

# Trustee and Annual Report 2024-2025



For the year ended 31 March 2025



## Administrative details

Men up North (MUN)

Registered number 1195801

Charity Address: 108 the moor, Sheffield, S1 4PD

## Introduction

Men up North (MUN) is a small Charity that delivers interventions with the aim of improving Men's Mental Health. The overarching vision behind the organisation is to support men of all ages who may be on the periphery of poor Mental Health, or languishing, to navigate their way to improved Mental Health. This is achieved through peer support and primarily by providing a safe space for facilitated coaching conversations and other interventions which



promote increased resilience, better connection with themselves and their emotional world, a connection with others in a supportive community, and a reconnection with Nature and the World around them.



### Aims and Purposes

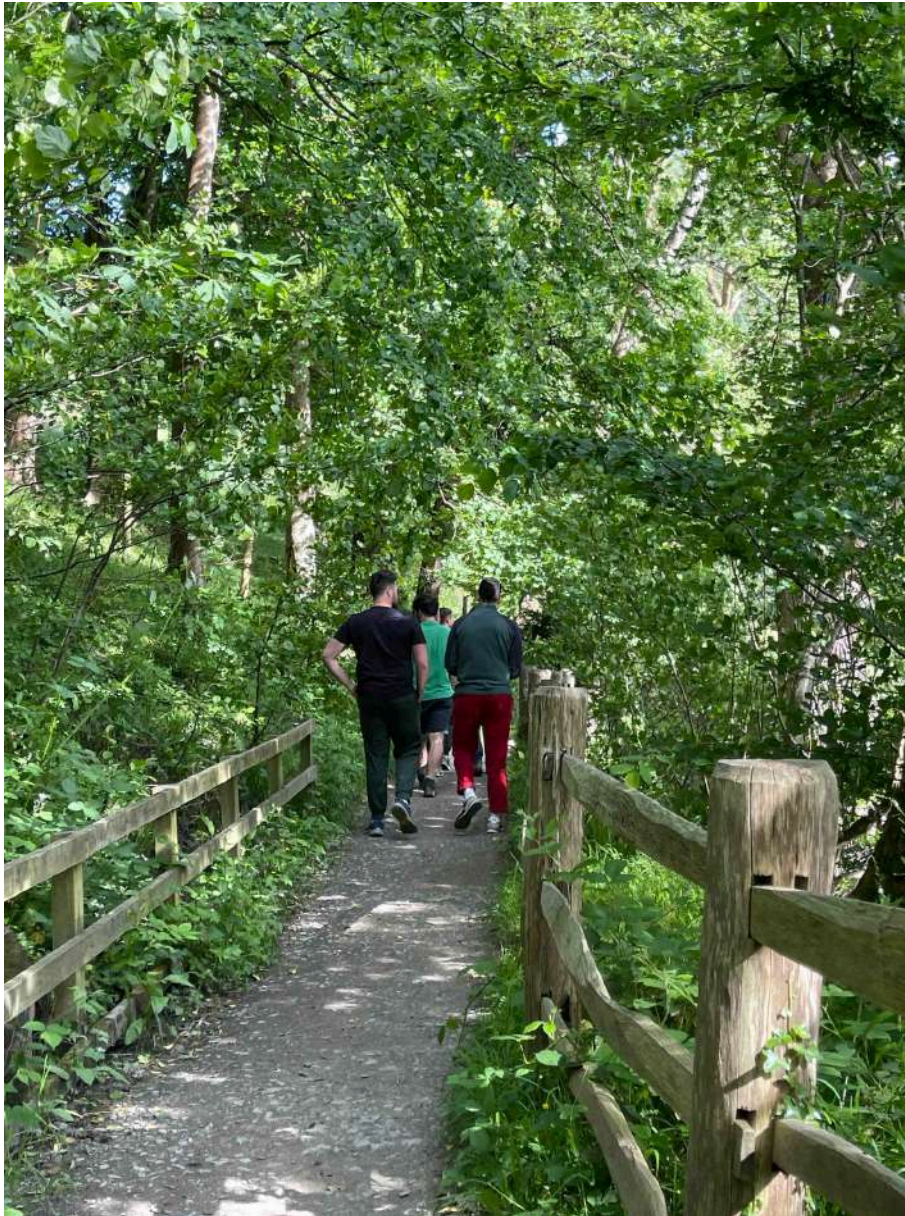
Men Up North exists to promote and protect the mental health of men in the north of England through support and practical advice in particular, but not exclusively, by providing workshops and peer to peer support groups. Developing a supportive community, thereby reducing isolation and loneliness in our communities.

