - 18-27 (2,845), 28-37 (3,419), 38-47 (2,977), 48-57 (1,682), 58+ (731)
- 2024 Breakdown by top-level job category - Nurse (3,833), Doctor (1,246), Midwife (1,818), GP (676), Medical Student (2,004), Paramedic (562), Social Care (1,009), Police (94), Fire (7), Charitable Sector (368), Other (37)
- 2024 Breakdown by Gender - Male (2,366), Female (9,171), Non-binary (8), Unwilling to share (109)

Data Insights & Research

In line with last year's priority to progress actionable data capabilities, LHF continued to invest in research outputs designed to highlight the scale of mental-health pressures facing emergency staff.

Our 2024/25 insights contributed to increased media presence and public dialogue around:

- Suicide risk within emergency cohorts
- Barriers to accessing in-work mental-health support
- Drivers of help-seeking behaviour

Key drivers of poor mental health of people coming to our service were broken down as follows:

- 2024 breakdown of root cause category - Workplace bullying (917), Patient Care/Grief (1,423), Impact on Family (449), Workplace Racism (313), Workload (2,111), Anxiety of making a mistake (442), Cost of living/financial (1,667), Body Image (98), Food anxiety (61), Sexual abuse (188), Exam pressures (514), Phobias (21), Did not want to disclose (1,836), Other (1,614).

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2025

-Total contacts supported in 2024 who have engaged in suicidal thinking.activity - 6,199
-% of total overall contacts supported in 2024 - 53.2%

Recharge hub - Paramedic Support

Building on the success of 2023/24, the Recharge Hub continued to expand its reach. LHF-funded infrastructure supported the provision of on-demand digital therapies for ambulance service staff.

Self-serve Training Courses

The Foundation continued to offer free access to accredited wellbeing and mental-health learning resources with no referral barriers or judgement. This was previously sub contracted by a partner but we took full ownership of the experience including all course IP in this period to help our strategy.

As of the end this period, 6,198 people had registered and enrolled on a course.

Care packages & Outreach

A total of 213 care packages were sent across the year to frontline teams. All postage and materials were funded by the charity, forming an important morale-boosting and awareness-raising activity.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2025

FINANCIAL REVIEW

Financial position

Our financial accounting period runs from 1st June to 31st May, so the accounts presented at the upcoming summit relate to the period ending nine months ago. This report will provide a financial overview of the charity's finances:

Headline summary

- Total income - £8,992
- Total expenditure - £11,576
- Net position - £(2,584) (deficit)

Although demand for our services continued to rise, fundraising conditions remained challenging, resulting in a year-end deficit.

Income breakdown

- Personal donations - £8,841.08
 - Just Giving - £8,413.58
 - CAF - £300.00
 - Landers IR - £100.00
 - Mobile cheque - £27.50
- Corporate donations - £120.00
 - Staffordshire University - £120.00
- Shop Orders - £28.55
- Cashback - £3.72

Expenditure breakdown

- Grants - £9000.00
 - Embrace - £9000.00
- Technology Costs - £1,209.97
- Accountancy Costs - £840.00
- Care packages - £299.79
- Fundraising fees - £216.00
- Bank charges - £11.27

It should be noted on record that no individual has taken a salary for the work performed allowing us to be proud of the fact that all monies raised are put to the positive work we deliver.

A summary of the accounts is sent with this report to the Members before the summit and full accounts are submitted to the Charity Commission and are available for public scrutiny.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1190944

Principal address

3 Hornes Place
Moreton in the Marsh
Gloucestershire
GL56 0JX

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2025

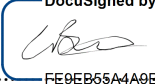
Trustees

L Barnes Chair
Ms I Landers Trustee
Ms J Hawkins Trustee

Independent Examiner

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Approved by order of the board of trustees on ..08:03:26...14:51..CET.. and signed on its behalf by:

DocuSigned by:

.....FE0EB65A4A0B41D:.....
L Barnes - Trustee

**Independent Examiner's Report to the Trustees of
Laura Hyde Foundation**

Independent examiner's report to the trustees of Laura Hyde Foundation

I report to the charity trustees on my examination of the accounts of Laura Hyde Foundation (the Trust) for the year ended 31 May 2025.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Act and in carrying out my examination I have followed all 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 giving me cause to believe that in any material respect:

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

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



Paul Papworth Smith

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Date:08-03-26 | 14:51 CET

Laura Hyde Foundation

Statement of Financial Activities
for the Year Ended 31 May 2025

	Notes	Unrestricted fund £	Restricted fund £	31.5.25 Total funds £	31.5.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		8,992	-	8,992	16,131
EXPENDITURE ON					
Raising funds		-	-	-	16,104
Charitable activities					
Advancement of Health or Saving of Lives		9,000	-	9,000	2,500
Other		2,576	-	2,576	2,916
Total		<u>11,576</u>	<u>-</u>	<u>11,576</u>	<u>21,520</u>
NET INCOME/(EXPENDITURE)		(2,584)	-	(2,584)	(5,389)
RECONCILIATION OF FUNDS					
Total funds brought forward		50,418	-	50,418	55,807
TOTAL FUNDS CARRIED FORWARD		<u><u>47,834</u></u>	<u><u>-</u></u>	<u><u>47,834</u></u>	<u><u>50,418</u></u>

The notes form part of these financial statements

Laura Hyde Foundation

Balance Sheet
31 May 2025

	Notes	Unrestricted fund £	Restricted fund £	31.5.25 Total funds £	31.5.24 Total funds £
CURRENT ASSETS					
Cash at bank		49,034	-	49,034	51,618
CREDITORS					
Amounts falling due within one year	4	(1,200)	-	(1,200)	(1,200)
NET CURRENT ASSETS		<u>47,834</u>	<u>-</u>	<u>47,834</u>	<u>50,418</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>47,834</u>	<u>-</u>	<u>47,834</u>	<u>50,418</u>
NET ASSETS		<u>47,834</u>	<u>-</u>	<u>47,834</u>	<u>50,418</u>
FUNDS	5				
Unrestricted funds				<u>47,834</u>	<u>50,418</u>
TOTAL FUNDS				<u>47,834</u>	<u>50,418</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 08-03-26 14:51 CET and were signed on its behalf by:

DocuSigned by:

.....FE9EB55A4A9B44D.....
L Barnes - Trustee

Notes to the Financial Statements
for the Year Ended 31 May 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

There are currently no restricted funds.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 May 2025 nor for the year ended 31 May 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 May 2025 nor for the year ended 31 May 2024.

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2025

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	16,131	-	16,131
EXPENDITURE ON			
Raising funds	16,104	-	16,104
Charitable activities			
Advancement of Health or Saving of Lives	2,500	-	2,500
Other	2,916	-	2,916
Total	<u>21,520</u>	<u>-</u>	<u>21,520</u>
NET INCOME/(EXPENDITURE)	(5,389)	-	(5,389)
RECONCILIATION OF FUNDS			
Total funds brought forward	55,807	-	55,807
TOTAL FUNDS CARRIED FORWARD	<u>50,418</u>	<u>-</u>	<u>50,418</u>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.5.25 £	31.5.24 £
Other creditors	1,200	1,200
	<u>1,200</u>	<u>1,200</u>

5. MOVEMENT IN FUNDS

	At 1.6.24 £	Net movement in funds £	At 31.5.25 £
Unrestricted funds			
General fund	50,418	(2,584)	47,834
TOTAL FUNDS	<u>50,418</u>	<u>(2,584)</u>	<u>47,834</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	8,992	(11,576)	(2,584)
TOTAL FUNDS	<u>8,992</u>	<u>(11,576)</u>	<u>(2,584)</u>

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2025

5. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.6.23 £	Net movement in funds £	At 31.5.24 £
Unrestricted funds			
General fund	55,807	(5,389)	50,418
TOTAL FUNDS	<u>55,807</u>	<u>(5,389)</u>	<u>50,418</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	16,131	(21,520)	(5,389)
TOTAL FUNDS	<u>16,131</u>	<u>(21,520)</u>	<u>(5,389)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.6.23 £	Net movement in funds £	At 31.5.25 £
Unrestricted funds			
General fund	55,807	(7,973)	47,834
TOTAL FUNDS	<u>55,807</u>	<u>(7,973)</u>	<u>47,834</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	25,123	(33,096)	(7,973)
TOTAL FUNDS	<u>25,123</u>	<u>(33,096)</u>	<u>(7,973)</u>

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2025

6. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 May 2025.

Laura Hyde Foundation

Detailed Statement of Financial Activities
for the Year Ended 31 May 2025

	31.5.25 £	31.5.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	8,992	16,131
Total incoming resources	8,992	16,131
EXPENDITURE		
Raising donations and legacies		
Campaign cost	-	7,704
Support services	-	8,400
	-	16,104
Charitable activities		
Grants to institutions	9,000	2,500
Support costs		
Management		
Postage and stationery	213	162
Marketing	86	-
Subscription	216	440
Software licenses	1,210	1,305
	1,725	1,907
Finance		
Bank charges	11	22
Governance costs		
Accountancy and legal fees	840	987
Total resources expended	11,576	21,520
Net expenditure	<u>(2,584)</u>	<u>(5,389)</u>

This page does not form part of the statutory financial statements

THE LAURA HYDE FOUNDATION

England & Wales - Charity number 1190944

Accounts

REGISTERED CHARITY NUMBER: 1190944

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 May 2024
for
Laura Hyde Foundation

PPS Chartered Accountants
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Laura Hyde Foundation

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for the Year Ended 31 May 2024

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Laura Hyde Foundation

Chairman's Note
for the Year Ended 31 May 2024

This past period for the charity and the people we support has yet again been extremely challenging.

Demand for our services hasn't stopped across this period and has seen us provide comfort, support, therapy and counselling to a record number of people yet funding and public support has started to dwindle due to external factors such as cost of living and apathy/saturation of support for the NHS in particular.

This has seen fundraising fall to a record low meaning that the LHF team have had to make some very difficult prioritisation decisions, decisions based on reduced funding, time and complexity to ensure we can land and see value from the hard earned fundraising efforts from our supporters. For a trustee board that wants to do so much positive change knowing the impact will have, that is a difficult position to reconcile and therefore I am so thankful for the continued support and guidance that they bring to our operation.

With this focus, we have performed some truly innovative and ground-breaking campaigns and support initiatives that have helped many people. To be able to do this at the scale we have delivered is a testament to the team's determination and public belief in our cause.

I am also truly grateful for the hard work and support our amazing charity champions continue to show. This charity is nothing without them and I know Laura would be so proud of what we have been able to achieve in her name.

I am proud to continue to remain wholly independent, a charity that is for the people we look to support and operating on a basis that maximises all of the kind donations we receive to have the biggest impact possible.

