

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

	Page
Chairman's Note	1
Report of the Trustees	2 to 7
Independent Examiner's Report	8
Statement of Financial Activities	9
Balance Sheet	10
Notes to the Financial Statements	11 to 14
Detailed Statement of Financial Activities	15

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

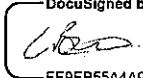
Swindon

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:



FE9EB554A9B41D.....

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		21,520	-	21,520	36,681
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		50,418	-	50,418	55,807

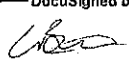
The notes form part of these financial statements

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		<u>50,418</u>	<u>-</u>	<u>50,418</u>	<u>55,807</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>50,418</u>	<u>-</u>	<u>50,418</u>	<u>55,807</u>
NET ASSETS		<u>50,418</u>	<u>-</u>	<u>50,418</u>	<u>55,807</u>
FUNDS	5				
Unrestricted funds				50,418	55,807
TOTAL FUNDS				<u>50,418</u>	<u>55,807</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 24.03.25 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	<u>(5,389)</u>	<u>5,466</u>

This page does not form part of the statutory financial statements