### Objectives and Activities

We provide free access to bi-weekly self-help group coaching and peer support men's circles in a safe and confidential environment, free from advice and judgement. We have been running the group coaching sessions since 2017 during which we have developed a unique philosophy and approach that works in engaging men in difficult but ultimately transformational conversations. The scope and breadth of the sessions we provide with this goal in mind has continued to expand.

We also provide numerous social activities generated by community co-production that helps to better mental wellbeing. These include weekend resilience retreats, woodlands activities and Creative opportunities.





### Achievements and Performance

Samaritans report that around three in four suicides registered in 2024 were men, and middle-aged men had the highest suicide rate of any group.

Males accounted for about three-quarters of these deaths (*Office for National Statistics*)

We are determined to have an impact on these figures initially locally, but then through expansion and growth of the MUN ethos and concept.

We're passionate about creating safe spaces for diverse men to be in and to enable them to develop connections with themselves with other men and with the natural World. Our sessions are unique in that they are delivered and facilitated by professionals with lived experience who embrace and utilise

their vulnerability.



### Quality Assurance

Our sessions are delivered by trained facilitators who receive ongoing supervision and support in accordance with our Line Management and Supervision/Support of Workers policy. This ensures:

- Consistent quality across all sessions
- Peer learning and continuous improvement
- Early identification of concerns
- Facilitator wellbeing and resilience

We operate within clear professional boundaries, recognising that we provide peer support and group coaching, not clinical therapy. Participants with acute mental health needs are signposted to appropriate professional services.

During this period, we ran:

- 26 x Can We Talk group coaching & peer to peer support sessions.  
(Average 9 men / session = 234 men attended )
- 13 x group guided nature walks (Average 7 men / session = 91 attended )
- 1 x bushcraft woodlands sessions ( 8 men / session = 8 attended )
- 12 x woodland meetups groups ( Average 7 men / session = 84 attended )
- 2 x Men's Community Sauna Sessions (7 men / session = 14 attended )
- 2 x Cultivating Resilience Weekend Retreats ( 30 men in total attended )



We have 91 regular registered members. Our diverse community ranges from the ages of 18-72 drawn from 14 different heritage backgrounds.

In addition, we have an active online group and WhatsApp group where members engage with each other outside of our regular sessions to support each other and build the friendships that are often initiated in the groups we run.

Some of the differences that have we made that our members have reported include:

- Men feeling less lonely, and developing friendships and support networks
- Men feel more open expressing their vulnerabilities and difficulties.
- Men feeling more positive in navigating the changing world.
- Men feel better connected to nature which supports their mental wellbeing.
- Men of colour feel more comfortable accessing nature.



This year we've really focused on nature connection as the main focus based on the demand from the community. We've learned that repetition and space helps our community build confidence in accessing nature.

We've also started trialling a men's community sauna as a different way of coming together as a community which has been really successful and we're planning to continue to do this regularly.

We've done 2 retreats this year, a highlight for our year where we take men through a deep dive into the patterns that's holding them back touching on topics of coping mechanisms/addictions,

vulnerability from radical authenticity, psychological flexibility and values-lead living. We combine evidence based methodologies from Acceptance Commitment Therapy, Positive Psychology and combine these with somatic techniques with nature immersion. This continues to be fully booked every single one, we're on number 9 next year.

### **Award**

We received an award from the Prime Minister's office, 10 Downing St, called the Point of Light award for our work in the community with men.

### **Financial Review**

We received one grant from Garfield Weston for our work and the rest of the income was from attendees of the retreat and donations.

We run the retreat on a pay-it-forward scheme to ensure it's self-sustainable.

We applied to 5 funds that unfortunately were not successful.

We will review this and seek help from experts for advice on how we can improve this next year.

The restricted fund we spent this year was £5000 from the Garfield Weston funding and the rest of continuation of the previous year's project received from previous funding.



### **Volunteers**

We've grown our volunteers in the charity by having a pool of men as facilitators and running a supervision whatsapp group to discuss any issues arising.

A new group of volunteers were developed this year that can lead the woodlands and nature sessions.



## Risk Management

The trustees maintain a risk management framework to identify, assess, and mitigate key risks facing the charity.

Principal risks identified and managed during 2024-25:

### Financial Sustainability (*HIGH PRIORITY*)

- **Risk:** Grant-dependent income model with low success rate on new applications
- **Impact:** Relying more on volunteer to keep going on current service levels; reserves depletion
- **Mitigation:** Diversifying income through pay-it-forward retreat model; seeking fundraising expertise; building relationships with local funders; trustees monitoring reserves quarterly

### Volunteer Capacity (*MEDIUM PRIORITY*)

- **Risk:** Volunteer burnout; insufficient facilitator capacity for demand
- **Impact:** Service reduction; quality deterioration
- **Mitigation:** Line Management and Supervision policy; peer support for facilitators; expanding volunteer pool; recognition and appreciation initiatives

## Public Benefit

The trustees have regard for the Charity Commission's guidance on public benefit. All activities are open to men experiencing mental health challenges, regardless of ability to pay.