The testimonials we regularly receive from people we have helped continue to fuel us and deliver even more support to those who have no option or are unable to get the help from the employers.

That said, the numbers surfaced via our support service show that more and more people require our support and this is expected to grow even further in the next period. Therefore we must readjust our approach and specifically ensure a renewed focus on fundraising to enable us to sustain our current output.

The Laura Hyde Foundation is a long term committed cause given the personal association from its trustee board and therefore we are determined to ensure that we will not go the way of many other charities by having to close or reduce our operations.

Let's hope that our innovations deliver real results over the next period reaffirming our stance that we are a charity that people can truly get behind and see how their generous donations can truly make a difference.

Liam Barnes
Chair, on behalf of the Trustees

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2024

Welcome to the fourth Trustees report under our constitution as a Charitable Incorporated Organisation. This report is prepared by Liam Barnes, as Chair, on behalf of the Charity's Trustees. This will be circulated to members with June 2023 to May 2024 accounts before the Charity's summit

Formal Report to the Charities Commission

Some formal items must be included in our annual Trustees report and this document will satisfy that mandate.

CIO Trustee Committee

The Laura Hyde Foundation is a "Charitable Incorporated Organisation". Our Charity number is 1190944. We were registered with the Charities Commission on 19th August 2020. Legal decisions are taken by the CIO trustees, who in 2023/2024 were Liam Barnes, Jennifer Hawkins and Imogen Landers. The CIO Trustees have a legal responsibility to the Charities Commission for effective governance and management of the CIO's assets in line with our CIO constitution. The Trustees meet monthly and when required. Meeting minutes are taken and will be available on request.

All trustees will remain in their position for the next annual period. It has been discussed that two additional trustees to support the LHF cause maybe required as our growth continues however this will be assessed formally within the charity's summit

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2024

OBJECTIVES AND ACTIVITIES

Charity Purpose

The Charity's purpose is to promote and protect the physical and mental health of emergency service and healthcare workers through:

- a) Providing an online self-help resource
- b) Signposting individuals to organisations who provide counselling, support and advice
- c) Raising awareness of their mental health needs and promoting and supporting improvements to mental health support in the workplace
- d) Making grants to support partner organisations, research and fund initiatives for such purposes

Our priorities for 2023/2024 were:

- o To continue and to expand free to access and clinically led support for all medical and emergency services personnel
- o Ensure fiscal responsibility in light of a challenging fundraising landscape
- o Remove the continued stigma on mental health issues in the healthcare emergency services worker base
- o Progress an easy to access, interpretable data capability to allow politicians, management, staff and the public to understand the scale and trends
- o Promote the topic of suicide, its root causes and the appropriate support techniques required given our experience in this field
- o Ensure innovation in providing support is at the forefront of what we do
- o Ensure that any cohorts/audiences that are not eligible for support via employers, have access to support at their time of need
- o Deliver support for particularly vulnerable audiences/cohorts within the emergency services
- o Deliver significant programmes of work focused on the future medical and emergency services.

I am extremely confident and proud of the progress made on all these priorities. To highlight a few areas of significant progress and achievements this year:

Continuation of a clinically supervised support service for all medical and emergency services personnel

Key achievements of the support service hub since launch include:

- Up to 26,000 hours of free to access mental health support each and every month
- It has supported:
 - o 4,188 Nurses
 - o 1,003 Doctors
 - o 3,871 Midwives
 - o 416 General Practitioners (GP's)
 - o 555 Paramedics
 - o 4,334 Medical Students
 - o 791 Social Care
 - o 22 Fire personnel

These numbers were also split into the following age groups, outlining the impact and reach of our work to certain audiences:

- 18-27 years old - 3,632
- 28-37 years old - 4,729
- 38-47 years old - 3,047
- 48-57 years old - 2,891
- 58 years old and older - 881

This is an appropriate legacy for Laura knowing that the work we have been able to deliver has helped so many and continues to motivate the trustees to deliver further for our intended audience.

Provide easy to access data capability

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2024

Access to data in a reliable and structured manner is little or non-existent in the public sector and this has been one of the single biggest challenges the organisation has faced across this period. This is despite successes on proprietary research as part of our campaign work.

Continued pressure, lobbying and partnership work will be a key focus of the charity's trustees to remove these blockers and ensure that the scale, root causes and results of mental health issues are surfaced in a proactive manner and to the people who can deliver effective action.

It is the trustees view that the current data climate contributed to a far more reactive way of supporting staff which delivers sub-optimal results and unnecessary pain/stresses to the individuals involved.

However, through proprietary studies, research and data from our clinical support service, we have been able to deliver key data insights that have been published as whitepapers and also been covered by over 453 media outlets in this period. Highlights of these insights include:

- Staff are approximately 40% higher risk of suicide than general public
- 71% of staff showed that they were not entirely truthful for the reasons of work absence
- 44% of staff said they would rather explain absence as musco-skeletal to avoid follow-ups
- BAME staff are 42% less likely to engage in support for their mental health
- 53% of staff are 'very uncomfortable' in taking up employer- based support services
- Root cause of people engaging with our support services:
 - o Workplace bullying - 1,026
 - o Patient Care/Grief -1,141
 - o Impact on Family - 447
 - o Workplace Racism - 404
 - o Workload - 1,769
 - o Anxiety/Concern on making a mistake - 718
 - o Cost of Living/Financial - 1,054
 - o Body Image - 184
 - o Food Anxiety - 76
 - o Sexual Abuse - 399
 - o Exam/Study Pressure - 709
 - o Phobias - 101
 - o Other - 1,116
 - o Did not want to disclose - 6,036

Recharge Hub

For the paramedic community, we have found that they are a particularly vulnerable cohort of individuals that do not always have focused initiatives to provide them with the tools and techniques to protect their mental health.

Common feedback such as 'we feel like a glorified amazon delivery driver/uber driver' is heard via our support services, often being one of the first to attend an incident and not having the appropriate recovery time to process what they experience before moving onto the next request.

We have been able to partner with individuals from Keele and Stafford universities to continue and expand a groundbreaking initiative entitled recharge hub that delivers a portal based approach that delivers various on demand therapies.

The website, content and governance framework has been fully funded from grants given by the Laura Hyde Foundation and we are proud to see that the London Ambulance Service have progressed to pilot this as a major support option for their staff. Four other regional services are engaged and are in discussions to adopt the service.

We are excited by the positive impact and data that this has delivered for us and the paramedic community.

Self-Serve Training and Support

After receiving significant feedback from individuals using our wider support service, we identified there was a priority to provide a secure portal where individuals could access a wide variety of on-demand materials and accredited courses.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2024

As such the trustees decided to explore and deliver this as a viable option via our website working in partnership with Embrace Resilience, with a view to taking complete ownership of the material to further expand.

As of today, we offer 100% free and confidential self-serve courses to anyone who needs it. No judgements, blockers or politics, just a simple registration process opens up access to 26 individual and tailored courses.

We believe that individuals should have a choice when it comes to their mental health and education. Not everyone wants to speak to someone. This is why we set up our self-serve course hub. Courses include:

Becoming a Wellbeing Champion
Change and Resilience
Developing Mental Strength
Managing Stress and Anxiety
Managing Uncertainty
Mental Health First Response
Mental Health: Body and Mind
Nutrition, Diet and Health
Obesity and Nutrition
Resilience and Me (Children)
Resilient Families
The Menopause and Mental Health
Work-Life Balance

These give you an interactive and on demand course that you can gain certifications of achievement and ensure that you get more knowledge on what can be a complex topic.

We have seen over 1,000 people use these in the period covered with more and more user signing up each month as awareness spreads of their availability.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2024

FINANCIAL REVIEW

Financial position

Our financial accounting period runs from 1st June to 31st May, so the accounts presented at the upcoming summit relate to the period ending two months ago. This report will provide a financial overview of the charity's finances:

- The charity held an operating surplus of £50,418
- Corporate donations in this period were 0.
- Individual voluntary donations captured via the Just Giving, Instagiv SMS, LHF Website or indeed via Cheque platform raised £16,000.53
- We raised a total of £27.57 from our web hosted online shop.
- We also received £3.53 in cashback from our bank Virgin Money
- We did however incur bank charges of £21.90, a cost which we have halved from the previous period.
- Our expenditure has been focused on large scale deliverables this year with no major operating costs associated but there has been some expenditure on campaigns, support service provisions, innovation and support grants
- We spent a total of £8,400 for the period 2023/2024 to increase our support offerings. These include:
 - The facilitation of a repeatable creative journalling course with costs totalling £1,200 with the vendor Blank Canvas
 - Costs directly linked to our self-service support area, a new initiative for this period totalled £7,200
- We provided a total of £2,500 for individual grants in 2023/2024 including:
 - £2,500 to Chasing the Stigma to further support their platform to help aid emergency services.
 - We have also provided over 96 individual care packages out to teams across the containing our charity collateral. This equates to over 12,000 units of charity material distributed. The formation and logistics to get these into the hands of the people that need them have been fully covered by the Laura Hyde Foundation saw postage costs of £162.28
- Admin costs to maintain fundraising platforms such as JustGiving and the text service totalled £440.40
- Given the scale of our campaigns outlined earlier in this report, a total of £7,703.60 was spent to support these areas which included some cost efficiencies when compared to the year before. This includes:
 - The majority of this spend was with Recharge designed to promote our ground breaking online therapy service designed for the Ambulance Service.
- Accountancy expenses to maintain transparency on our finances totalled £987 for the period, a streamlined cost given our size
- IT costs across this period were stable compared to the last period despite increased web functionality now being provided. These totalled £1,305.22

It should be noted on record that no individual has taken a salary for the work performed allowing us to be proud of the fact that all monies raised are put to the positive work we deliver.

