

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 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.

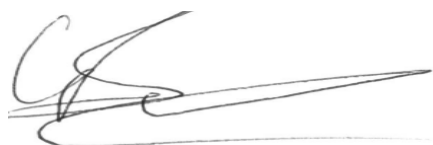
The coronavirus pandemic has forced us to accelerate a number of our initiatives due to the demand surfaced across this period. It has also developed incredible pressures on the staff we support through our work making it a somewhat perfect storm situation.

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', with a long horizontal stroke extending to the right.

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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Laura Hyde Foundation

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

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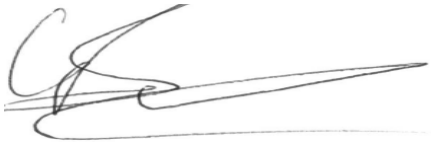
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Liam Barnes
Chair, on behalf of the Trustees

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).

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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
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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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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

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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
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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:

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We attracted some generous donations including:

- a major anonymous donation of £30,000
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- a donation of £2,500 from the Peter Stormonth Darling Charitable Trust
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Corporate donations in this period reached £5,949

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

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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

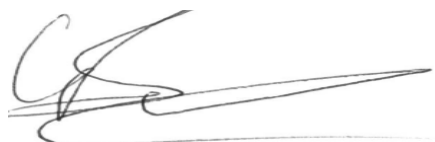
Trustees

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', with a long horizontal stroke extending to the right.

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

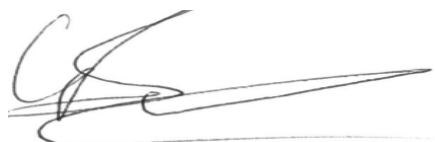
The notes form part of these financial statements

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
	<u>600</u>

4. MOVEMENT IN FUNDS

	Net movement in funds £	At 31.5.21 £
Unrestricted funds		
General fund	40,292	40,292
	<u>40,292</u>	<u>40,292</u>
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
	<u>81,386</u>	<u>(41,094)</u>	<u>40,292</u>
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
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Total incoming resources	81,386
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EXPENDITURE

Raising donations and legacies

Campaign cost	3,297
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Website cost	18,439
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21,736

Charitable activities

Grants to institutions	12,908
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Support costs

Management

Postage and stationery	5,451
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Marketing	83
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Subscription	316
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5,850

Governance costs

Accountancy and legal fees	600
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Total resources expended	41,094
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Net income	40,292
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**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.

PPS.

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

Date:

25 / 03 / 22