

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

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for the Year Ended 31 May 2022

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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 find 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

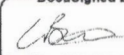
Trustees

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
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
Total		30,136	-	30,136	41,094
NET INCOME		10,049	-	10,049	40,292
RECONCILIATION OF FUNDS					
Total funds brought forward		40,292	-	40,292	-
TOTAL FUNDS CARRIED FORWARD		50,341	-	50,341	40,292

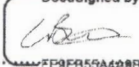
The notes form part of these financial statements

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		<u>50,341</u>	<u>-</u>	<u>50,341</u>	<u>40,292</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>50,341</u>	<u>-</u>	<u>50,341</u>	<u>40,292</u>
NET ASSETS		<u>50,341</u>	<u>-</u>	<u>50,341</u>	<u>40,292</u>
FUNDS	5				
Unrestricted funds				<u>50,341</u>	<u>40,292</u>
TOTAL FUNDS				<u>50,341</u>	<u>40,292</u>

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

DocuSigned by:

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 L Barnes - Trustee

The notes form part of these financial statements

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
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

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.5.22 £	31.5.21 £
Other creditors	1,200	600

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
TOTAL FUNDS	40,292	10,049	50,341

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
TOTAL FUNDS	40,185	(30,136)	10,049

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