A summary of the accounts is sent with this report to the Members before the summit and full accounts are submitted to the Charity Commission and are available for public scrutiny.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1190944

Principal address

3 Hornes Place
Moreton in the Marsh
Gloucestershire
GL56 0JX

Trustees

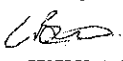
L Barnes Chair
Ms I Landers Trustee
Ms J Hawkins Trustee

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2024

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner
PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Approved by order of the board of trustees on 24-03-25 | 20:18 CET and signed on its behalf by:

DocuSigned by:

.....FE9EB55A4A9841D.....
L Barnes - Trustee

**Independent Examiner's Report to the Trustees of
Laura Hyde Foundation**

Independent examiner's report to the trustees of Laura Hyde Foundation

I report to the charity trustees on my examination of the accounts of Laura Hyde Foundation (the Trust) for the year ended 31 May 2024.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Act and in carrying out my examination I have followed all 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 giving me cause to believe that in any material respect:

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

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



Paul Papworth Smith

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Date: 27th March 2025

Laura Hyde Foundation

Statement of Financial Activities
for the Year Ended 31 May 2024

	Notes	Unrestricted fund £	Restricted fund £	31.5.24 Total funds £	31.5.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		16,131	-	16,131	42,147
EXPENDITURE ON					
Raising funds		16,104	-	16,104	11,085
Charitable activities					
Advancement of Health or Saving of Lives		2,500	-	2,500	20,288
Other		2,916	-	2,916	5,308
Total		<u>21,520</u>	<u>-</u>	<u>21,520</u>	<u>36,681</u>
NET INCOME/(EXPENDITURE)		(5,389)	-	(5,389)	5,466
RECONCILIATION OF FUNDS					
Total funds brought forward		55,807	-	55,807	50,341
TOTAL FUNDS CARRIED FORWARD		<u><u>50,418</u></u>	<u><u>-</u></u>	<u><u>50,418</u></u>	<u><u>55,807</u></u>


The notes form part of these financial statements

Laura Hyde Foundation

Balance Sheet
31 May 2024

	Notes	Unrestricted fund £	Restricted fund £	31.5.24 Total funds £	31.5.23 Total funds £
CURRENT ASSETS					
Cash at bank		51,618	-	51,618	57,007
CREDITORS					
Amounts falling due within one year	4	(1,200)	-	(1,200)	(1,200)
NET CURRENT ASSETS		50,418	-	50,418	55,807
TOTAL ASSETS LESS CURRENT LIABILITIES					
		50,418	-	50,418	55,807
NET ASSETS					
		50,418	-	50,418	55,807
FUNDS					
Unrestricted funds	5			50,418	55,807
TOTAL FUNDS				50,418	55,807

The financial statements were approved by the Board of Trustees and authorised for issue on 24.03.25 at 12.18 CET and were signed on its behalf by:

DocuSigned by:

 FE9EB55A4A9B41D.....
 L Barnes - Trustee

The notes form part of these financial statements

Laura Hyde Foundation

Notes to the Financial Statements
for the Year Ended 31 May 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

There are currently no restricted funds.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 May 2024 nor for the year ended 31 May 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 May 2024 nor for the year ended 31 May 2023.

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2024

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	42,147	-	42,147
EXPENDITURE ON			
Raising funds	11,085	-	11,085
Charitable activities			
Advancement of Health or Saving of Lives	20,288	-	20,288
Other	5,308	-	5,308
Total	36,681	-	36,681
NET INCOME	5,466	-	5,466
RECONCILIATION OF FUNDS			
Total funds brought forward	50,341	-	50,341
TOTAL FUNDS CARRIED FORWARD	55,807	-	55,807

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.5.24 £	31.5.23 £
Other creditors	1,200	1,200

5. MOVEMENT IN FUNDS

	At 1.6.23 £	Net movement in funds £	At 31.5.24 £
Unrestricted funds			
General fund	55,807	(5,389)	50,418
TOTAL FUNDS	55,807	(5,389)	50,418

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	16,131	(21,520)	(5,389)
TOTAL FUNDS	16,131	(21,520)	(5,389)

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2024

5. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.6.22 £	Net movement in funds £	At 31.5.23 £
Unrestricted funds			
General fund	50,341	5,466	55,807
TOTAL FUNDS	<u>50,341</u>	<u>5,466</u>	<u>55,807</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	42,147	(36,681)	5,466
TOTAL FUNDS	<u>42,147</u>	<u>(36,681)</u>	<u>5,466</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.6.22 £	Net movement in funds £	At 31.5.24 £
Unrestricted funds			
General fund	50,341	77	50,418
TOTAL FUNDS	<u>50,341</u>	<u>77</u>	<u>50,418</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	58,278	(58,201)	77
TOTAL FUNDS	<u>58,278</u>	<u>(58,201)</u>	<u>77</u>

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2024

6. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 May 2024.

Laura Hyde Foundation

Detailed Statement of Financial Activities
for the Year Ended 31 May 2024

	31.5.24 £	31.5.23 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	16,131	42,147
Total incoming resources	16,131	42,147
EXPENDITURE		
Raising donations and legacies		
Campaign cost	7,704	8,449
Events Costs	-	656
Support services	8,400	1,980
	16,104	11,085
Charitable activities		
Grants to institutions	2,500	20,288
Support costs		
Management		
Insurance	-	894
Postage and stationery	162	530
Marketing	-	566
Subscription	440	604
Software licenses	1,305	1,464
	1,907	4,058
Finance		
Bank charges	22	50
Governance costs		
Accountancy and legal fees	987	1,200
Total resources expended	21,520	36,681
Net (expenditure)/income	(5,389)	5,466

This page does not form part of the statutory financial statements

THE LAURA HYDE FOUNDATION

England & Wales - Charity number 1190944

Accounts

REGISTERED CHARITY NUMBER: 1190944

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 May 2023
for
Laura Hyde Foundation

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Laura Hyde Foundation

Contents of the Financial Statements
for the Year Ended 31 May 2023

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Detailed Statement of Financial Activities	16

Laura Hyde Foundation

Chairman's Note
for the Year Ended 31 May 2023

This past period for the charity and the people we support has yet again been extremely challenging.

Demand for our services has grown exponentially and has seen us provide comfort, support, therapy and counselling to a record number of people yet funding and public support has started to dwindle due to external factors such as cost of living, apathy/saturation of support for the NHS in particular.

That is why LHF have demonstrated a real focus on major deliverables for this period rather than smaller and more frequent equivalents. That doesn't dilute previous achievements but we need to ensure the generous monies raised really do work as much as they can delivering the biggest positive impact.

With this focus, we have performed some truly innovative and ground-breaking campaigns and support initiatives that have helped many people. To be able to do this at the scale we have delivered is a testament to the team's determination and public belief in our cause.

I am also truly grateful for the hard work and support that the LHF team and our amazing charity champions continue to show. This charity is nothing without them and I know Laura would be so proud of what we have been able to achieve in her name.

I am proud to continue to remain wholly independent, a charity that is for the people we look to support and operating on a basis that maximises all of the kind donations we receive to have the biggest impact.

The testimonials we regularly receive from people we have helped continue to fuel us and deliver even more support to those who have no option or are unable to get the help from the employers.

That said, the numbers surfaced via our support service show that more and more people require our support and this is expected to grow even further in the next period. Therefore more must be done proactively and via employers to protect staff before they have nowhere to turn except the Laura Hyde Foundation.

Let's hope that our innovations deliver real results over the next period reaffirming our stance that we are a charity that people can truly get behind and see how their generous donations can truly make a difference

Liam Barnes
Chair, on behalf of the Trustees

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2023

Welcome to the third Trustees report under our constitution as a Charitable Incorporated Organisation. This report is prepared by Liam Barnes, as Chair, on behalf of the Charity's Trustees. This will be circulated to members with June 2022 to May 2023 accounts before the Charity's summit

Formal Report to the Charities Commission

Some formal items must be included in our annual Trustees report and this document will satisfy that mandate.

CIO Trustee Committee

The Laura Hyde Foundation is a "Charitable Incorporated Organisation". Our Charity number is 1190944. We were registered with the Charities Commission on 19th August 2020. Legal decisions are taken by the CIO trustees, who in 2022/2023 were Liam Barnes, Jennifer Hawkins and Imogen Landers. The CIO Trustees have a legal responsibility to the Charities Commission for effective governance and management of the CIO's assets in line with our CIO constitution. The Trustees meet monthly and when required. Meeting minutes are taken and will be available on request.

All trustees will remain in their position for the next annual period. It has been discussed that two additional trustees to support the LHF cause maybe required as our growth continues however this will be assessed formally within the charity's summit

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2023

OBJECTIVES AND ACTIVITIES

Charity Purpose

The Charity's purpose is to promote and protect the physical and mental health of emergency service and healthcare workers through:

- a) Providing an online self-help resource
- b) Signposting individuals to organisations who provide counselling, support and advice
- c) Raising awareness of their mental health needs and promoting and supporting improvements to mental health support in the workplace
- d) Making grants to support partner organisations, research and fund initiatives for such purposes

Our priorities for 2022/2023 were:

- o To continue and to expand free to access and clinically led support for all medical and emergency services personnel
- o Remove the continued stigma on mental health issues in the healthcare emergency services worker base
- o Progress an easy to access, interpretable data capability to allow politicians, management, staff and the public to understand the scale and trends
- o Promote the topic of suicide, its root causes and the appropriate support techniques required given our experience in this field
- o Ensure innovation in providing support is at the forefront of what we do
- o Ensure that any cohorts/audiences that are not eligible for support via employers, have access to support at their time of need
- o Deliver significant programmes of work focused on the future medical and emergency services

I am extremely confident and proud of the progress made on all these priorities. To highlight a few areas of significant progress and achievements this year:

Continuation of a clinically supervised support service for all medical and emergency services personnel

Key achievements of the support service hub since launch include:

- Up to 26,000 hours of free to access mental health support each and every month
- It has supported:
 - o 3,334 Nurses
 - o 966 Doctors
 - o 3,074 Midwives
 - o 339 General Practitioners (GP's)
 - o 281 Paramedics
 - o 2,278 Medical Students
 - o 769 Social Care
 - o 19 Fire personnel

The numbers were also split into the following age groups, outlining the impact and reach of our work to certain audiences:

- 18-27 years old - 2,881
- 28-37 years old - 3,310
- 38-47 years old - 2,544
- 48-57 years old - 1,596
- 58 years old and over - 788

This is a suitable legacy for Laura knowing that the work we have been able to deliver has helped so many and continues to motivate the trustees to deliver further for our intended audience. .

Provide easy to access data capability

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2023

Access to data in reliable and structured manner is little or non-existent in the public sector and this has been one of the single biggest challenges the organisation has faced across this period. This is despite successes on proprietary research as part of our campaign work.

Continued pressure, lobbying and partnership work will be a key focus of the charity's trustees to remove these blockers and ensure that the scale, root causes and results of mental health issues are surfaced in a proactive manner and to the people who can deliver effective action.

It is the trustees view that the current data climate contributed to a far more reactive way of supporting staff which delivers sub-optimal results and unnecessary pain/stresses to the individuals involved.

