

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Limited

England & Wales · Charity number 265087

Details

Other names	CAMBRIDGESHIRE MENTAL WELFARE ASSOCIATION LIMITED, MIND IN CAMBRIDGESHIRE LTD, C M W A, CAM-MIND, CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCS MIND (CPSL MIND)
Status	Registered
Legal form	Charitable company
Company number	01082980
Registered	1973-01-25
Register	View on the Charity Commission register

Contact

Address	100 Chesterton Road Cambridge CB4 1ER
Phone	01223311320
Email	enquiries@CPSLMind.org.uk
Website	www.cpslmind.org.uk

Activities

Objects: 3. Objects 3.1 The objects of the Association are, for the public benefit:3.1.1 to promote the preservation of good mental health in particular by enabling and empowering everyone experiencing mental health problems to live with, manage and recover from their condition. 3.1.2 to relieve the needs of people with mental health problems by working to increase the understanding of mental health and mental health problems by gathering and disseminating information and working to raise awareness, promote understanding and challenge stigma and discrimination.

Activities: Wellbeing Service/IAPT/Counselling/Mental Health Training/Home and Community Support Service.

Classification

- **How:** Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** People With Disabilities

Geography

- **Area of benefit:** CAMBRIDGESHIRE
- Cambridgeshire
- Lincolnshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,965,153	£3,949,779	£1,255,531	111
2024-03-31	£3,404,707	£3,544,062	£1,243,298	102
2023-03-31	£3,433,345	£3,344,715	£1,382,970	103
2022-03-31	£2,808,852	£2,697,744	£1,294,348	98
2021-03-31	£2,568,583	£2,383,832	£1,175,118	81

Trustees

Name	Role	Appointed
Alexander James Page		2021-12-14
Andrea Birdwood		2018-02-07
BERNADETTE FITZHARRIS		2026-03-23
KAREN ELIZABETH QUINN		2026-03-23
Maria Huber		2018-09-27
Scott Brian Smith		2024-05-23
Stuart Jessup		2023-09-26
Tracy Auchterlonie		2026-03-23

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Limited

England & Wales - Charity number 265087

Accounts

Charity registration number 265087

Company registration number 01082980 (England and Wales)

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Birdwood (Interim Chair since December 2023, appointed Chair in October 2024) A Page (Vice Chair) M Huber (Treasurer) D Biswas S Gilfoyle K Smith A Paylor S Jessup M Thelwall S Smith	(Appointed 23 May 2024) (Appointed 23 May 2024)
Chief Executive	Emily Gray (Interim CEO, to July 2024) Ashley Bunn (From July 2024)	
Charity number	265087	
Company number	01082980	
Registered office	Barrere House 100 Chesterton Road Cambridge Cambridgeshire United Kingdom CB4 1ER	
Auditor	Azets Audit Services Westpoint Lynch Wood Peterborough Cambridgeshire United Kingdom PE2 6FZ	
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent United Kingdom ME19 4JQ	
	The Co-operative Bank Head Office P O Box 101 1 Balloon Street Manchester M60 4EP	

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

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CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

CHARITY NAME

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is known as CPSL Mind.

TRUSTEES/DIRECTORS

The Trustees are pleased to present the Trustees' Report together with the financial statements of the charity for the year ended 31 March 2025, which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes. Members of the Board of Trustees are 'Directors' for the purposes of company law and 'Trustees' for the purpose of charity law. They will be referred to as Trustees throughout this document and for the purposes of the financial statements.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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)".

VISION, MISSION AND GOALS

Our **vision** is a society in which everyone has positive mental health and feels part of a connected community.

Our **mission** is to:

- Support those with poor mental health to live well, whatever that means for them.
- Enable people to maintain positive mental health, especially those who are going through tough times.
- Inspire connections and eliminate stigma within our diverse communities, for the benefit of everyone's mental health.

Our **values**:

- Compassion
- Inclusivity
- Empowerment
- Integrity
- Respect
- Courage.

OUR BENEFICIARIES

CPSL Mind continues to work predominately with adults (18-plus) who are experiencing mental health challenges and living in the areas of Cambridgeshire, Peterborough and South Lincolnshire. We also promote positive mental health for all, via projects, campaigns, training and awareness-raising.

OUR SERVICES

CPSL Mind delivers services that range from early intervention/prevention through to crisis support. Services delivered during 2024/25 were:

- Community Connector Service
- Emotional Difficulties Support Service (formerly Community Personality Disorder Service)
- Discharge Buddy Service
- Good Life Service, including Good Life Fund
- Community perinatal services
- Sanctuary crisis support
- South Lincolnshire services:
 - Good Mood Cafe
 - Night Light Café
- STOP Suicide campaign and training
- Training and Consultancy (workplace wellbeing)
- Victim and Witness Support Service
- WorkWell

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

OVERVIEW

In a year of significant change, CPSL Mind has once again continued to focus on achieving its vision of creating "A society in which everyone has positive mental health and feels part of a connected community." In doing so, we are delighted to have increased the impact that we have had on improving people's lives, supporting over 8,000 people within Cambridgeshire, Peterborough and South Lincolnshire and connecting with thousands more.

We continue to serve at the forefront of community-led mental healthcare in Cambridgeshire, Peterborough and South Lincolnshire and seek to advocate and influence where we can. We continue to challenge not only ourselves but also our partners and commissioners to be better tomorrow than today.

In what is an exciting, yet challenging time to be providing mental health services, we have had a new CEO join us. In addition, our Interim Chair stepped into the permanent role of Chair, following an internal recruitment process, kick starting the year with our annual trustee away day, specifically reviewing our risk appetite and approach for the future.

We have since seen significant investment of both time and resources in infrastructure development to allow us to meet some of the system challenges head on. This has included changes to our Senior Leadership Team (SLT) and Core structure to allow for a new, outward-looking focus on influence, innovation and new business. We have also invested in a new data role to ensure we are measuring our activity, tracking trends and impact, via a balanced scorecard approach, enabling continual improvement and intelligence for both ourselves and our system partners.

We have begun work on our new People and Culture Plan which will continue to ensure that our people are central to all that we do. We have introduced new PeopleHR software and migrated our server online to the cloud to support our drive for more efficient and effective working.

During 2024/25 our Mind Quality Mark (MQM) review took place in which we were successful and incredibly proud to have been nominated for 3 Excellence Awards. We also took part in the NHS England visit where our crisis pathway in Cambridgeshire and Peterborough was reviewed.

We have been successful in expanding our reach and range of service delivery, specifically with the award of WorkWell for the hubs in Cambridge City, South Cambridgeshire, East Cambridgeshire, and Royston, as well as a new Smoking Cessation pilot. Both have seen our influence shape things in an innovative way, enabling individuals to live their healthiest and most fulfilled lives. WorkWell in particular has now been nationally recognised for its performance and seen visits from national colleagues as a result. We have seen a change of name of our Community Personality Disorder Service to the new Emotional Difficulties Support Service making it more aligned to our system colleague's language and working. Our Good Life Fund was expanded to introduce its new Good Life Fund Plus allowing for grants of up to £10,000 to be awarded, creating amazing, hyper local projects within our communities.

We saw our Suicide Prevention Capacity Builder Project and the hosting of the Voluntary, Community and Social Enterprise (VCSE) Influence and Participation Manager role come to an end, both of which saw extensive evaluation and valuable learnings presented to the system.

We have continued to focus on raising awareness and reducing stigma, increasing our engagement both via our website and social media channels but also by attending more in-person community events. We have continued to build and enhance our relationships across the system, sitting on Integrated Care Board (ICB) Committees, on the Voluntary Sector Network Strategy Group and the CEO network, as well as integrating within Primary Care Networks and Integrated Neighbourhood Teams.

There will continue to be uncertainty and financial challenges within the system, but it will not stop us and our ambitions. We are inspired by the people we work with and the people we support daily, who often tell us that we have changed their lives for the better. We are proud to be positioned as a respected provider and partner in the delivery of mental health services locally and must recognise the true collaborative approach that we have within Cambridgeshire, Peterborough and South Lincolnshire. We thank all our supporters, funders and staff and we look forward to the year ahead, when we will focus on our strategy development for the next 3 to 5 years.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

ACHIEVEMENTS AND PERFORMANCE 2024/25

During 2024/25 we supported more than 8,000 people by providing approximately:

15,455 hours of one-to-one support to more than **2,817** people.

3,224 hours of group activities for **1,272** people.

2,568 hours of online support to **3,861** people via the digital service provided by Qwell.

114 hours of ad hoc listening support via our general enquiries telephone line.

350.5 hours of training and workshops attended by **1,753** participants, including **1069** people trained in suicide prevention skills.

