

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**

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**for the Year Ended 31 May 2023**

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**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:



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

The notes form part of these financial statements

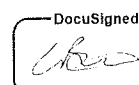
**Laura Hyde Foundation**

**Balance Sheet**

**31 May 2023**

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

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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	40,185	-	40,185
<b>EXPENDITURE ON</b>			
Raising funds	13,658	-	13,658
<b>Charitable activities</b>			
Advancement of Health or Saving of Lives	12,425	-	12,425
Other	4,053	-	4,053
<b>Total</b>	30,136	-	30,136
<b>NET INCOME</b>	10,049	-	10,049
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	40,292	-	40,292
<b>TOTAL FUNDS CARRIED FORWARD</b>	50,341	-	50,341

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.5.23 £	31.5.22 £
Other creditors	1,200	1,200

5. MOVEMENT IN FUNDS

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





**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 £
<b>Unrestricted funds</b>			
General fund	42,147	(36,681)	5,466
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	40,292	10,049	50,341
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	40,185	(30,136)	10,049
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	40,292	15,515	55,807
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	82,332	(66,817)	15,515
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<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
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	42,147	40,185
<b>Total incoming resources</b>	42,147	40,185
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Campaign cost	8,449	11,857
Events Costs	656	1,801
Support services	1,980	-
	11,085	13,658
<b>Charitable activities</b>		
Grants to institutions	20,288	12,425
<b>Support costs</b>		
<b>Management</b>		
Insurance	894	326
Postage and stationery	530	842
Marketing	566	835
Subscription	604	674
Software licenses	1,464	776
	4,058	3,453
<b>Finance</b>		
Bank charges	50	-
<b>Governance costs</b>		
Accountancy and legal fees	1,200	600
<b>Total resources expended</b>	36,681	30,136
<b>Net income</b>	5,466	10,049

This page does not form part of the statutory financial statements