However through proprietary studies, research and data from our clinical support service, we have been able to deliver key data insights that have been published as whitepapers and also been covered by over 453 media outlets in this period. Highlights of these insights include:

- Staff are approximately 40% higher risk of suicide than general public
- 71% of staff showed that they were not entirely truthful for the reasons of work absence
- 44% of staff said they would rather explain absence as musco-skeletal to avoid follow-ups
- BAME staff are 42% less likely to engage in support for their mental health
- 53% of staff are 'very uncomfortable' in taking up employer- based support services
- Root cause of people engaging with our support services:
 - o Workplace bullying - 443
 - o Patient Care/Grief - 886
 - o Impact on Family - 376
 - o Workplace Racism - 168
 - o Workload - 849
 - o Anxiety/Concern on making a mistake - 442
 - o Cost of Living/Financial - 661
 - o Body Image - 119
 - o Food Anxiety - 65
 - o Sexual Abuse - 343
 - o Exam/Study Pressure - 409
 - o Phobias - 38
 - o Other - 1,004
 - o Did not want to disclose - 5,316

Recharge Hub

For the paramedic community, we have found that they are a particularly vulnerable cohort of individuals that do not always have focused initiatives to provide them with the tools and techniques to protect their mental health

Common feedback such as 'we feel like a glorified amazon delivery driver/uber driver' is heard via our support services, often being one of the first to attend an incident and not having the appropriate recovery time to process what they experience before moving onto the next request.

We have been able to partner with individuals from Keele and Stafford universities to deliver a groundbreaking initiative entitled recharge hub that delivers a portal based approach that delivers various on demand therapies.

The website, content and governance framework has been fully funded from grants from the Laura Hyde Foundation and we are proud to see that the London Ambulance Service have progressed to pilot this as a major support option for their staff.

This pilot period will run for 6 months but given the upfront work, we now have the scale to roll this out and make available to the other 12 ambulance networks across the UK.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2023

We are excited by the positive impact and data that this will deliver for us and the paramedic community

Self-Serve Training and Support

After receiving significant feedback from individuals using our wider support service, a priority to provide a secure portal where individuals could access a wide variety of on-demand material and accredited course was surfaced

As such the trustees decided to explore and deliver this as a viable option via our website working in partnership with Embrace Resilience.

As of today, we offer 100% free and confidential self-serve courses to anyone who needs it. No judgements, blockers or politics, just a simple registration process opens up access to 26 individual and tailored courses

We believe that individuals should have a choice when it comes to their mental health and education. Not everyone wants to speak to someone. This is why we set up our self-serve course hub. Courses include:

- Becoming a Wellbeing Champion
- Change and Resilience
- Developing Mental Strength
- Managing Stress and Anxiety
- Managing Uncertainty
- Mental Health First Response
- Mental Health: Body and Mind
- Nutrition, Diet and Health
- Obesity and Nutrition
- Resilience and Me (Children)
- Resilient Families
- The Menopause and Mental Health
- Work-Life Balance

These give you an interactive and on demand course that you can gain certifications of achievement and ensure that you get more knowledge on what can be a complex topic.

We are tracking adoption/usage of these courses and will continue to add to the course portfolio in our next period.

Peer Support for NMC investigations

Building on momentum in our last annual report, we have further strengthened our support for our partner NMC Watch who work with us to provide support for a particular set of circumstances that often have dire consequences.

For people under a NMC investigation who at their time of need are unable to access employer based support, we step in and fully fund a peer support scheme ensuring they can talk and be supported by people who have lived and breathed the end to end process.

Our additional funding has allowed over 10 times more people to be supported in this period.

Focus on the future workforce

Our future medical and emergency services generation is at great risk due to many factors outlined in our research pieces. However they often fall between the cracks when it comes to support with NHS/employers and universities avoiding the grey areas when in placement.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2023

We have delivered significant work for students in this period collaborating with 33 separate universities to design and deliver resilience training as part of their formal prospectus. We have also provided a significant grant for student midwives under our mental health support scheme 'Every Birth Matters'

In this period alone, we visited 44 separate universities at wellbeing events or indeed via invitation to speak thus allowing us to reach more students than ever before and create awareness of our support schemes.

Regional and national profile

Our profile and reach as an organisation over this period continues to grow at a fast pace.

This has been accelerated by a combination of factors including:

- Continued growth of our care package stream that helped deliver information and support resources to frontline emergency service workers.
- Clinical contact and consultancy with key senior decision makers within the emergency services
- The use of the media to highlight our work across TV, print and radio.
- Contribution and leadership within national forums and events

The trustees will continue to push our profile so that more people can be helped, the key principle of all the work we produce.

Whilst significant work has been performed to support the paramedic community, It should be noted however that the trustees acknowledge that greater work has been performed in the NHS side covering a multitude of roles. We will however continue to explore the widening of our initiatives beyond these audiences.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2023

FINANCIAL REVIEW

Financial position

Our financial accounting period runs from 1st June to 31st May, so the accounts presented at the upcoming summit relate to the period ending two months ago. This report will provide a financial overview of the charity's finances:

- The charity held an operating surplus of £55,807.47
- Corporate donations in this period reached £3,757.80
- Individual voluntary donations captured via Just Giving, Instagiv SMS, LHF Website or indeed via Cheque platform raised £38,384.06
- We also received £5.49 in cashback from our bank Virgin Money
- We did however incur bank charges of £49.80, a cost which we will look to eradicate in our next period.
- Our expenditure has been focused on large scale deliverables this year with no major operating costs associated but there has been some expenditure on campaigns, support service provisions, innovation and support grants
- We provided a total of £20,288.20 for individual grants in 2022/2023 including:
 - £4,168.20 on content production and website costs to underpin our ground-breaking paramedic support service entitled 'Recharge'
 - £5,500.00 to support partners so to allow their services to be made available free of charge for our audience as well as extend their platform reach specifically working for the charity CLIC Sargent as well as social care workers in the Cheshire region
 - £10,620.00, a record grant to fully fund a peer support scheme for people under a NMC investigation, a vital service given that impacted individuals are not eligible for any employer based support service.
- We have also provided over 800 individual care packages out to teams across the containing our charity collateral. The formation and logistics to get these into the hands of the people that need them have been fully covered by the Laura Hyde Foundation saw postage costs of £530.26
- Additional costs to support the care package drive cost £565.83 to replenish stocks that were dwindled from previous initiatives.
- Admin costs to maintain fundraising platforms such as Justgiving and the text service totalled £603.67
- Given the scale of our campaigns outlined earlier in this report, a total of £8,448.58 was spent to support these areas. This includes:
 - The majority of this spend was with Rethink who helped support a number of our big hitting deliverables by providing creative design and printed services for campaign literature/material
 - Accountancy expenses to maintain transparency on our finances totalled £1,200.00, a streamlined cost given our size.
 - Insurance for public liability and our support services to allow us to reach more people increased compared to last year, totalling £894.15
 - IT costs across this period also grew to accommodate extra functionality and increase resilience on our platforms. These totalled £1463.87
 - Cost directly linked to our self-service support area, a new initiative for this period totalled £1,980.00
 - To support our events across this period, we spent a total of £656.19 on incentivised goods that would be rewarded to participants

It should be noted on record that no individual has taken expenses or a salary for the work performed allowing us to be proud of the fact that all monies raised are put to the positive work we deliver.

A summary of the accounts is sent with this report to the Members before the summit and full accounts are submitted to the Charity Commission and are available for public scrutiny.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1190944

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2023

Principal address

3 Hornes Place
Moreton in the Marsh
Gloucestershire
GL56 0JX

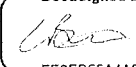
Trustees

L Barnes Chair
Ms I Landers Trustee
Ms J Hawkins Trustee

Independent Examiner

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Approved by order of the board of trustees on 27-03-24 | 14:28 CET and signed on its behalf by:

DocuSigned by:

.....FE9EB55A4A9B41D.....
L Barnes - Trustee

**Independent Examiner's Report to the Trustees of
Laura Hyde Foundation**

Independent examiner's report to the trustees of Laura Hyde Foundation

I report to the charity trustees on my examination of the accounts of Laura Hyde Foundation (the Trust) for the year ended 31 May 2023.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Act and in carrying out my examination I have followed all 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 giving me cause to believe that in any material respect:

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

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



Paul Papworth Smith

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Date: 28th March 2024

Laura Hyde Foundation

Statement of Financial Activities
for the Year Ended 31 May 2023

	Notes	Unrestricted fund £	Restricted fund £	31.5.23 Total funds £	31.5.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		42,147	-	42,147	40,185
EXPENDITURE ON					
Raising funds		11,085	-	11,085	13,658
Charitable activities					
Advancement of Health or Saving of Lives		20,288	-	20,288	12,425
Other		5,308	-	5,308	4,053
Total		36,681	-	36,681	30,136
NET INCOME		5,466	-	5,466	10,049
RECONCILIATION OF FUNDS					
Total funds brought forward		50,341	-	50,341	40,292
TOTAL FUNDS CARRIED FORWARD		55,807	-	55,807	50,341

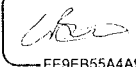
The notes form part of these financial statements

Laura Hyde Foundation

Balance Sheet
31 May 2023

	Notes	Unrestricted fund £	Restricted fund £	31.5.23 Total funds £	31.5.22 Total funds £
CURRENT ASSETS					
Cash at bank		57,007	-	57,007	51,541
CREDITORS					
Amounts falling due within one year	4	(1,200)	-	(1,200)	(1,200)
NET CURRENT ASSETS		55,807	-	55,807	50,341
TOTAL ASSETS LESS CURRENT LIABILITIES		55,807	-	55,807	50,341
NET ASSETS		55,807	-	55,807	50,341
FUNDS					
Unrestricted funds	5			55,807	50,341
TOTAL FUNDS				55,807	50,341

The financial statements were approved by the Board of Trustees and authorised for issue on 27-03-24 | 14:28 CET
and were signed on its behalf by:

DocuSigned by:

 FE9EB55A4A9B41D.....
 L Barnes - Trustee

The notes form part of these financial statements

Laura Hyde Foundation
Notes to the Financial Statements
for the Year Ended 31 May 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

There are currently no restricted funds.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 May 2023 nor for the year ended 31 May 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 May 2023 nor for the year ended 31 May 2022.

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2023

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	40,185	-	40,185
	<hr/>	<hr/>	<hr/>
EXPENDITURE ON			
Raising funds	13,658	-	13,658
Charitable activities			
Advancement of Health or Saving of Lives	12,425	-	12,425
Other	4,053	-	4,053
	<hr/>	<hr/>	<hr/>
Total	30,136	-	30,136
	<hr/>	<hr/>	<hr/>
NET INCOME	10,049	-	10,049
	<hr/>	<hr/>	<hr/>
RECONCILIATION OF FUNDS			
Total funds brought forward	40,292	-	40,292
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	50,341	-	50,341
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		31.5.23	31.5.22
		£	£
Other creditors		1,200	1,200
		<hr/>	<hr/>
5. MOVEMENT IN FUNDS			
	At 1.6.22	Net movement in funds	At 31.5.23
	£	£	£
Unrestricted funds			
General fund	50,341	5,466	55,807
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	50,341	5,466	55,807
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2023

5. **MOVEMENT IN FUNDS - continued**

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	42,147	(36,681)	5,466
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>42,147</u>	<u>(36,681)</u>	<u>5,466</u>

Comparatives for movement in funds

	At 1.6.21 £	Net movement in funds £	At 31.5.22 £
Unrestricted funds			
General fund	40,292	10,049	50,341
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>40,292</u>	<u>10,049</u>	<u>50,341</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	40,185	(30,136)	10,049
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>40,185</u>	<u>(30,136)</u>	<u>10,049</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.6.21 £	Net movement in funds £	At 31.5.23 £
Unrestricted funds			
General fund	40,292	15,515	55,807
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>40,292</u>	<u>15,515</u>	<u>55,807</u>

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2023

5. **MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	82,332	(66,817)	15,515
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>82,332</u>	<u>(66,817)</u>	<u>15,515</u>

6. **RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 May 2023.