We have also:

- Supported **36** community-led wellbeing activities via our Good Life Fund.
- Reached more than **3,300** people with information and resources available on our STOP Suicide website: stopsuicidepledge.org.
- Received more than **250** responses to our organisational Your Views Matter survey, with **89%** respondents saying they would absolutely recommend CPSL Mind to family and friends.
- Raised public awareness of mental health issues, our services, our training and fundraising with more than **31** local press articles and radio or TV interviews.
- Reached over **11,700** people on average through social media every month across Facebook and Instagram.
- Shared **25** impact stories and case studies.
- Achieved the [Investors in the Environment](#) Bronze award in September 2024.

The organisation has again made good progress against our four strategic goals and our strategic priorities of influence, inclusion and innovation. Some examples are outlined below:

Goal 1.

Increase the reach and accessibility of community-based mental health support across the diverse populations of Cambridgeshire, Peterborough and South Lincolnshire

- Implementation and Delivery of our new WorkWell project enabled us to reach more people, some of whom may not have historically reached out for support with their mental health.
- Took part in the Cambridgeshire and Peterborough young people's Mental Health review, resulting in a commitment to recommendations which included planning and preparation for a Young People's pilot service in our Emotional Difficulties Support Service
- Increased the number of Good Mood Cafes we deliver across the area, with a focus on working with partner organisations to reach more diverse groups.
- Launched Good Life Fund Plus
- Engaged in crisis pathway discussions – working with partners to influence the future shaping of this provision.
- Increased number of people we can support in terms of proactive Sanctuary.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Goal 2.

Use strength-based, holistic and trauma-informed approaches to support people with mental health problems to connect to others, enhance their wellbeing and facilitate peer to peer support.

- Launched our Peer Mentor scheme.
- Co-produced our final report concluding our Service Design work with fathers aged 18-35, providing insight and recommendations on how to improve the mental health experience of fathers in Peterborough. The report highlighted themes and recommendations based on fathers' experience, and as a result, we submitted a funding bid to expand our work with fathers through our Perinatal service.
- Took part in the Changing Future Leaders' trauma-informed system network.
- Developed and delivered Collaborative Communication training for all staff, including a focus on trauma-informed approaches

Goal 3.

Challenge the attitudes and behaviours that prevent open conversations around our mental health.

- Took part in the suicide prevention review across Cambridgeshire & Peterborough
- Delivered focused work with individuals and employers from identified high risk communities (LGBTQ+, neurodivergent and migrated communities) to raise awareness and education about suicide prevention. This included attending a wide range of community events with the aim of having open conversations about suicide and distributing materials in different languages.
- Took part in the Suicide Prevention for Justice Involved people Task and Finish Group
- Launched the new STOP Suicide training as part of the Suicide Prevention Capacity Builder project, on World Suicide Prevention Day.
- Delivered an online campaign at Christmas focusing on neurodivergent people, resulting in a high level of engagement.
- Delivered suicide prevention campaigns focused on chronic pain and relationship breakdown.

Goal 4.

Support local employers to create mentally healthy workplaces.

- Provided reflective practice for Victim Support Hub staff on a regular basis through our Victim and Witness Support Service staff team.
- Co-created and Implemented a Suicide Prevention policy with three employers, including support with creating safety plans.
- Launched our Menopause and Mental Health training course.
- Connected with local employers to deliver our Suicide Prevention Capacity Builder project

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

OUR IMPACT

Below is just some of the examples demonstrating the impact of our services and projects on those we support:

Discharge Buddy Service:

"[The Recovery and Wellbeing Worker] was extremely attentive, she listened to my needs and made a plan that would cater to me. She provided emotional support, knew when to be objective and made sure I left every session smiling. She was relatable, put me at ease and gave me lasting advice for the future. I never felt like I couldn't talk to her as she was always warm and welcoming. I was provided with helplines, advice, help to start volunteering and therapy as well as a goody bag. I was treated with kindness and respect. I felt courage to do things for myself using this service and I felt safe. I would recommend this service to anyone struggling after being discharged. I felt less alone and vulnerable. Your work is really powerful and helpful, and I don't think I would've understood how to get back up on my feet without you guys."

Sanctuary (main service):

"Well I've never used this service before and I found it very easy to speak to someone here because I was amazed in what this service gives"

Sanctuary (proactive service):

"The Sanctuary were brilliant on my weekly calls. And my initial calls to and from the Sanctuary were dealt with so calmly."

Victim and Witness Support Service:

"I was surprised at how quickly I was contacted and thought I was going to wait months. Just looking back over the last few weeks when we spoke about reflection, I feel I know myself at a much deeper level and I can certainly recognise my own personal growth. I feel empowered to move on with my life."

Emotional Difficulties Support Service (Community Personality Disorder Service):

"...I am really going to miss the group. I will miss seeing the care shown for others. The group has made me laugh and cry but I felt that I had taken something positive every week from the conversation. It created a real community where you could safely share and never be judged, when you are not feeling well or you have had a bad week everyone got it and they genuinely did."

Good Life Service:

"Every Thursday, at The Farmers in Yaxley, I have the privilege of attending a [Good Mood Cafe] run by CPSL Mind. It is a haven where I am welcomed and included wholeheartedly. From very early on, I was offered support in numerous ways to help with various aspects of my life, along with access to invaluable resources. This cafe creates an environment where change can take place—not just for me, but for many who attend."

"I've observed shy individuals, including myself, taking a leap of faith to join. In this safe and encouraging space, I have seen them make friends, build confidence, and overcome obstacles that previously seemed overwhelming. These changes happen comfortably and are a testament to the thoughtful atmosphere fostered here."

"As someone who is neurodivergent and has sensory challenges, I often feel unsure of myself and my surroundings, but the facilitator and everyone who attends the cafe is unfailingly friendly, accommodating, and encouraging. Through their kindness and advice, I have found myself embraced by a community where I feel safe, accepted, and never judged."

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Good Life Fund:

Reflecting on how the Good Life Fund has helped local groups, All Inclusive Football said, "CPSL Mind came about for us because there's a link to playing football and supporting your mental health, being part of a team and spending time outside in nature. We have tried to get something going based on that, and we felt it was a better fit to invite people to come along to an established group of people and encourage people to get talking."

The Good Life Fund has helped All Inclusive Football buy equipment including portable goals, bibs and balls. The Good Life Fund supports All Inclusive Football to offer more sessions to the community, as a not-for-profit, community interest company. The team's ambition is to do this every day, in different communities saying, "running these sessions is good for people's mental wellbeing, and it's about connecting people with like-minded friends."

Perinatal Service:

A first-time mum was initially referred to us after needing treatment for self-harm at Accident and Emergency. She regularly attends peer support and has also attended our courses. She practices self-care and understands the importance of looking after herself to enable her to look after her daughter. She knows her triggers and talks openly about her thoughts and feelings now and has coping techniques she uses to help calm her. She is no longer taking any medication and now has a job which she says she loves and reports feeling happier in herself. She has been discussing a second baby and is aware of what she will need to do if she feels herself getting low again. Her words were, "I used to be petrified of having another baby because of how bad I felt but now I feel confident that I could cope and can actually do it!"

Mental Health Community Connector Service:

"I have found working with my Community Connector a great help and valued support, this has helped me to look at my past and to challenge my thoughts relating to my childhood."

"The support I have received has helped with relaxation and focusing on the future."

"It has been really helpful to have someone to talk to when needed and to have access to further support and information."

"I have attended some [Good Mood Cafe] meets with my Community Connector when I needed extra support, he also arranged a period of counselling for me."

"My Community Connector has helped me to look at doing more things for myself rather than doing what others want."

"I have found the support I have received has made a great difference to my wellbeing, I feel I am starting to move forward."

South Lincolnshire Service:

Sandra [assumed name] visited the Night Light Cafe...as a means to getting out of the house after a few months of being off work due to anxiety.

She told us she had come to the [Night Light Cafe] twice before but had only got as far as the car park before turning back. At the end of the session she said, "I am so pleased I made myself come in. It has done me a world of good. I will definitely come back in the future."

WorkWell Service:

"It was easy to discuss health issues with my coach. It was useful for her to sense check me. It's been useful to have that."

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Training:

"The Mental Health First Aid training gave me confidence, it came back to me at the point that I needed it... approached and listened. I gave reassurance and I encouraged them to make contact with a local support group that I was aware of. I'm aware that my intervention that night saved his life, saying 'I CARED' changed the conversation we had. I reminded myself that the training had reassured me that I could talk about suicide and it wouldn't make the situation any worse, if anything it helped reduce the severity of the situation we found ourselves in."

Fundraising, Communication and Engagement:

Throughout 2024/25 CPSL Mind's Communications and Fundraising team raised awareness and increased engagement with our local communities by reaching over 11,700 people directly, and thousands more through impactful storytelling, media coverage, and community presence.

