

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

PPS Chartered Accountants  
29 Devizes Road  
Swindon  
Wiltshire  
SN1 4BG

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**for the Year Ended 31 May 2025**

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**Laura Hyde Foundation**  
**Chairman's Note**  
**for the Year Ended 31 May 2025**

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

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

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

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

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

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

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

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

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

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

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

Liam Barnes  
Chair, on behalf of the Trustees

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

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

Formal Report to the Charities Commission

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

CIO Trustee Committee

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

During 2024/25, the Board comprised:

- Liam Barnes
- Jennifer Hawkins
- Imogen Landers

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

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

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

**OBJECTIVES AND ACTIVITIES**

**Charity Purpose**

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

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

Our priorities for 2024/2025 were:

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

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

**Clinically Supervised Support Service**

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

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

The breakdown of this value is as follows:

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

**Data Insights & Research**

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

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

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

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

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

**Laura Hyde Foundation**

**Report of the Trustees**  
**for the Year Ended 31 May 2025**

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

Recharge hub - Paramedic Support

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

Self-serve Training Courses

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

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

Care packages & Outreach

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

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

**FINANCIAL REVIEW**

**Financial position**

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

Headline summary

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

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

Income breakdown

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

Expenditure breakdown

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

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

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

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

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

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1190944

**Principal address**

3 Hornes Place  
Moreton in the Marsh  
Gloucestershire  
GL56 0JX

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

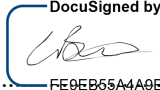
**Trustees**

L Barnes Chair  
Ms I Landers Trustee  
Ms J Hawkins Trustee

**Independent Examiner**

PPS Chartered Accountants  
29 Devizes Road  
Swindon  
Wiltshire  
SN1 4BG

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

DocuSigned by:  
  
.....FE0EB65A4A0B41D.....  
L Barnes - Trustee



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

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

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

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

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



Paul Papworth Smith

PPS Chartered Accountants  
29 Devizes Road  
Swindon  
Wiltshire  
SN1 4BG

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

**Laura Hyde Foundation**

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

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

The notes form part of these financial statements

**Laura Hyde Foundation**

**Balance Sheet**  
**31 May 2025**

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

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

DocuSigned by:  
  
F59EB55A4A0B41D.....  
L Barnes - Trustee

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

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

**Income**

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

**Expenditure**

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

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

**Taxation**

The charity is exempt from tax on its charitable activities.

**Fund accounting**

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

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

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

There are currently no restricted funds.

**2. TRUSTEES' REMUNERATION AND BENEFITS**

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

**Trustees' expenses**

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

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

**3. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

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

**4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.5.25 £	31.5.24 £
Other creditors	1,200	1,200

**5. MOVEMENT IN FUNDS**

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

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

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

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

**5. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

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

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

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

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

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

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

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

**6. RELATED PARTY DISCLOSURES**

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

**Laura Hyde Foundation**

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

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

This page does not form part of the statutory financial statements