Laura Hyde Foundation

Detailed Statement of Financial Activities
for the Year Ended 31 May 2023

	31.5.23	31.5.22
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	42,147	40,185
Total incoming resources	<u>42,147</u>	<u>40,185</u>
EXPENDITURE		
Raising donations and legacies		
Campaign cost	8,449	11,857
Events Costs	656	1,801
Support services	1,980	-
	<u>11,085</u>	<u>13,658</u>
Charitable activities		
Grants to institutions	20,288	12,425
Support costs		
Management		
Insurance	894	326
Postage and stationery	530	842
Marketing	566	835
Subscription	604	674
Software licenses	1,464	776
	<u>4,058</u>	<u>3,453</u>
Finance		
Bank charges	50	-
Governance costs		
Accountancy and legal fees	1,200	600
Total resources expended	<u>36,681</u>	<u>30,136</u>
Net income	<u><u>5,466</u></u>	<u><u>10,049</u></u>

This page does not form part of the statutory financial statements

THE LAURA HYDE FOUNDATION

England & Wales - Charity number 1190944

Accounts

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 May 2022
for
Laura Hyde Foundation

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Laura Hyde Foundation

Contents of the Financial Statements
for the Year Ended 31 May 2022

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Statement of Financial Activities	9
Balance Sheet	10
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Detailed Statement of Financial Activities	14

Laura Hyde Foundation

Chairman's Note
for the Year Ended 31 May 2022

This year for the charity and the people we support has yet again been an extremely challenging year.

The coronavirus pandemic yet again delivered a huge demand for support in this period, often with people starting to process what they had seen or experienced in the early periods. This has forced us to expand a number of our initiatives due to the demand surfaced across this period. It has also developed incredible pressures on the staff we support through our work making it a somewhat perfect storm situation.

This is none more so prevalent than our future medical generation whom have been thrown into the frontline of the pandemic far before they should have. Throw in an education that had been turned upside down, they have become specifically vulnerable.

Despite this, we have performed some truly innovative and ground-breaking campaigns and support initiatives that have helped many people. To be able to do this at the scale we have delivered is a testament to the team's determination and public belief in our cause.

I am truly grateful for the hard work and support that the LHF team and our amazing charity champions continue to show. This charity is nothing without them and I know Laura would be so proud of what we have been able to achieve in her name.

I am proud to remain wholly independent, a charity that is for the people we look to support and operating on a basis that maximises all of the kind donations we receive to have the biggest impact.

The testimonials we regularly receive from people we have helped continue to fuel us and deliver even more support to those who have no option or are unable to get the help from the employers.

Let's hope that the next year will see us continue to grow our reach and make continued strides in the number of people we support reaffirming our stance that we are a charity that people can truly get behind.

Liam Barnes
Chair, on behalf of the Trustees

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2022

Welcome to the second Trustees report under our constitution as a Charitable Incorporated Organisation. This report is prepared by Liam Barnes, as Chair, on behalf of the Charity's Trustees. This will be circulated to members with June 2021 to May 2022 accounts before the Charity's summit

Formal Report to the Charities Commission

Some formal items must be included in our annual Trustees report and this document will satisfy that mandate.

CIO Trustee Committee

The Laura Hyde Foundation is a "Charitable Incorporated Organisation". Our Charity number is 1190944. We were registered with the Charities Commission on 19th August 2020. Legal decisions are taken by the CIO trustees, who in 2021/2022 were Liam Barnes, Jennifer Hawkins and Imogen Landers. The CIO Trustees have a legal responsibility to the Charities Commission for effective governance and management of the CIO's assets in line with our CIO constitution. The Trustees meet monthly and when required. Meeting minutes are taken and will be available on request.

All trustees will remain in their position for the next annual period. It has been discussed that two additional trustees to support the LHF cause maybe required as our growth continues however this will be assessed formally within the charity's summit

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2022

OBJECTIVES AND ACTIVITIES

Charity Purpose

The Charity's purpose is to promote and protect the physical and mental health of emergency service and healthcare workers through:

- a) Providing an online self-help resource
- b) Signposting individuals to organisations who provide counselling, support and advice
- c) Raising awareness of their mental health needs and promoting and supporting improvements to mental health support in the workplace
- d) Making grants to support partner organisations, research and fund initiatives for such purposes

Our priorities for 2021/2022 were:

- o To continue and to expand free to access and clinically led support for all medical and emergency services personnel
- o Remove the continued stigma on mental health issues in the healthcare emergency services worker base
- o Progress an easy to access, interpretable data capability to allow politicians, management, staff and the public to understand the scale and trends
- o Promote the topic of suicide, its root causes and the appropriate support techniques required given our experience in this field
- o Ensure innovation in providing support is at the forefront of what we do
- o Ensure that any cohorts/audiences that are not eligible for support via employers, have access to support at their time of need
- o Deliver significant programmes of work focused on the future medical and emergency services

I am extremely confident and proud of the progress made on all these priorities. To highlight a few areas of significant progress and achievements this year:

Continuation of a clinically supervised support service for all medical and emergency services personnel

Key achievements of the support service hub since launch include:

- Up to 26,000 hours of free to access mental health support each and every month
- It has supported:
 - o 6,779 NHS staff
 - o 838 Police
 - o 2,122 Paramedics
 - o 1,897 Students
 - o 1,011 Social Care
 - o 62 Fire personnel

This is a suitable legacy for Laura knowing that the work we have been able to deliver has helped so many.

Provide easy to access data capability

Access to data in reliable and structured manner is little or non-existent in the public sector and this has been one of the single biggest challenges the organisation has faced across this period. This is despite successes on proprietary research as part of our campaign work.

Continued pressure, lobbying and partnership work will be a key focus of the charity's trustees to remove these blockers and ensure that the scale, root causes and results of mental health issues are surfaced in a proactive manner and to the people who can deliver effective action.

It is the trustees view that the current data climate contributed to a far more reactive way of supporting staff which delivers sub-optimal results and unnecessary pain/stresses to the individuals involved.

However through proprietary studies, research and data from our clinical support service, we have been able to deliver key data insights that have been published as whitepapers and also been covered by over 200 media outlets in this period. Highlights of these insights include:

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2022

- Staff are approximately 40% higher risk of suicide than general public
- 71% of staff showed that they were not entirely truthful for the reasons of work absence
- 44% of staff said they would rather explain absence as musco-skeletal to avoid follow-ups
- BAME staff are 42% less likely to engage in support for their mental health
- 53% of staff are 'very uncomfortable' in taking up employer- based support services

Focus on Students

Our future medical and emergency services generation is at great risk due to many factors outlined in our research pieces. However they often fall between the cracks when it comes to support with NHS/employers and universities avoiding the grey areas when in placement.

We have delivered significant work for students in this period collaborating with 19 separate universities to design and deliver resilience training as part of their formal prospectus. We have also provided a significant grant for student midwives under our mental health support scheme 'Every Birth Matters'

In this period alone, we visited 73 separate universities at wellbeing events or indeed via invitation to speak thus allowing us to reach more students than ever before and create awareness of our support schemes.

Provide Innovative support schemes and ensure that missed audiences get support they need

A lot of the foundations for this area have been put in place from the last period however the success and scale to which they have supported people is a fantastic achievement.

For people under a NMC investigation who at their time of need are unable to access support, we step in and fully fund a peer support scheme ensuring they can talk and be supported by people who have lived and breathed the end to end process.

More has been planned in this space across our next review period and we are enthused that these results have already been achieved from a relatively small scale investment.

Significant activities

End the Silence - Suicide Prevention

This campaign and initiative was designed to provide additional education on the topic of suicide among our emergency services. It is often a very difficult or taboo topic to discuss and building on its initial launch in May 2021 has seen significant progress from LHF

We have been able to design and deliver a free to access suicide prevention resource available to download from our website and distributed over 20,000 printed copies via our talks, events or care package drives

This resource is fully accredited and now championed by the National Suicide Prevention Alliance (NSPA) and complements our work as the co-chair of the Nurse and Midwife Suicide Prevention Group and National Police Suicide Prevention Group.

We were also able to conduct a proprietary piece of research alongside our affiliates and partners that showed the scale of suicide and attempted suicide amongst emergency services.

The statistics are a testament to the hard work by many of to record key pieces of information and questions asked as part of the triage process and allows us to align fully with our strategy where data can help delivery context to the work we undertake.

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2022

OBJECTIVES AND ACTIVITIES

Regional and national profile

Our profile and reach as an organisation over this period continues to grow at a fast pace.

This has been accelerated by a combination of factors including:

- Acceleration of our care package stream that helped deliver information and support resources to frontline emergency service workers.
- Clinical contact and consultancy with key senior decision makers within the emergency services
- The use of the media to highlight our work across TV, print and radio.
- Contribution and leadership within national forums and events
- Our social media plans have become far more professional and informative allowing our organic audience to continue to grow.

The trustees will continue to push our profile so that more people can be helped, the key principle of all the work we produce.

It should be noted however that the trustees acknowledge that greater work has been performed in the NHS side and whilst this will continue, it is expected that more focused initiatives on police, paramedics and fire will grow over the next period.