Highlights included the Ian Darler walking challenge, which raised over £7,600 and featured across 15 different medias, and the Time to Talk Day campaign, which used inclusive video content to challenge mental health stigma across the Cambridgeshire, Peterborough and South Lincolnshire areas.

The team also relaunched the external newsletter with exceptional engagement, produced high-performing blogs and video case studies. CPSL Mind was actively represented at events including the Great Eastern Run, Cambridge Half Marathon, Cambridge United's Bright Horizons Cafe launch, Peterborough City University Freshers' Fair, and the Cambridge City Council Fair. Co-production remained central to all our work, with lived experience shaping blogs, videos, and promotional materials to ensure communications were authentic, accessible, impactful and reflective of the communities we support.

Co-production, Innovation and Service Development

This year, CPSL Mind has seen a clear shift, with co-production and influence becoming central to how we shape services and decisions. Rather than sitting alongside service development, working in partnership with people who have lived experience is now a key part of how we operate across the organisation.

A significant milestone was the launch of our new organisational survey, *Your Views Matter*, in June 2024 which was co-designed through workshops and feedback sessions involving staff, volunteers, and individuals who use our services. In its first year, we received **262 responses**, providing valuable insights into what is working well and where improvements can be made. Crucially, the feedback has also helped us build ongoing connections with people who want to continue shaping our work, creating a clear and accessible route for future influence and involvement.

Our core Co-production team continue to meet quarterly, bringing together individuals from across our communities to reflect, share ideas, and help guide our direction. This group is becoming more than a meeting - it is developing into a trusted community and a safe, supportive space for everyone involved.

We have also delivered a range of co-produced activities during the year, including:

- Good Mood Cafes for young people in supported accommodation: by working directly with young residents aged 16-25, we have reached individuals who are often overlooked by traditional wellbeing offers, helping to shape more inclusive and accessible support.
- The Physical Pain STOP Suicide campaign: through conversations with people living with long-term physical health challenges, we have gathered insight into how pain affects mental health, isolation, and suicide risk. This has directly informed a new awareness campaign and practical resources.
- Listening to local voices through Making Space: we have gathered insights from more than 30 people across Cambridgeshire and Peterborough through Making Space carers coffee mornings and conversations to inform changes to our Good Life Service workshop offer.
- In partnership with Public Health England, we co-delivered a workshop ensuring the inclusion of lived experience within local suicide prevention planning. This has ensured that real voices and experiences, not just statistics, are guiding strategy development.

Looking ahead, we remain committed to deepening this culture of shared power -creating more meaningful opportunities for people with lived and living experience influence decisions in ways that suit them, not just as contributors, but as equal partners in everything we do.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The Suicide Prevention Capacity Builder Project

Led by CPSL Mind and funded by the Department of Health and Social Care Suicide Prevention Fund, was designed to strengthen community-led suicide prevention efforts across high-risk communities. Running from April 2024 to March 2025, the project focused on supporting LGBTQ+, neurodivergent, and migrated communities by enhancing suicide prevention knowledge, building collaborative networks, and developing tailored resources. Delivered in partnership with The Kite Trust, Safe Soulmates, and The Boston Wellbeing Hub, the project embedded local expertise to drive meaningful change through:

- Co-design of suicide prevention resources.
- Community engagement and awareness.
- Training and capacity building.
- Collaboration with VCSE partners.

External evaluation by MEL Research found that the project significantly enhanced local suicide prevention awareness and knowledge. It fostered a collaborative and responsive approach, ensuring that targeted communities have the tools, knowledge, and support to address suicide prevention effectively, providing training to **474** people across the communities we serve. Recommendations for future initiatives include sustaining collaborative partnerships, continuing the co-design process, and further expanding community engagement strategies.

Quality and Excellence

We seek to continually improve the quality of all of our services and are proud of our learning culture. To support us in doing this, we have introduced a balance scorecard approach to measure performance and are working towards the development of a new internal quality review framework which will be embedded across the organisation. We have also reshaped our SLT to allow for an external-looking focus in which we can consistently learn and search for best practice.

We are delighted to have been awarded the Mind Quality Mark confirming CPSL Mind's commitment to delivering high-quality mental health and wellbeing support in our local communities. Achieving the Mind Quality Mark is a significant milestone and recognises the amazing work and dedication of everyone at CPSL Mind in supporting positive mental health and wellbeing in our local communities. The Mind Quality Mark is a rigorous quality assurance standard setting the bar of good practice and legal compliance for all organisations in the Mind Federation. The reviews are led by people with lived experience of mental health problems and senior leaders from other local Minds and are based on a robust assessment of documentary evidence as well as interviews with and survey responses from trustees, staff, volunteers, and people who use services.

Achieving the Mind Quality Mark demonstrates that we are delivering safe, life-changing support for people with mental health problems, and we are particularly proud that our review highlighted many strengths – with three key areas, 'Workforce', 'Values and Culture', and 'Collaboration, Profile and Influence' being praised as areas of excellence. These areas of excellence not only reflect what we do, but who we are and what we stand for, and showcase the dedication and passion of our staff and volunteer team. The Mind Quality Mark review team recognised our '*constant pursuit of learning and excellence*' in all that we do, validating our commitment to quality and continuous improvement. We will continue to listen, learn, adapt and improve to ensure we continue meeting the needs of the people and communities we support.

Volunteer impact and community support

This year, our volunteers have continued to share their skills, talents and knowledge by supporting the organisation. In 2024/25 we saw more than **44** Volunteers give over **1,777** hours of their time to our Perinatal Service, Good Life Service, South Lincolnshire Service, Emotional Difficulties Support Service, Facilities Department and Co-production Team.

"To say that volunteering through CPSL Mind had merely made a difference in my life, would be underestimating the seeds sown throughout our community every day. From across Cambridgeshire, Peterborough and South Lincolnshire, I have become part of a team supporting individuals locally in my area. I am proud to see how it plays out before me.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Volunteering with Mind isn't just about being able to give back. Yes, giving back is at the foundation of this. However, there is a deeper meaning in the Peer Mentor work I am doing. It's about empowering others to see that with the right support, that bit of motivation... improvement to your wellbeing and better mental health is possible. As it has been for me.

Being in recovery in the past looked like an Army survival trek. Living by the seat of my pants, waiting for the next fall on the rocks. Scrabbling back. Through Mind, their training and volunteering I found a strong and stable recovery, not only that but more. I'm on solid ground, looking up. I've developed self-belief and maybe, a warm feeling of ambition too.

A week ago, an individual at my local Good Mood Cafe I'm soon to be facilitating, shared with me that she remembered, the first time I attended the group. Gave me a "fist bump" and hug about where I am today. Said if I could do it, maybe so could she. Wow! That's how it has made a difference, that's what it's about. We all walk in different shoes, but Mind flip-flops come in nonjudgmental sizes that fit all that we can all wear together.

I've never felt any pressure of a required carat or specific quality. Right now, I feel like a rugged little gemstone, who was lost and twinkling a bit in the vast earth. I was stumbled upon and plucked up. Time is being taken to carefully polish, hold me up to the light, test to see where reflects and shines brightest. Isn't that a wonderful way to be seen and valued?

My skills are recognised and utilised, and it inspires a sense of recovery in others too. It gives me comfort and fulfilment, with a sneaky pinch of drive as well. If you told me 18 months ago, I'd be writing this, I wouldn't have believed you. I wake up early most days, sip my morning cup of tea in bed and consider my day ahead with a smile in my heart. That's how volunteering for Mind has made a difference to my life in a nutshell.'

Structure, governance and management

Trustees

CPSL Mind's strategic direction is led by its Board of Trustees. The full Board meets at least quarterly, supplemented by designated Committees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

A Birdwood (Interim Chair since December 2023,
appointed Chair in October 2024)

A Page (Vice Chair)

M Huber (Treasurer)

D Biswas

S Gilfoyle

D Allum

(Resigned 29 May 2024)

K Smith

M Hammond

(Resigned 16 May 2024)

A Paylor

S Jessup

M Thelwall

(Appointed 23 May 2024)

S Smith

(Appointed 23 May 2024)

Appointment of Trustees

Trustees are sourced on the basis of recommendation or from public recruitment campaigns. New Trustees are required to complete an application, undertake a Disclosure and Barring Service check and are interviewed by members of the Board of Trustees, supported by members of the staff team.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Trustee Induction and Training

Trustee induction and training includes one-to-one sessions with the Chair and Senior Leadership Team and the option to visit CPSL Mind's services, together with external training such as Governance and Management Training and Away Days. All Trustees are required to undertake mandatory training.