Our pay-it-forward retreat model ensures financial barriers do not prevent participation. These matters are regularly reviewed at trustee meetings.

## Structure, Governance and Management

The CIO was formed and registered with the Charity Commission on the 13th September 2021. Activities prior to this were run through MEN UP NORTH (an unincorporated organisation).

The trustees have regard for the guidance issued by the Charity Commissions on public benefits and this is regularly discussed at our trustees' meetings.

We grow our activities through co-production and suggestions from our community.

The charity operates with a comprehensive suite of policies ensuring robust governance, and safeguarding:

### Core Governance Policies:

- Financial Policy and Procedures (v1.0)
- Conflict of Interest Policy (v1.0)
- Complaints, Compliments & Suggestions Policy (v1.0)
- Review Procedures for Policies
- Serious Disclosure Policy (v1.0)
- Whistleblowing Policy (v1.0)
- CIO constitution (v1.0)

Operational Policies:

- Line Management and Supervision/Support of Workers Policy
- Volunteer Policy (v1.0)

Safeguarding:

- Safeguarding Adults Policy (v1.2)

All policies are subject to regular review to ensure they remain current and effective. The trustees maintain a policy review schedule to ensure compliance with regulatory requirements and best practice.

The trustees for this period were:

		<b>TRUSTEES</b>
Praveen Paramanantham	Operations	MEN UP NORTH Trustee board
Abokor Ahmed	Finance	MEN UP NORTH Trustee board
Mohamed Yusoff	Chair	MEN UP NORTH Trustee board

Senior Leadership for this period were:

Anggakara Narendradhipa	Head	Management
David Hitchmough	Operations Support	Management

[Additional information p.m.](#)

We've been successful in nurturing access free of charge to develop a men's woodland glade locally in Sheffield with a private woodlands owner. We've continually developed activities and running co-production sessions on how to use this best.



## Financial Statement – Receipts and payments



Receipts and payments 1.04.2024 – 31.3.2025

	Unrestricted funds		Restricted funds		Endowment funds		Total funds	
	to the nearest £		to the nearest £		to the nearest £		to the nearest £	
<b>A1 Receipts</b>								
Garfield Weston Funding			5,000				5,000	
Individuals donations	4,250						4,250	
<b>Sub total(Gross income for AR)</b>	4,250		5,000				9,250	
<b>A2 Asset and investment sales, (see table).</b>								
<b>Sub total</b>	4,250		5,000				9,250	
<b>Total receipts</b>	4,250		5,000				9,250	
<b>A3 Payments</b>								
Stationery			300				300	
Subcontractor costs			9,890				9,890	
Office Equipment			170				170	
Accommodation			1,560				1,560	
Accountancy Fees			810				810	
Subscriptions			125				125	
Meals			1,818				1,818	

<b>Sub total</b>	<b>0</b>		<b>14,673</b>		<b>14,673</b>	
<b>A4 Asset and investment purchases, (see table)</b>						
<b>Total payments</b>	<b>0</b>		<b>14,673</b>		<b>14,673</b>	
<b>Net of receipts/ (payments)</b>	<b>4,250</b>		<b>-9,673</b>		<b>-5,423</b>	
<b>A5 Transfers between funds</b>						
<b>A6 Cash funds last year end</b>	<b>12,466</b>		<b>28,052</b>		<b>40,518</b>	
<b>Cash funds this year end</b>	<b>16,716</b>		<b>18,379</b>		<b>35,095</b>	
<b>Section B</b>						
<b>Statement of assets and liabilities at the end of the period</b>						



Categories	Details	Unrestricted funds	Restricted funds	
		to nearest £	to nearest £	
<b>B1 Cash funds</b>	Cash at bank	16,716	18,379	
	<b>Total cash funds</b>	16,716	18,379	
	(Agree balances with receipts and payments account(s))	OK	OK	
		Unrestricted funds	Restricted funds	
	Details	to nearest £	to nearest £	
<b>B2 Other monetary assets</b>				
	Details	Fund to which asset belongs	Cost (optional)	
<b>B3 Investment assets</b>				
	Details	Fund to which asset belongs	Cost (optional)	
<b>B4 Assets retained for the charity's own use</b>				
	Details	Fund to which liability relates	Amount due (optional)	
<b>B5 Liabilities</b>				

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Praveen Paramanantham	18/01/2026
		Mohamed Yusoff	18/01/2026