Laura Hyde Foundation
Report of the Trustees
for the Year Ended 31 May 2022

FINANCIAL REVIEW

Financial position

Our financial accounting period runs from 1st June to 31st May, so the accounts presented at the upcoming summit relate to the period ending two months ago. This report will provide a financial overview of the charity's finances:

- The charity held an operating surplus of £50,340.68
- Corporate donations in this period reached £2446.94
- Individual voluntary donations captured via the Just Giving platform raised £31,041.69
- Individual voluntary donations supplied from CAF raised £1,570
- Individual voluntary donations supplied from Giving.com raised £1,066.27
- Individual voluntary donations supplied from our text to donate service raised £148
- Individual voluntary donations supplied from the Charities Trust raised £805
- Donations from the Amazon based charity scheme 'Amazon Smile' reached £81.17
- Individual Cheque or Bank transfer donations across this period raised a total of £2,324.79
- We also received £29.87 in cashback from our bank Virgin Money
- Sales of LHF merchandise from our online website-based shop totalled £671.28
- Our expenditure has been relatively lean this year with no major operating costs associated but there has been some expenditure on campaigns, support service provisions, research grants and individual wellbeing grants
- We provided a total of £12,425 for individual grants in 2021/2022 including:
 - £1,600 on a student midwife support programme designed by midwives for midwives under the name 'Every Birth Matters'
 - 10,000 to support partners so to allow their services to be made available free of charge for our audience as well as extend their platform reach specifically working for the charity CLIC Sargent as well as social care workers in the Cheshire region
 - £825 to provide free monthly creative journaling workshops via Blank Canvas for any medical student and healthcare workers
 - We have also provided over 754 individual care packages out to teams across the containing our charity collateral. The formation and logistics to get these into the hands of the people that need them have been fully covered by the Laura Hyde Foundation saw postage costs of £842.19
 - Additional costs to support the care package drive cost 834.93 to replenish stocks that were dwindled from previous initiatives.
 - Admin costs to maintain fundraising platforms such as Justgiving and the text service totalled £673.50
- Given the scale of our campaigns outlined earlier in this report, a total of £11,857.28 was spent to support these areas. This includes:
 - The majority of this spend was with Rethink who helped deliver 5 new digital assets and various printed materials to enable our suicide prevention drive.
 - Accountancy expenses to maintain transparency on our finances totalled £600, a streamlined costs given our size.
 - Insurance for public liability to allow us to run our events totalled £326.02
 - IT costs across this period totalled £776.21
 - To support our events across this period, we spent a total of £1,801.09 on incentivised goods that would be rewarded to participants

It should be noted on record that no individual has taken expenses or a salary for the work performed allowing us to be proud of the fact that all monies raised are put to the positive work we deliver.

Further budget work for the upcoming period is expected to be shown at the charity's summit especially around transformative projects such as the website rebuild.

A summary of the accounts is sent with this report to the Members before the summit and full accounts are submitted to the Charity Commission and are available for public scrutiny.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1190944

Laura Hyde Foundation

Report of the Trustees
for the Year Ended 31 May 2022

Principal address

3 Hornes Place
Moreton in the Marsh
Gloucestershire
GL56 0JX

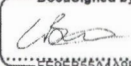
Trustees

L Barnes Chair
Ms I Landers Trustee
Ms J Hawkins Trustee

Independent Examiner

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Approved by order of the board of trustees on ..30-03-23 | 15:34 CEST and signed on its behalf by:

DocuSigned by:

.....
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L Barnes - Trustee

**Independent Examiner's Report to the Trustees of
Laura Hyde Foundation**

Independent examiner's report to the trustees of Laura Hyde Foundation

I report to the charity trustees on my examination of the accounts of Laura Hyde Foundation (the Trust) for the year ended 31 May 2022.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Act and in carrying out my examination I have followed all 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 giving me cause to believe that in any material respect:

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

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

PPS.

Ian Willoughby
FCA
PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Date: 30/03/23

Laura Hyde Foundation

Statement of Financial Activities
for the Year Ended 31 May 2022

	Notes	Unrestricted fund £	Restricted fund £	Year Ended 31.5.22 Total funds £	Period 19.8.20 to 31.5.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		40,185	-	40,185	81,386
		<u>40,185</u>	<u>-</u>	<u>40,185</u>	<u>81,386</u>
EXPENDITURE ON					
Raising funds		13,658	-	13,658	21,736
Charitable activities					
Advancement of Health or Saving of Lives		12,425	-	12,425	12,908
Other		4,053	-	4,053	6,450
		<u>4,053</u>	<u>-</u>	<u>4,053</u>	<u>6,450</u>
Total		<u>30,136</u>	<u>-</u>	<u>30,136</u>	<u>41,094</u>
NET INCOME		10,049	-	10,049	40,292
RECONCILIATION OF FUNDS					
Total funds brought forward		40,292	-	40,292	-
		<u>40,292</u>	<u>-</u>	<u>40,292</u>	<u>-</u>
TOTAL FUNDS CARRIED FORWARD		<u>50,341</u>	<u>-</u>	<u>50,341</u>	<u>40,292</u>

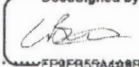
The notes form part of these financial statements

Laura Hyde Foundation

Balance Sheet
31 May 2022

	Notes	Unrestricted fund £	Restricted fund £	31.5.22 Total funds £	31.5.21 Total funds £
CURRENT ASSETS					
Cash at bank		51,541	-	51,541	40,892
CREDITORS					
Amounts falling due within one year	4	(1,200)	-	(1,200)	(600)
NET CURRENT ASSETS					
		50,341	-	50,341	40,292
TOTAL ASSETS LESS CURRENT LIABILITIES					
		50,341	-	50,341	40,292
NET ASSETS					
		50,341	-	50,341	40,292
FUNDS					
Unrestricted funds	5			50,341	40,292
TOTAL FUNDS					
				50,341	40,292

The financial statements were approved by the Board of Trustees and authorised for issue on 30-03-23 at 15:34 CE57 and were signed on its behalf by:

DocuSigned by:

 FE9B59A4A9B41D.....
 L Barnes - Trustee

The notes form part of these financial statements

Laura Hyde Foundation

Notes to the Financial Statements
for the Year Ended 31 May 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

There are currently no restricted funds.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 May 2022 nor for the period ended 31 May 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 May 2022 nor for the period ended 31 May 2021.

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2022

3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	81,386	-	81,386
	<hr/>	<hr/>	<hr/>
EXPENDITURE ON			
Raising funds	21,736	-	21,736
Charitable activities			
Advancement of Health or Saving of Lives	12,908	-	12,908
Other	6,450	-	6,450
	<hr/>	<hr/>	<hr/>
Total	41,094	-	41,094
	<hr/>	<hr/>	<hr/>
NET INCOME	40,292	-	40,292
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	40,292	-	40,292
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.5.22 £	31.5.21 £
Other creditors	1,200	600
	<hr/>	<hr/>

5. MOVEMENT IN FUNDS

	At 1.6.21 £	Net movement in funds £	At 31.5.22 £
Unrestricted funds			
General fund	40,292	10,049	50,341
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	40,292	10,049	50,341
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	40,185	(30,136)	10,049
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	40,185	(30,136)	10,049
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 May 2022

5. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	Net movement in funds £	At 31.5.21 £
Unrestricted funds		
General fund	40,292	40,292
TOTAL FUNDS	<u>40,292</u>	<u>40,292</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	81,386	(41,094)	40,292
TOTAL FUNDS	<u>81,386</u>	<u>(41,094)</u>	<u>40,292</u>

6. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 May 2022.

Laura Hyde Foundation

Detailed Statement of Financial Activities
for the Year Ended 31 May 2022

	Year Ended 31.5.22 £	Period 19.8.20 to 31.5.21 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	40,185	81,386
Total incoming resources	40,185	81,386
EXPENDITURE		
Raising donations and legacies		
Campaign cost	11,857	3,297
Events Costs	1,801	18,439
	13,658	21,736
Charitable activities		
Grants to institutions	12,425	12,908
Support costs		
Management		
Insurance	326	-
Postage and stationery	842	5,451
Marketing	835	83
Subscription	674	316
Software licenses	776	-
	3,453	5,850
Governance costs		
Accountancy and legal fees	600	600
Total resources expended	30,136	41,094
Net income	10,049	40,292

This page does not form part of the statutory financial statements

THE LAURA HYDE FOUNDATION

England & Wales - Charity number 1190944

Accounts

LAURA HYDE FOUNDATION TRUSTEES REPORT 2020/2021

Welcome to the first Trustees report under our constitution as a Charitable Incorporated Organisation. This report is prepared by Liam Barnes, as Chair, on behalf of the Charity's Trustees. This will be circulated to members with June 2020 to May 2021 accounts before the Charity's summit

Formal Report to the Charities Commission

Some formal items must be included in our annual Trustees report and this document will satisfy that mandate.

CIO Trustee Committee

The Laura Hyde Foundation is a "Charitable Incorporated Organisation". Our Charity number is 1190944. We were registered with the Charities Commission on 19th August 2020. Legal decisions are taken by the CIO trustees, who in 2020/2021 were Liam Barnes, Jennifer Hawkins and Imogen Landers. The CIO Trustees have a legal responsibility to the Charities Commission for effective governance and management of the CIO's assets in line with our CIO constitution. The Trustees meet monthly and when required. Meeting minutes are taken and will be available on request.

All trustees will remain in their position for the next annual period. It has been discussed that two additional trustees to support the LHF cause maybe required as our growth continues however this will be assessed formally within the charity's summit

Charity Purpose

The Charity's purpose is **"TO PROMOTE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF EMERGENCY SERVICE AND HEALTHCARE WORKERS THROUGH: A) PROVIDING AN ONLINE SELF-HELP RESOURCE;. B) SIGNPOSTING INDIVIDUALS TO ORGANISATIONS WHO PROVIDE COUNSELLING, SUPPORT AND ADVICE; C)RAISING AWARENESS OF THEIR MENTAL HEALTH NEEDS AND PROMOTING AND SUPPORTING IMPROVEMENTS TO MENTAL HEALTH SUPPORT IN THE WORKPLACE; D) MAKING GRANTS TO SUPPORT PARTNER ORGANISATIONS, RESEARCH AND FUND INITIATIVES FOR SUCH PURPOSES.**

Our priorities for 2020/2021 were:

- To support the launch of a clinically supervised 24 hour mental health support line for all medical and emergency services personnel
- Remove the continued stigma on mental health issues in the emergency services worker base
- Progress an easy to access, interpretable data capability to allow management to be proactive and insightful on their staff's wellbeing
- Consult and construct a wellbeing and employee support service that is fully integrated to daily operations. Specifically:
 - Ensure it is for purpose for all staff and roles
 - Ensure that there is an appointment of Mental Health First Aiders in each trust and place of work
 - Ensure that there is an appointment of a mental health champion at each workplace
 - Ensure that each hospital trust can implement a formal documented mental health and well being policy and ensure this is adequately signposted to all staff

- Provide fast track counselling referrals for NHS, healthcare and emergency services workers
- Provide options for training for all managers/supervisors in mental health support to aid their direct reports wellbeing

I am confident we have made progress on all these priorities. To highlight a few areas of significant progress and achievements this year:

Launch of a clinically supervised support service for all medical and emergency services personnel

Here we were able to make two significant inroads into vital service. At the start of this period, there was little or no options available for our emergency services to use when they needed support with their mental health. Available options often included significant expense or extremely long waiting lists.