Remuneration Policy

The Trustees consider the Board of Directors, who are the charity's Trustees, and the Senior Leadership Team comprising the key management personnel of the charity, to be in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. The pay of the CEO and Deputy CEO is set by the Trustees, benchmarking against pay levels in other charities of a similar size and type.

Management

A Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the charity. The Board of Trustees expect the Chief Executive Officer to undertake both strategic and operational decisions based on their formal ratification of the Business Plan and Annual Budget. The board expects the Chief Executive Officer to ensure that all decision making is within the remit of CPSL Mind Policy and Procedures.

Public Benefit

CPSL Mind has paid due regard to the published guidance from the Charity Commission on the operation of the Public Benefit requirement under the Charities Act 2011.

Risk Management

The management of risks within CPSL Mind is undertaken within a framework comprising:

- A defined Risk Management Policy and Risk Appetite Statement.
- Governance processes.
- Identification, evaluation and management of significant risks.
- Assurance and audit processes.
- CPSL Mind's policy framework.

The overall responsibility for managing risk within the organisation lies with our Board of Trustees, with day-to-day operational responsibility delegated to the Senior Leadership Team.

Our Board of Trustees consistently reviews the major risks to which the charity is exposed, in line with the organisation's risk appetite and risk management strategy. This includes:

- A quarterly review of any new, high or escalating risks.
- An annual review of both the organisation's Risk Appetite Statement and a quarterly review of the organisational Risk Register, paying particular attention to any new, high or escalating risks.
- Established systems and procedures to manage those risks identified in the Risk Register.

This approach takes into account the continuing changes to the organisation and to the range of services as the charity's work grows and develops.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

The Trustees continue to meet regularly and receive reports in order to review the charity's financial position.

The charity recorded a surplus for the year of £15,374 compared to a deficit in the previous year of £139,552.

Total income from the year increased from £3,404,707 in the previous year to £3,965,153 in the current year.

Fund balance at the end of the year increased from £1,243,298 to £1,255,531, of which £90,103 were held in restricted funds (2024: £366,635).

CPSL Mind is not liable for Corporation Tax and the surplus has been transferred to reserves for the year.

CPSL Mind own a property that's value is larger than that presented in the accounts. The fixed asset fund is £249,736 but the recent valuation of the property was c.£850k.

CPSL Mind's Trustees have agreed a policy to maintain free reserves within a target range of £600k to £700k (+/- 5%) to ensure that the charity can continue offering services to its community during times of reduced income. If free reserves fall below the target range, we will aim to address any deficits within 2 years. If free reserves are above the target range, we will transfer surpluses to designated funds and spend these within 2 years. The reserves policy is revisited annually by the Trustees at the point of ratification of the annual budget. This forms part of the annual organisation risk review.

At 31 March 2025 the charity had free reserves of £915,692. This is an increase from £432,577 in March 2024. In response to this improved position, the Board of Trustees approved a reallocation of funds to better support strategic priorities and operational needs. Full details of this reallocation can be found on page 35 of the notes to the Financial Statements.

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

A Birdwood (Chair)

Trustee

Dated: 24 September 2025

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Opinion

We have audited the financial statements of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Mr Mark Jackson FCA DChA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

15 October 2025

**Chartered Accountants
Statutory Auditor**

Westpoint
Lynch Wood
Peterborough
Cambridgeshire
United Kingdom
PE2 6FZ

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
<u>Income from:</u>									
Donations and legacies	3	161,269	-	-	161,269	139,947	-	-	139,947
Charitable activities	4	75,000	1,816,338	1,889,713	3,781,051	76,287	1,415,333	1,746,426	3,238,046
Investments	5	22,833	-	-	22,833	26,714	-	-	26,714
Total income		259,102	1,816,338	1,889,713	3,965,153	242,948	1,415,333	1,746,426	3,404,707
<u>Expenditure on:</u>									
Raising funds	6	87,056	-	-	87,056	73,552	-	-	73,552
Charitable activities	7	80,187	1,879,330	1,903,206	3,862,723	282,489	1,407,559	1,780,462	3,470,510
Total expenditure		167,243	1,879,330	1,903,206	3,949,779	356,041	1,407,559	1,780,462	3,544,062
Net gains/(losses) on investments	11	-	-	-	-	(197)	-	-	(197)
Net incoming/(outgoing) resources before transfers		91,859	(62,992)	(13,493)	15,374	(113,290)	7,774	(34,036)	(139,552)

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
Notes								
Net incoming/(outgoing) resources before transfers	91,859	(62,992)	(13,493)	15,374	(113,290)	7,774	(34,036)	(139,552)
Gross transfers between funds	394,397	(131,358)	(263,039)	-	158,607	(232,616)	74,009	-
Net incoming/(outgoing) resources	486,256	(194,350)	(276,532)	15,374	45,317	(224,842)	39,973	(139,552)
Other recognised gains and losses								
Actuarial loss on defined benefit pension schemes	(3,141)	-	-	(3,141)	(120)	-	-	(120)
Net movement in funds	483,115	(194,350)	(276,532)	12,233	45,197	(224,842)	39,973	(139,672)
Fund balances at 1 April 2024	432,577	444,086	366,635	1,243,298	387,380	668,928	326,662	1,382,970
Fund balances at 31 March 2025	915,692	249,736	90,103	1,255,531	432,577	444,086	366,635	1,243,298

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	13		249,736		267,664
Current assets					
Debtors	14	275,846		194,658	
Cash at bank and in hand		1,482,102		1,212,842	
		<u>1,757,948</u>		<u>1,407,500</u>	
Creditors: amounts falling due within one year	15	<u>(749,041)</u>		<u>(430,408)</u>	
Net current assets			<u>1,008,907</u>		<u>977,092</u>
Total assets less current liabilities			<u>1,258,643</u>		<u>1,244,756</u>
Provisions for liabilities	19		<u>(3,112)</u>		<u>(1,458)</u>
Net assets			<u><u>1,255,531</u></u>		<u><u>1,243,298</u></u>
Income funds					
Restricted funds	18		90,103		366,635
Designated funds			249,736		444,086
Unrestricted funds			915,692		432,577
			<u>1,255,531</u>		<u>1,243,298</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2025

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 24 September 2025

A Birdwood (Chair)

Trustee

Company registration number 01082980

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	23		246,427		(267,583)
Investing activities					
Purchase of investments		-		(67)	
Proceeds from disposal of investments		-		1,886	
Investment income received		22,833		26,714	
Net cash generated from investing activities			22,833		28,533
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			269,260		(239,050)
Cash and cash equivalents at beginning of year			1,212,842		1,451,892
Cash and cash equivalents at end of year			1,482,102		1,212,842

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Barrere House, 100 Chesterton Road, Cambridge, Cambridgeshire, CB4 1ER, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The cost of raising and administering such funds are charged against the specific fund. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable to particular activities they have been allocated on a basis consistent with the use of the resources. Expenditure includes any VAT which cannot be fully recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £1,000 are capitalised by the charity.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold buildings	2% per annum straight line
Leasehold improvements	Over the life of the lease
Furniture and equipment	25% per annum straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The company contributes to a defined benefit pension scheme for the benefit of 2 senior employees. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, on a consistent and reasonable basis, to identify the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS102 'Retirement benefits' the company accounts for this scheme as if it was a defined contribution scheme. The amount charged to the statement of financial activities represents contributions payable to the scheme in respect of the accounting period.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies (Continued)

1.12 Volunteers

The value of services provided by the volunteers is not incorporated in these financial statements. Further details of contributions from volunteers can be found in the Trustees' Report.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2025 £	2024 £
Donations and gifts	161,114	139,527
Subscriptions	155	420
	<u>161,269</u>	<u>139,947</u>

4 Charitable activities

	2025 £	2024 £
Mental Health Services	<u>3,781,051</u>	<u>3,238,046</u>
Analysis by fund		
Unrestricted funds	75,000	76,287
Designated funds	1,816,338	1,415,333
Restricted funds	<u>1,889,713</u>	<u>1,746,426</u>
	<u>3,781,051</u>	<u>3,238,046</u>

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025**

5 Investments

	Unrestricted funds	Unrestricted funds
	2025	2024
	£	£
Interest receivable	22,833	26,714
	<u>22,833</u>	<u>26,714</u>

6 Raising funds

	Unrestricted funds	Unrestricted funds
	2025	2024
	£	£
<u>Fundraising and publicity</u>		
Other fundraising costs	28,931	18,724
Staff costs	58,125	54,828
	<u>87,056</u>	<u>73,552</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Charitable activities

	Mental Health Services 2025 £	Mental Health Services 2024 £
Staff costs	2,893,529	2,640,368
Depreciation and impairment	17,927	20,277
Other staff costs	32,969	40,927
Project delivery costs	473,807	359,563
Printing postage and stationery	15,087	18,851
IT, telephone and website costs	178,215	176,097
Travel	87,786	58,704
Office, accommodation and other costs	150,175	134,798
	<u>3,849,495</u>	<u>3,449,585</u>
Share of support costs (see note 8)	13,228	20,925
	<u>3,862,723</u>	<u>3,470,510</u>
Analysis by fund		
Unrestricted funds	80,187	282,489
Designated funds	1,879,330	1,407,559
Restricted funds	1,903,206	1,780,462
	<u>3,862,723</u>	<u>3,470,510</u>

8 Support costs

	Support costs £	Governance costs £	2025 £	Support costs £	Governance costs £	2024 £
Accountancy and financial advice	1,260	-	1,260	1,200	-	1,200
Auditors' remuneration	9,276	-	9,276	8,700	-	8,700
Professional fees	-	-	-	7,950	-	7,950
AGM & Annual report cost	-	-	-	1,350	-	1,350
Trustees' meetings and other expenditure	2,692	-	2,692	1,725	-	1,725
	<u>13,228</u>	<u>-</u>	<u>13,228</u>	<u>20,925</u>	<u>-</u>	<u>20,925</u>
Analysed between Charitable activities	<u>13,228</u>	<u>-</u>	<u>13,228</u>	<u>20,925</u>	<u>-</u>	<u>20,925</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year. One trustee was reimbursed travel expenses of £20 during the year (2024: £95 was reimbursed to one trustee).

10 Employees

The average monthly number of employees during the year was:

	2025	2024
	Number	Number
Project workers and administrative staff	111	102

Employment costs

	2025	2024
	£	£
Wages and salaries	2,661,471	2,428,708
Social security costs	225,180	208,965
Other pension costs	65,003	57,523
	<u>2,951,654</u>	<u>2,695,196</u>

Key management personnel benefits totalled £297,432 in the year (2024: £339,631).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025	2024
	Number	Number
£60,000 to £70,000	1	1

11 Net gains/(losses) on investments

	Total Unrestricted funds	
	2025	2024
	£	£
Revaluation of investments	-	(197)

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Tangible fixed assets

	Freehold buildings £	Leasehold improvements £	Furniture and equipment £	Total £
Cost				
At 1 April 2024	460,203	39,437	75,862	575,502
At 31 March 2025	460,203	39,437	75,862	575,502
Depreciation and impairment				
At 1 April 2024	226,748	11,832	69,259	307,839
Depreciation charged in the year	9,205	3,944	4,778	17,927
At 31 March 2025	235,953	15,776	74,037	325,766
Carrying amount				
At 31 March 2025	224,250	23,661	1,825	249,736
At 31 March 2024	233,455	27,605	6,604	267,664

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	251,540	152,691
Other debtors	7,725	7,725
Prepayments and accrued income	16,581	34,242
	275,846	194,658

15 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		55,905	3,286
Deferred income	16	471,058	355,293
Trade creditors		167,330	37,696
Other creditors		6,859	4,298
Accruals		47,889	29,835
		749,041	430,408

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Deferred income

	2025 £	2024 £
Other deferred income	471,058	355,293

17 Retirement benefit schemes

TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2025 to 31 March 2028: £2,100,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Retirement benefit schemes	(Continued)		
PRESENT VALUES OF PROVISION			
	2025	2024	2023
	£	£	£
Present values of provision	3,112	1,458	3,121
	<u> </u>	<u> </u>	<u> </u>
RECONCILIATION OF OPENING AND CLOSING PROVISIONS			
		2025	2024
		£	£
Provision at the start of the period		1,458	3,121
Unwinding of the discount factor (interest expense)		39	119
Deficit contribution paid		(1,487)	(1,783)
Remeasurements - impact of any change in assumptions		19	1
Remeasurements - amendments to the contribution schedule		3,083	-
		<u> </u>	<u> </u>
Provision at end of period		3,112	1,458
		<u> </u>	<u> </u>
INCOME AND EXPENDITURE IMPACT			
		2025	2024
		£	£
Interest expense		39	119
Remeasurements - impact of any change in assumptions		19	1
Remeasurements - amendments to the contribution schedule		3,083	-
		<u> </u>	<u> </u>
		3,141	120
		<u> </u>	<u> </u>
ASSUMPTIONS			
	2025	2024	2023
Rate of discount (% per annum)	4.84%	5.31%	5.52%

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

In the event that CPSL Mind withdraws from the multi-employer defined benefit pension scheme, they must by law pay their share of the deficit, calculated on a statutory basis known as the buy-out valuation basis. This was last estimated on 30 September 2024 where the cost of withdrawal was £22,848.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				Balance at 31 March 2025 £
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	
The Sanctuary	47,019	691,923	(636,232)	-	102,710	711,138	(718,838)	(95,010)	-
Work Well	-	-	-	-	-	91,876	(84,888)	-	6,988
Discharge Buddies	184,119	237,561	(254,990)	-	166,690	297,861	(259,272)	(205,279)	-
Emotional difficulty support service	41,744	200,000	(175,969)	-	65,775	200,000	(192,449)	(73,326)	-
University Good Life Service	6,404	-	(6,404)	-	-	-	-	-	-
Perinatal and Empowering Women	21,658	117,891	(190,093)	50,544	-	105,644	(174,713)	69,069	-
South Lincs Development	14,348	74,045	(59,697)	23,465	-	46,935	(69,638)	22,703	-
Racial Equality	5,363	-	(5,363)	-	-	-	-	-	-
Community Connectors	598	282,987	(302,980)	-	(19,395)	325,009	(273,115)	-	32,499
Victim and Witness Support	5,409	66,838	(63,765)	-	8,482	69,589	(68,663)	-	9,408
The Good Life Service	-	-	-	-	-	-	-	41,208	41,208
Family Hubs	-	24,610	(21,450)	-	3,160	-	(3,352)	192	-
Voluntary Sector Led Collaboration	-	83,331	(44,118)	-	39,213	41,661	(58,278)	(22,596)	-
	<u>326,662</u>	<u>1,779,186</u>	<u>(1,761,061)</u>	<u>74,009</u>	<u>366,635</u>	<u>1,889,713</u>	<u>(1,903,206)</u>	<u>(263,039)</u>	<u>90,103</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Restricted funds

(Continued)

The transfers out of restricted funds relate to projects that have come to an end and all the conditions of the funding have been achieved.

The Sanctuary - The Sanctuary provides a safe place for individuals experiencing an emotional or mental health crisis. It is open seven days a week from 11am to 11.30pm and works as part of the county-wide Crisis Pathway. In addition to crisis support The Sanctuary offers a six week proactive service to a small caseload of individuals. The Sanctuary is funded by Cambridgeshire and Peterborough Integrated Care Board (ICB).

Discharge Buddies - A project funded by the Cambridgeshire and Peterborough ICB to provide short term goal focussed support for individuals being discharged from Cambridgeshire and Peterborough Foundation Trust mental health inpatient wards, crisis teams and attendees of the Sanctuary proactive service as well as a pilot extension to accept referrals from the Liaison Psychiatry services based at A&E departments. Funding for the core service and pilot has been secured until March 2026.

Emotional Difficulties Support Service (previously Community Personality Disorder Service) - Working in partnership with Cambridgeshire Peterborough Foundation Trust, this service co-delivers dialectical behaviour therapy group sessions as well as offering peer support groups which cover a range of co-produced topics, for individuals struggling to manage complex emotions.

Perinatal and Empowering Women -.This is a developing area for CPSL Mind where currently most of the funding covers Peterborough and operates under several contracts outlined as follows:

- Subcontracted by Barnardo's via Peterborough City council contract to deliver courses and peer support groups across Peterborough and South Fenland. This contract runs until January 2026.
- ICB commissioned service across Cambridgeshire offering peer support groups and short term 1.1 support. This contract runs until March 2026.

Bids to trusts and grants have been submitted and have been successfully awarded with delivery beginning in September 2025.

Souths Lincs Development – Covering the districts of South Holland, South Kesteven and Boston. We deliver Night Light Café, a drop for people who are finding life difficult and Good Mood Cafes, we also support Good Mood Community Cafes which are operated by partnership organisations. Work in South Lincolnshire is funded by Mental Health and Wellbeing Sustainability Fund, Lincolnshire Integrated Care Board (ICB).

Mental Health Community Connectors - Aligned to five Primary Care Networks (PCN's) in Cambridge, The Mental Health Community Connectors work with individuals who have severe mental health challenges but are not suitable for Psychological Wellbeing Services (PWS) and do not meet thresholds for secondary care. Community Connectors provide the information and practical support that individuals need to connect with resources in their community that will support their recovery and wellbeing. The Community Connectors service is funded by Primary Care Additional Role Reimbursement and Cambridgeshire and Peterborough Partnership Foundation Trust (CPFT).