At the start of this period, our campaigning and awareness angle successfully saw the delivery of a dedicated listening service run by the Samaritans and the Shout for emergency services 24/7.

Whilst this provided only a listening service, it was a step in the right direction and a further emphasis that the emergency services cohort needed specific support.

However a few months later on in June/July 2020, we were able to launch the LHF support service hub that brought together free to access, clinically supervised, evidence based treatment services from affiliates/partners that anyone could use.

This was a significant milestone in our organisation and one we were proud to launch.

Key achievements of the support service hub since launch include:

- Up to 26,000 hours of free to access mental health support each and every month
- It has supported:
 - 2,800 NHS staff
 - 655 Police
 - 1,087 Paramedics
 - 239 Students
 - 461 Social Care
 - 19 Fire personnel

This is a suitable legacy for Laura knowing that the work we have been able to deliver has helped so many.

Removal of stigma

Stigma on the topic of mental health in the healthcare and emergency services remains the single greatest barrier to people accessing the support they so vitally require.

Whilst this remains an issues that we as an organisation will continue to work and break down, the work across our campaigns, initiatives and quality of the support we offer has seen significant progress in this area.

It should be noted that due to the authentic nature of why we were setup in the first place such as Laura's passing has seen a number of people be able to relate to the work we produce and get the

help they need. This makes our organisation unique and trusted in what is now becoming quite a cluttered landscape of available support.

The trustees are so very proud to do this in Laura's name, without ego, prejudice or ulterior motive and this will remain the case for all future phases of our work.

Provide easy to access data capability

Access to data in reliable and structured manner is little or non-existent in the public sector and this has been one of the single biggest challenges the organisation has faced across this period. This is despite successes on proprietary research as part of our campaign work.

Continued pressure, lobbying and partnership work will be a key focus of the charity's trustees to remove these blockers and ensure that the scale, root causes and results of mental health issues are surfaced in a proactive manner and to the people who can deliver effective action.

It is the trustees view that the current data climate contributed to a far more reactive way of supporting staff which delivers sub-optimal results and unnecessary pain/stresses to the individuals involved.

Ensure that there is board-level mental health ownership from the right person.

We have worked with a large number of emergency services employers at the middle management level however the engagement with the exec level is something that needs further work.

It should be noted that this is not for the lack of trying or passion shown by their direct reports but more of a state that the topic is something that can often be seen as 'too difficult' or in many cases a 'tick-box exercise'

Greater accountability and decision making on staff mental health needs to be made at the board level via dedicated resources. LHF are currently conducting a proprietary piece of research that documents the allocated level of responsibility for staff mental health across each employer across the country.

Early signs show that the results will be quite damning and therefore this remains a continued focus for the trustees.

Regional and national profile.

Our profile and reach as an organisation over this period continues to grow at a fast pace.

This has been accelerated by a combination of factors including:

- Acceleration of our care package stream that helped deliver information and support resources to frontline emergency service workers.
- Clinical contact and consultancy with key senior decision makers within the emergency services
- The use of the media to highlight our work across TV, print and radio.
- Contribution and leadership within national forums and events
- Our social media plans have become far more professional and informative allowing our organic audience to continue to grow.

The trustees will continue to push our profile so that more people can be helped, the key principle of all the work we produce.

It should be noted however that the trustees acknowledge that greater work has been performed in the NHS side and whilst this will continue, it is expected that more focused initiatives on police, paramedics and fire will grow over the next period.

No Mask for Mental Health

NM4MH was a Laura Hyde Foundation campaign launched in May/June last year designed to raise the profile of the charity and help reach people who may not have heard of the support we could offer as well as generate a level of fundraising to support the future and ambitions plans we had across this period.

The level of media attention we attained, the clamour for support services that we can offer as well as a swell in people wanting to support our cause made this a hugely successful initiative.

Leaning on the well publicised PPE issues in the press at this time, the campaign ran across TV, Radio, Billboards and Social Media and was featured in over 100 media outlets to date including significant coverage in the international media space also.

I believe this initiative was one of our greatest ever successes and the entire team involved should be extremely proud of the outcome

End the Silence – Suicide Prevention

This campaign and initiative was designed to provide additional education on the topic of suicide among our emergency services. It is often a very difficult or taboo topic

We have been able to design and deliver a free to access suicide prevention resource available to download from our website

This resource is fully accredited by the National Suicide Prevention Alliance (NSPA) and complements our work as the co-chair of the Nurse and Midwife Suicide Prevention Group and National Police Suicide Prevention Group.

We were also able to conduct a proprietary piece of research alongside our affiliates and partners that showed the scale of suicide and attempted suicide amongst emergency services.

The statistics are a testament to the hard work by many of us to record key pieces of information and questions asked as part of the triage process and allows us to align fully with our strategy where data can help delivery context to the work we undertake.

This campaign has only just started and is expected by the charity to grow significantly in terms of reach and impact over the coming months.

We Remember Them 2021

This virtual event was constructed with LHF as a beneficiary and has been running across 2021 in an effort to celebrate frontline workers and their efforts across the covid-19 pandemic.

Bringing people together post lockdown, promoting physical health to benefit mental health and recognise some of the unique and inspiring stories of our frontline staff, we have used this as our key fundraising initiative across this period gaining national media attention along the way.

Best of all and as of June 2021, there are over 120 active frontline emergency staff participating in the event with their own inspiring stories amongst the 800 people currently registered for the virtual relay. This has allowed us to also direct a number of our support resources to these people and their peers providing further extension of our reach in the audience we look to support.

Financials

Our financial accounting period runs from 1st June to 31st May, so the accounts presented at the upcoming summit relate to the period ending two months ago. This report will provide a financial overview of the charity's finances:

- The charity held an operating surplus of £40,292.
- We attracted some generous donations including:
 - a major anonymous donation of £30,000
 - a donation of £2,000 from Zephyr Limited
 - a donation of £2,500 from the Peter Stormonth Darling Charitable Trust
 - a donation of £1,000 from the Dragonfly agency
- Corporate donations in this period reached £5,949
- Individual voluntary donations captured via the Just Giving platform raised £27,750
- Individual voluntary donations supplied from CAF raised £100
- Personal donations across all channels reached £73,987 including the above Just Giving figures, a new charity high
- Our expenditure has been relatively lean this year with no major operating costs associated but there has been some expenditure on campaigns, support service provisions, research grants and individual wellbeing grants
- We provided a total of £5,400 for individual grants in 2020/2021 including:
 - £3,000 to support a ground-breaking pilot on a buddy scheme for people who are under investigation by the NMC
 - £2,400 to support 8 separate medical student initiatives at universities to enable greater resilience training techniques
- We also provided a total of £7,500 for support initiatives in 2020/2021 including:
 - £6,750 to support partners so to allow their services to be made available free of charge for our audience as well as extend their platform reach specifically working for the charity CLIC Sargent as well as social care workers in the Cheshire region
 - £757.50 to provide free monthly creative journaling workshops via Blank Canvas for any medical student and healthcare workers
- We have also provided over 2,900 individual care packages out to teams across the containing our charity collateral. The formation and logistics to get these into the hands of the people that need them have been fully covered by the Laura Hyde Foundation saw postage costs of £4,897
- Admin costs to maintain platforms such as the website, Justgiving and the text service totalled £416
- To support our events across this period, we spent a total of £3,297 on incentivised goods that would be rewarded to participants
- We have also invested heavily in a number of our wellbeing artefacts developing a suite of material that can be accessed for free by any of the audience we support.
 - This has involved creative design work and printer costs by our partner Rethink with over £9,489 invested to develop these.

Kai doesn't have bank statements from 1st June 2020 to 31st Oct 2020 – reconcile banking

It should be noted on record that no individual has taken expenses or a salary for the work performed allowing us to be proud of the fact that all monies raised are put to the positive work we deliver.

Further budget work for the upcoming period is expected to be shown at the charity's summit especially around transformative projects such as the website rebuild.

A summary of the accounts is sent with this report to the Members before the summit and full accounts are submitted to the Charity Commission and are available for public scrutiny.

Chair's Notes

This year for the charity and the people we support has been an extremely challenging year.

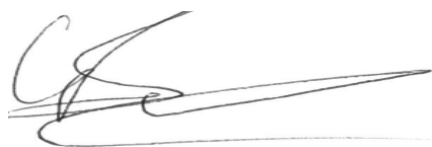
The coronavirus pandemic has forced us to accelerate a number of our initiatives due to the demand surfaced across this period. It has also developed incredible pressures on the staff we support through our work making it a somewhat perfect storm situation.

Despite this, we have performed some truly innovative and ground-breaking campaigns and support initiatives that have helped many people. To be able to do this in the pandemic is a testament to the team's determination and belief in our cause.

I am truly grateful for the hard work and support that the LHF team and our amazing charity champions continue to show. This charity is nothing without them and I know Laura would be so proud of what we have been able to achieve in her name.

The testimonials we regularly receive from people we have helped continue to fuel us for the sheer volume of people who require on support and that is a fitting legacy to her name.

Let's hope that the next year will see us continue to grow our reach and make continued strides in the number of people we support.

A handwritten signature in black ink, appearing to be 'Liam Barnes', written over a horizontal line.

Liam Barnes
Chair, on behalf of the Trustees

Report of the Trustees and
Unaudited Financial Statements for the Period 19 August 2020 to 31 May 2021
for
Laura Hyde Foundation

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Laura Hyde Foundation

**Contents of the Financial Statements
for the Period 19 August 2020 to 31 May 2021**

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Detailed Statement of Financial Activities	14

Laura Hyde Foundation

Chairman's Note
for the Period 19 August 2020 to 31 May 2021

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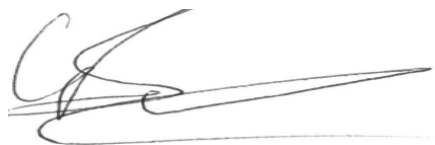
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Liam Barnes
Chair, on behalf of the Trustees

Laura Hyde Foundation
Report of the Trustees
for the Period 19 August 2020 to 31 May 2021

The trustees present their report with the financial statements of the charity for the period 19 August 2020 to 31 May 2021. The trustees have adopted the provisions of 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).