Victim and Witness Support - launched in April 2023, this service provides short-term interventions to individuals whose mental health and wellbeing has been negatively impacted by being a victim or witness to a crime.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Restricted funds

(Continued)

Family Hubs - Family Hubs funded service, offering Muslim mum courses, peer support group and wrap around support in Peterborough. This contract runs until March 2025.

Voluntary Sector Led Collaboration - This project is hosted by CPSL Mind to work equitably with voluntary, community and social enterprise (VCSE) organisations operating within the mental health, learning disability and autism sectors (Adults and Older People) with Cambridgeshire and Peterborough. Its purpose is Transfers between funds relate to expenditure funded from general unrestricted funds. This service ended March 2025.

Work Well - Work Well is a national pilot program rolled out by the Department of Work and Pensions. We deliver three of the six hubs Cambridgeshire and Peterborough. Our coaches work in Cambridge City, East Cambs and South Cambs to support people whose health is affecting their ability to work. Through a person centred approach we are able to provide advice, signposting and encouragement as people develop ways to manage challenging health alongside work. We also have access to a personal support budget that individuals can access where their needs cannot be met by commissioned provision.

Smoking Cessation - Smoking is the single biggest preventable cause of death and ill health in England. Despite smoking rates falling generally we know that people with mental health conditions continue to have significantly higher smoking rates. This service has been commissioned by Public Health to test innovative ways that we might support individuals who experience mental health challenges to stop smoking. The Service will launch in summer 2025 and is funded until March 2027.

The Good Life Service - This major project amalgamated the legacy Wellbeing and Support to Recovery programmes into one overarching activity which commenced on 1/9/2019 for a three-year initial contract amounting to £3.118m over that period. This had extended to a plus 2 plus 2 contract with the contract coming into an end August 2026. This is jointly funded by Cambridgeshire County Council, Peterborough City Council and the Cambridgeshire & Peterborough ICB. The service offers a range of support including 1.1 for those in receipt of a social care support package, drop in support, peer support groups, workshops, and digital support.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Movement in funds				Balance at 31 March 2025 £
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	
	Fixed Asset Fund	287,941	-	(20,277)	-	267,664	-	(17,928)	
Building Reserve	20,000	-	-	(20,000)	-	-	-	-	-
Disaster Fund	225,000	-	-	(225,000)	-	-	-	-	-
Charitable Services Fund	135,987	1,415,333	(1,387,282)	12,384	176,422	1,816,338	(1,861,402)	(131,358)	-
	<u>668,928</u>	<u>1,415,333</u>	<u>(1,407,559)</u>	<u>(232,616)</u>	<u>444,086</u>	<u>1,816,338</u>	<u>(1,879,330)</u>	<u>(131,358)</u>	<u>249,736</u>

Fixed Asset Fund - The Fixed Asset Fund represents the net book value of fixed assets held by the charity.

Building Reserve - The Trustees had set aside £20,000 to cover the costs of any unexpected maintenance costs for property. This has been released to unrestricted funds during the prior year.

Disaster Fund - The Trustees had set aside £225,000 to cover approximately 1 months operating costs in the event that funding for the services is lost, and the charity has to be wound up. These costs exclude the costs of staff redundancy, which has been considered separately. This has been released to unrestricted funds during the prior year.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

19 Designated funds

(Continued)

Charitable Services Fund - The charity receives funding for the provision of services to people with mental health problems in and around Cambridgeshire. The charity records the direct costs incurred in providing these services and charges administrative and overhead expenses to the funds. The projects covered are as follows:

- The Good Life Fund: - a community fund open to local residents to set up their own wellbeing activity. This is jointly funded by Cambridgeshire County Council and the Cambridgeshire & Peterborough NHS Clinical Commissioning Group. The Good Life Fund is a stream of the Good Life Service. This is 2.5% of the contract value and is restricted to this community grant. The Good Life Fund offers grants of up to £1,500 for individuals living in Cambridgeshire and Peterborough to set up their own community groups that support mental health and wellbeing. This fund will come to an end in August 2026 in line with the end of the Good Life service.
- Good Life Fund Plus - is commissioned by Cambridgeshire County Council. This offers larger grants of up to £25,000 for existing grassroots community groups to set up a new project that will benefit the mental health and wellbeing of the community. This is Cambridgeshire only and the fund runs from October 2024 to December 2025.
- STOP Suicide – funded by the ICB we deliver training, communications and campaigns as part of the Cambridgeshire and Peterborough Suicide Prevention Strategy. The one hour information sessions or three hour workshops are free to attend and are delivered in a wide range of context. Like the general communications and focused campaigns the sessions aim to raise awareness, reduce stigma and equip individuals to have conversations that prevent suicide.
- Training - Mental health related training and workshops.

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Designated funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2025 are represented by:								
Tangible assets	-	249,736	-	249,736	267,664	-	-	267,664
Current assets/(liabilities)	918,804	-	90,103	1,008,907	166,371	444,086	366,635	977,092
Provisions and pensions	(3,112)	-	-	(3,112)	(1,458)	-	-	(1,458)
	<u>915,692</u>	<u>249,736</u>	<u>90,103</u>	<u>1,255,531</u>	<u>432,577</u>	<u>444,086</u>	<u>366,635</u>	<u>1,243,298</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	28,261	26,031
Between two and five years	14,502	36,479
	<u>42,763</u>	<u>62,510</u>

22 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

23 Cash generated from operations

	2025 £	2024 £
Surplus/(deficit) for the year	15,374	(139,552)
Adjustments for:		
Investment income recognised in statement of financial activities	(22,833)	(26,714)
Fair value gains and losses on investments	-	197
Depreciation and impairment of tangible fixed assets	17,927	20,277
Difference between pension charge and cash contributions	(1,487)	(1,783)
Movements in working capital:		
(Increase)/decrease in debtors	(81,188)	305,612
Increase/(decrease) in creditors	202,869	(180,322)
Increase/(decrease) in deferred income	115,765	(245,298)
Cash generated from/(absorbed by) operations	<u>246,427</u>	<u>(267,583)</u>

24 Analysis of changes in net funds

The charity had no debt during the year.

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Limited

England & Wales - Charity number 265087

Accounts



mind
Cambridgeshire,
Peterborough and
South Lincolnshire

Trustees' Report
April 2023 - March 2024

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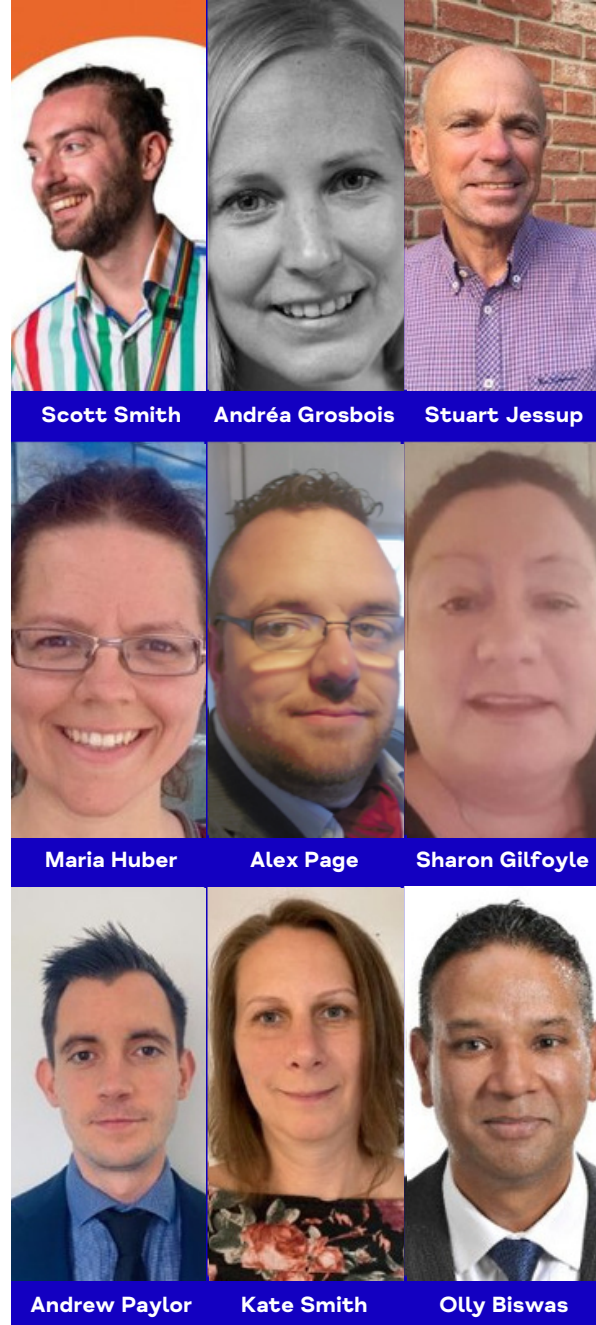
Page 18 - Co-production and engagement

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Trustees

Alan Tait (Chair, resigned December 2023)
Andréa Grosbois (Vice Chair, Interim Chair since December 2023)
Alexander Page (Interim Vice Chair since December 2023)
Maria Huber (Treasurer)
Daniel Allum (resigned May 2024)
Debalok Biswas
Carol Clarke (resigned December 2023)
Sharon Gilfoyle
Anna Granta (resigned February 2024)
Matthew Hammond (appointed June 2023, resigned May 2024)
Stuart Jessup
Andrew Paylor (appointed June 2023)
Deborah Richards (resigned February 2024)
Kate Smith
Scott Smith (appointed May 2024)
Michael Thelwall (appointed May 2024)



Chief Executive Officer

Aly Anderson (to end of February 2024)
Emily Gray (Interim CEO, March 2024)

Company registered number

01082980

Registered office

Barrere House
100 Chesterton Road
Cambridge
CB4 1ER

Auditors

Azets
Ruthlyn House
90 Lincoln Road
Peterborough
PE1 2SP

Charity registered number

265087

Principal bankers

CAF Banks Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent

Charity Name

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is known as CPSL Mind.

Trustees/Directors

The Trustees are pleased to present the Trustees' Report together with the financial statements of the charity for the year ended 31 March 2024, which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes. Members of the Board of Trustees are 'Directors' for the purposes of company law and 'Trustees' for the purpose of charity law. They will be referred to as Trustees throughout this document and for the purposes of the financial statements.

Vision, mission and goals

Our vision is a society in which everyone has positive mental health and feels part of a connected community.

Our mission is to:

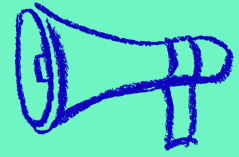
- Support those with poor mental health to live well, whatever that means for them.
- Enable people to maintain positive mental health, especially those who are going through tough times.
- Inspire connections and eliminate stigma within our diverse communities, for the benefit of everyone's mental health.

Our values

Compassion, Inclusivity, Empowerment, Integrity, Respect and Courage



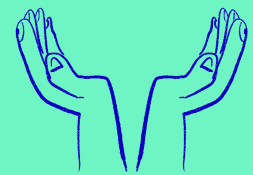
Respect



Empowerment



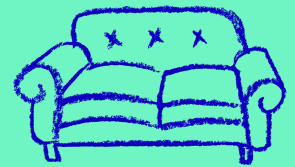
Inclusivity



Integrity



Courage



Compassion

Our beneficiaries

CPSL Mind continues to work predominately with adults (18-plus) who are experiencing mental health challenges and living in the areas of Cambridgeshire, Peterborough and South Lincolnshire. We also promote positive mental health for all, via projects, campaigns, training and awareness-raising.

Services 23/24

CPSL Mind delivers services that range from early intervention/prevention through to crisis support. Services and projects delivered during 2023/4 were:

- Community Connector Service
- Community Personality Disorder Service
- Discharge Buddy Service
- Good Life Service, including Good Life Fund
- Community perinatal services
- Sanctuary crisis support
- South Lincolnshire services:
 - Good Mood Cafe
 - Night Light Cafe
- STOP Suicide campaign and training
- Training and Consultancy (workplace wellbeing)
- Victim and Witness Support Service

Overview

Over the past year CPSL Mind's reach has grown significantly, directly supporting more than 6,000 people on their mental health recovery journeys – connecting with thousands more via our campaigns and training activities in line with the aspirations of our current three-year organisational strategy supporting communities across Cambridgeshire, Peterborough and South Lincolnshire.

During this year, we were successful in achieving funding from the national Suicide Prevention Grant Fund for a partnership project focused on expanding our STOP Suicide campaigns and training activity within the local LGBTQ+ and neurodiverse communities in Cambridgeshire and Peterborough and the migrant population living in Boston, Lincolnshire.



We've worked hard to build strong relationships with our community and commissioning partners resulting in successful delivery of two new services, Community Connectors, initially funded until March 2024, now funded until March 2025, and the Victim and Witness Support, offering specialised mental health support for those impacted by crime, commissioned for three years.

We were proud to share learnings to influence wider-system changes by showcasing service-design approaches to understand the mental health and wellbeing needs of our diverse communities.



We were delighted to launch our innovative Training and Consultancy Service, working with local employers with tailored approaches to enhance wellbeing in the workplace.

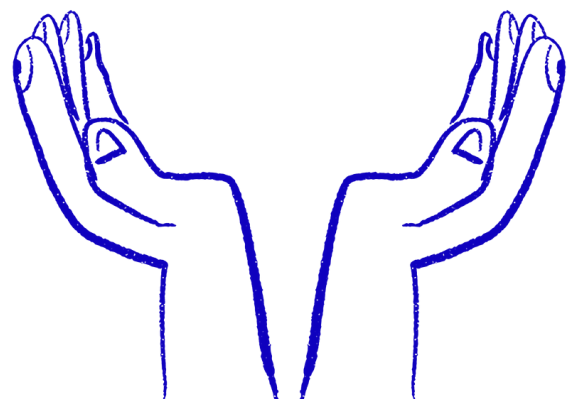
To support our staff and volunteer team, we have invested in our internal infrastructure to streamline and maximise efficiency in our HR, Finance and IT operations.

This has also been a year of significant change, with both our Chair of three years Alan Tait and CEO of seven years Aly Anderson both leaving the organisation during this period.

Alan, a former Pro-Vice Chancellor at the Open University, brought a wide range of skills to CPSL Mind, which supported the organisation during a period of considerable growth both in terms of reach and impact. Alan joined as a front-line volunteer in 2011. He then went on to become a member of our Co-production

Team, before subsequently joining the Board of Trustees in 2019 and becoming Chair in August 2020.

Aly left CPSL Mind in March 2024, having led the organisation for seven years and served in a wide variety of other roles for 10 years before that. Aly brought inspirational, innovative, values-based leadership and guidance to the role of CEO at CPSL Mind. During this time, CPSL Mind has evolved, grown and collaborated with other local organisations to increase the reach and accessibility of mental health and wellbeing support across Cambridgeshire, Peterborough and South Lincolnshire.



We are extremely grateful to both Alan and Aly for their extensive contributions to CPSL Mind. They leave behind them the legacy of a highly effective, innovative, values-based organisation that is meeting the mental health and wellbeing needs of more residents across Cambridgeshire, Peterborough and South Lincolnshire than ever before – and strong foundations on which the organisation’s new leadership can build.

As part of robust succession planning for the Chair and CEO roles, we were delighted that our Vice-Chair, Andréa Grosbois and Deputy Chief Executive Officer, Emily Gray, who combined have more than 20 years of experience at CPSL Mind, were appointed as Interim Chair and Interim CEO during recruitment for the vacant posts. In July 2024, following a competitive recruitment campaign, we welcomed Ashley Bunn as CEO. Planning for recruitment of a permanent Chair is underway.

Achievements and performance 2023/24

During **2023/24** we supported more than **6,000** people by providing approximately:



20,650 hours of one-to-one support to more than **3,800** people.

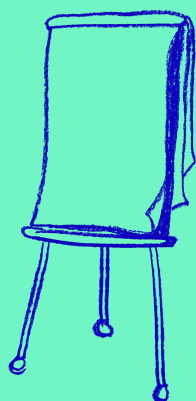
2,430 hours of online support to **1,930** people via the digital service provided by Qwell.



2,800 hours of group activities for **1,250** people.



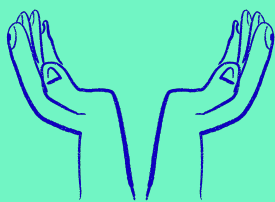
170 hours of ad hoc listening support via our general enquiries telephone line.



458 hours of training and workshops attended by **2,500** participants, including more than **990** people trained in suicide prevention skills.



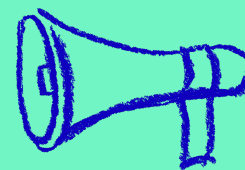
We have also:



Supported **24** community-led wellbeing activities via our Good Life Fund.



Reached more than **4,495** people with information and resources available on our STOP Suicide website: stopsuicidepledge.org



Raised public awareness of mental health issues, our services, our training and fundraising with more than **43** local press articles and radio or TV interviews.

The organisation has again made good progress as against our four strategic goals and our strategic priorities of influence, inclusion and innovation. Some examples are outlined below:

Goal 1. Increase the reach and accessibility of community-based mental health support across the diverse populations of Cambridgeshire, Peterborough and South Lincolnshire.