LAURA HYDE FOUNDATION TRUSTEES REPORT 2020/2021

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Laura Hyde Foundation

Report of the Trustees
for the Period 19 August 2020 to 31 May 2021

OBJECTIVES AND ACTIVITIES

Charity Purpose

To promote and protect the physical and mental health of emergency service and healthcare workers through:

- a) Providing an online self-help resource
- b) Signposting individuals to organisations who provide counselling, support and advice
- c) Raising awareness of their mental health needs and promoting and supporting improvements to mental health support in the workplace
- d) Making grants to support partner organisations, research and fund initiatives for such purposes

Our priorities for 2020/2021 were:

- o To support the launch of a clinically supervised 24 hour mental health support line for all medical and emergency services personnel
- o Remove the continued stigma on mental health issues in the emergency services worker base
- o Progress an easy to access, interpretable data capability to allow management to be proactive and insightful on their staff's wellbeing
- o Consult and construct a wellbeing and employee support service that is fully integrated to daily operations. Specifically:
 - o Ensure it is for purpose for all staff and roles
 - o Ensure that there is an appointment of Mental Health First Aiders in each trust and place of work
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Laura Hyde Foundation
Report of the Trustees
for the Period 19 August 2020 to 31 May 2021

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Removal of stigma

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Early signs show that the results will be quite damning and therefore this remains a continued focus for the trustees.

Laura Hyde Foundation
Report of the Trustees
for the Period 19 August 2020 to 31 May 2021

OBJECTIVES AND ACTIVITIES

Significant activities

No Mask for Mental Health

NM4MH was a Laura Hyde Foundation campaign launched in May/June last year designed to raise the profile of the charity and help reach people who may not have heard of the support we could offer as well as generate a level of fundraising to support the future and ambitions plans we had across this period.

The level of media attention we attained, the clamour for support services that we can offer as well as a swell in people wanting to support our cause made this a hugely successful initiative.

Leaning on the well publicised PPE issues in the press at this time, the campaign ran across TV, Radio, Billboards and Social Media and was featured in over 100 media outlets to date including significant coverage in the international media space also.

I believe this initiative was one of our greatest ever successes and the entire team involved should be extremely proud of the outcome

End the Silence - Suicide Prevention

This campaign and initiative was designed to provide additional education on the topic of suicide among our emergency services. It is often a very difficult or taboo topic

We have been able to design and deliver a free to access suicide prevention resource available to download from our website

This resource is fully accredited by the National Suicide Prevention Alliance (NSPA) and complements our work as the co-chair of the Nurse and Midwife Suicide Prevention Group and National Police Suicide Prevention Group.

We were also able to conduct a proprietary piece of research alongside our affiliates and partners that showed the scale of suicide and attempted suicide amongst emergency services.

The statistics are a testament to the hard work by many of to record key pieces of information and questions asked as part of the triage process and allows us to align fully with our strategy where data can help delivery context to the work we undertake.

This campaign has only just started and is expected by the charity to grow significantly in terms of reach and impact over the coming months.

We Remember Them 2021

This virtual event was constructed with LHF as a beneficiary and has been running across 2021 in an effort to celebrate frontline workers and their efforts across the covid-19 pandemic.

Bringing people together post lockdown, promoting physical health to benefit mental health and recognise some of the unique and inspiring stories of our frontline staff, we have used this as our key fundraising initiative across this period gaining national media attention along the way.

Best of all and as of June 2021, there are over 120 active frontline emergency staff participating in the event with their own inspiring stories in amongst the 800 people currently registered for the virtual relay. This has allowed us to also direct a number of our support resources to these people and their peers providing further extension of our reach in the audience we look to support.

Laura Hyde Foundation

Report of the Trustees
for the Period 19 August 2020 to 31 May 2021

OBJECTIVES AND ACTIVITIES

Regional and national profile

Our profile and reach as an organisation over this period continues to grow at a fast pace.

This has been accelerated by a combination of factors including:

- Acceleration of our care package stream that helped deliver information and support resources to frontline emergency service workers.
- Clinical contact and consultancy with key senior decision makers within the emergency services
- The use of the media to highlight our work across TV, print and radio.
- Contribution and leadership within national forums and events
- Our social media plans have become far more professional and informative allowing our organic audience to continue to grow.

The trustees will continue to push our profile so that more people can be helped, the key principle of all the work we produce.

It should be noted however that the trustees acknowledge that greater work has been performed in the NHS side and whilst this will continue, it is expected that more focused initiatives on police, paramedics and fire will grow over the next period.

Laura Hyde Foundation
Report of the Trustees
for the Period 19 August 2020 to 31 May 2021

FINANCIAL REVIEW

Financial position

Our financial accounting period runs from 1st June to 31st May 2021. This report will provide a financial overview of the charity's finances:

- The charity held an operating surplus of £40,292.

We attracted some generous donations including:

- a major anonymous donation of £30,000

- a donation of £2,000 from Zephyr Limited

- a donation of £2,500 from the Peter Stormonth Darling Charitable Trust

- a donation of £1,000 from the Dragonfly agency

Corporate donations in this period reached £5,949

Individual voluntary donations captured via the Just Giving platform raised £27,750

Individual voluntary donations supplied from CAF raised £100

Personal donations across all channels reached £73,987 including the above Just Giving figures, a new charity high

Our expenditure has been relatively lean this year with no major operating costs associated but there has been some expenditure on campaigns, support service provisions, research grants and individual wellbeing grants

We provided a total of £5,400 for individual grants in 2020/2021 including:

- £3,000 to support a ground-breaking pilot on a buddy scheme for people who are under investigation by the NMC

- £2,400 to support 8 separate medical student initiatives at universities to enable greater resilience training techniques

We also provided a total of £7,507 for support initiatives in 2020/2021 including:

- £6,750 to support partners so to allow their services to be made available free of charge for our audience as well as extend their platform reach specifically working for the charity CLIC Sargent as well as social care workers in the Cheshire region

- £757 to provide free monthly creative journalling workshops via Blank Canvas for any medical student and healthcare workers

We have also provided over 2,900 individual care packages out to teams across the containing our charity collateral. The formation and logistics to get these into the hands of the people that need them have been fully covered by the Laura Hyde Foundation saw postage costs of £4,897

Admin costs to maintain platforms such as the website, Justgiving and the text service totalled £416

To support our events across this period, we spent a total of £3,297 on incentivised goods that would be rewarded to participants

We have also invested in heavily in a number of our wellbeing artefacts developing a suite of material that can be accessed for free by any of the audience we support.

- This has involved creative design work and printer costs by our partner Rethink with over £9,489 invested to develop these.

It should be noted on record that no individual has taken expenses or a salary for the work performed allowing us to be proud of the fact that all monies raised are put to the positive work we deliver.

Further budget work for the upcoming period is expected to be shown at the charity's summit especially around transformative projects such as the website rebuild.

A summary of the accounts is sent with this report to the Members before the summit and full accounts are submitted to the Charity Commission and are available for public scrutiny.

Prior to the charity being formally established donations of £1,450 were received and expenditure of £9,486 was incurred. These amounts have been included within the financial statements.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1190944

Laura Hyde Foundation

Report of the Trustees
for the Period 19 August 2020 to 31 May 2021

Principal address

3 Hornes Place
Moreton in the Marsh
Gloucestershire
GL56 0JX

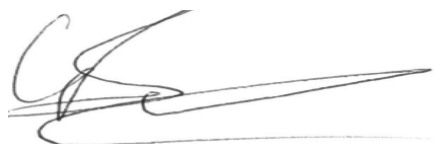
Trustees

L Barnes Chair (appointed 19.8.20)
Ms I Landers Trustee (appointed 19.8.20)
Ms J Hawkins Trustee (appointed 19.8.20)

Independent Examiner

PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Approved by order of the board of trustees on 22/03/2021 and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'L Barnes', written over a horizontal line.

L Barnes - Trustee

**Independent Examiner's Report to the Trustees of
Laura Hyde Foundation**

Independent examiner's report to the trustees of Laura Hyde Foundation

I report to the charity trustees on my examination of the accounts of Laura Hyde Foundation (the Trust) for the period 19 August 2020 to 31 May 2021.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Act and in carrying out my examination I have followed all 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 giving me cause to believe that in any material respect:

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

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

Ian Willoughby
FCA
PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Date: 25/03/2022

Laura Hyde Foundation

Statement of Financial Activities
for the Period 19 August 2020 to 31 May 2021

	Notes	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies		81,386	-	81,386
EXPENDITURE ON				
Raising funds		21,736	-	21,736
Charitable activities				
Advancement of Health or Saving of Lives		12,908	-	12,908
Other		6,450	-	6,450
Total		41,094	-	41,094
NET INCOME		40,292	-	40,292
TOTAL FUNDS CARRIED FORWARD		40,292	-	40,292

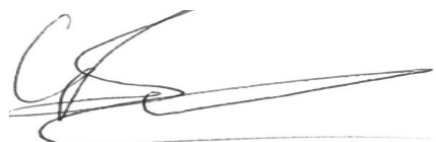
The notes form part of these financial statements

Laura Hyde Foundation

Balance Sheet
31 May 2021

	Notes	Unrestricted fund £	Restricted fund £	Total funds £
CURRENT ASSETS				
Cash at bank		40,892	-	40,892
CREDITORS				
Amounts falling due within one year	3	(600)	-	(600)
NET CURRENT ASSETS		<u>40,292</u>	<u>-</u>	<u>40,292</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		40,292	-	40,292
NET ASSETS		<u>40,292</u>	<u>-</u>	<u>40,292</u>
FUNDS	4			
Unrestricted funds				<u>40,292</u>
TOTAL FUNDS				<u>40,292</u>

The financial statements were approved by the Board of Trustees and authorised for issue on
and were signed on its behalf by:



L Barnes - Trustee

Laura Hyde Foundation

Notes to the Financial Statements
for the Period 19 August 2020 to 31 May 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

There are currently no restricted funds.

2. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 May 2021.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 May 2021.

Laura Hyde Foundation

Notes to the Financial Statements - continued
for the Period 19 August 2020 to 31 May 2021

3. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Other creditors	£ 600
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4. MOVEMENT IN FUNDS

	Net movement in funds £	At 31.5.21 £
Unrestricted funds		
General fund	40,292	40,292
TOTAL FUNDS	<u>40,292</u>	<u>40,292</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	81,386	(41,094)	40,292
TOTAL FUNDS	<u>81,386</u>	<u>(41,094)</u>	<u>40,292</u>

5. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 May 2021.

Laura Hyde Foundation

Detailed Statement of Financial Activities
for the Period 19 August 2020 to 31 May 2021

£

INCOME AND ENDOWMENTS

Donations and legacies

Donations 81,386

Total incoming resources 81,386

EXPENDITURE

Raising donations and legacies

Campaign cost 3,297

Website cost 18,439

21,736

Charitable activities

Grants to institutions 12,908

Support costs

Management

Postage and stationery 5,451

Marketing 83

Subscription 316

5,850

Governance costs

Accountancy and legal fees 600

Total resources expended 41,094

Net income 40,292

**Independent Examiner's Report to the Trustees of
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Ian Willoughby
FCA
PPS Chartered Accountants
29 Devizes Road
Swindon
Wiltshire
SN1 4BG

Date: 25 / 03 / 22