Successful pilot of Cambridgeshire Community Connector Service

Following a successful pilot project our Community Connector Service, now commissioned to work across five Primary Care Networks, has seen us support more than 400 people. Working alongside partners at the Greater Peterborough Network (GPN), Primary Care Networks, Cambridgeshire and Peterborough Foundation Trust (CPFT) and the

Integrated Care Board (ICB), this service has successfully filled a gap in services, meeting the needs of individuals whose mental health needs could not be met by the Talking Therapies for Anxiety and Depression services (formerly IAPT), but who would also not reach the threshold for secondary care.

Increased funding for targeted campaign of online service Qwell



Additional fixed term funding from Cambridgeshire and Peterborough Integrated Care Board (ICB) resulted in a growth of more than 180% people accessing digital service, Qwell - part of the Good Life Service. The funding offered additional capacity to specifically target the Fenland and Peterborough areas, both of which have prevalence of numerous risk factors associated with poor wellbeing and mental health. In addition to geographical-based targeting, the county-wide male population was also targeted due to the associated increased suicide risk.

Support for victims/witnesses of crime

Our specialist mental health Victim and Witness Support Service, funded by the Office of the Police and Crime Commissioner, has provided support to more than 300 victims or witnesses of crime during this first

year. Working in partnership with the Victim and Witness Support Hub, this service enables CPSL Mind to reach individuals who may have never accessed mental health services before at a time when they need support the most.

Good Life Fund



Our Good Life Fund has once again supported a very diverse range of wellbeing-focused activities across Cambridgeshire and Peterborough, with 24 awards which funded projects ranging from an Art for Wellbeing group in Littleport to a Pride Youth Group in St Neots and a Men's Shed in Cambourne to a Chai and Chat group for Muslim women in Peterborough.

Goal 2. Use strength-based, holistic and trauma-informed approaches to support people with mental health problems to connect to others, enhance their wellbeing and facilitate peer to peer support.

Perinatal support for Muslim mums - evaluation



Funded by the Department of Health and Social Care Starting Well Fund, the Starting Well project, in partnership with [The Lantern Initiative](#), used service design tools to co-design and subsequently deliver a new community-based perinatal service - designed with Muslim mums for Muslim mums. An independent evaluation of the co-produced perinatal project working with women, Starting Well, showed that:

- 68% of the mums who accessed the service experienced a meaningful positive change in their mental wellbeing.
- 96% felt that they have a better understanding of wellbeing issues and felt able to introduce self-care practices into their lives.

The Starting Well project evaluation report generated much interest with local partners and provided an excellent opportunity to share the project approach and associated learnings through a number of showcase events. Highlights associated with the partnership include:

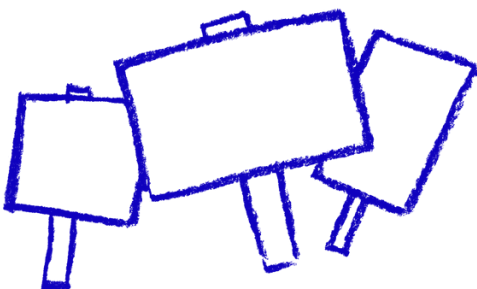
- Presenting at the Community and Social Research in Peterborough conference, run by University Centre Peterborough and the [Institute for Social Policy, Leadership and Advancement of Humanity \(ISLAH\)](#), who research local issues pertaining to the Muslim and wider communities of Peterborough.

- Presenting to the Cambridgeshire and Peterborough Adopting Innovation Hub Showcase event, hosted by Cambridgeshire and Peterborough NHS Foundation Trust (CPFT).
- Taking part in a national research project run by the Woolf Institute exploring the link between faith and mental health ([Faith in Mental Health | The Woolf Institute \(cam.ac.uk\)](https://www.woolf.ac.uk/faith-in-mental-health))

Community Personality Disorder Service expansion



In response to increased demand resulting from more streamlined referral pathways, we recruited and trained additional peer support facilitators to increase capacity within the Community Personality Disorder Service to add a further two peer support groups per week for people referred by the Primary Care Mental Health Service (PCMHS). Through increasing team capacity, additional peer groups launched in April and June 2024 which meant that we have been able to increase places from 40 to 60 per week.



South Lincolnshire



Working collaboratively with community organisations, we provided coaching and training to establish three Good Mood Community Cafes based in a market town library, a rural village church hall and a charity that supports refugees. The Good Mood Community Cafe model develops the successful Good Mood Cafe concept by empowering local residents to establish self-sufficient peer-support and sustainable community connectivity in the longer term, when the initial Good Mood Cafe project funding comes to an end.

Goal 3. Challenge the attitudes and behaviours that prevent open conversations around our mental health.



In addition to our day-to-day mental health awareness communications, we evolved our award-winning STOP Suicide campaign which aims to challenge the stigma and myths around suicide and achieve a suicide-safer community. Targeted activities for World Suicide Prevention Day 2023 included:

- Developing a film ‘One conversation can change a life’ for World Suicide Prevention Day featuring STOP Suicide Campaign Makers, Zoe Cawley and Tom Gosling talking about their personal experiences of asking directly about suicide. The film has been viewed more than 750 times.
- Delivering a suicide awareness session for 59 GPs and primary care staff on World Suicide Prevention Day.

Throughout the year:

- Our STOP Suicide website received 28,199 views and STOP Suicide social channels: Facebook, Instagram and X pages received 135,636 impressions.
- We appeared on That’s TV channel and BBC Radio Cambridgeshire to raise awareness of Time to Talk Day which encourages friends, families, workplaces and communities to start conversations about mental health.

Goal 4. Support local employers to create mentally healthy workplaces.



Workplace Wellbeing Consultancy Service launch

We were delighted to introduce our Workplace Wellbeing Consultancy Service which aims to equip organisations across Cambridgeshire, Peterborough and South Lincolnshire with the skills and tools to create a culture of positive mental health and wellbeing by providing practical, evidence-based advice, support and guidance. Taking a whole-organisational approach, we work with senior leaders to offer a bespoke consultancy package based on an organisation’s needs, comprising a mixture of leadership support and development, staff training and reflective practice. Our Training and Consultancy team help employers compare their staff wellbeing and attitudes to those at the beginning of the process, highlight areas of success and help develop an action plan to continue making positive change.

Our Training team also...

- Received funding and partnered with How are You? Cambridgeshire and Peterborough team to support local people through the winter months, delivering training to 138 people working in voluntary-sector organisations, including ‘Mental health awareness’ talks, ‘Mental Health First Aid’ courses, and ‘Mental health awareness and communication skills’ workshops.
- Completed a full year of training with East of England Ambulance Service NHS Trust’s managers and wellbeing champions in mental health awareness, totalling 150 people during the year.

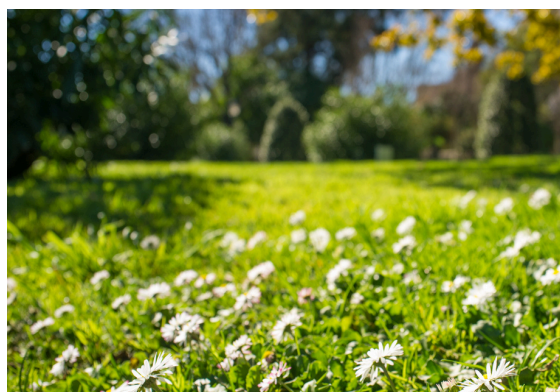
Voluntary, Community and Social Enterprise (VCSE) influence and participation



This year also saw us host a new Voluntary, Community and Social Enterprise (VCSE) Influence and Participation Manager post funded by Cambridgeshire and Peterborough Integrated Care Board (ICB) in order to involve the sector within the Mental Health, Learning Disability and Autism Partnership which is an Accountable Business Unit within the ICB. This work, which began in July 2023, is being shaped and driven with the involvement of a Project Board of VCSE leaders from across Cambridgeshire and Peterborough. The Board connected with Integrated Care System partners at their launch and has been championing the priorities identified then ever since. The aim of the Manager and Board is to ensure that the VCSE sector is influential and participative through Integrated Neighbourhoods and up to ICB level, with and on behalf of charities and community groups and the thousands of people they represent through providing mental health, learning disability and autism, and carer support and services.



Caring for the environment



In line with our commitment to caring for the environment, CPSL Mind has made good progress with our work towards the Investors in the Environment Bronze Award which involves developing an Environmental Management System and putting in place environmental monitoring systems to help us meet our green targets. We are expecting to reach this standard by the end of 2024.



**We have provided
20,650 hours of
one-to-one
support to more
than 3,800
people.**



Our impact

Below is just some of the feedback we have received this year, demonstrating the impact of our services and projects on those we support:

I have always wanted to feel like I have a purpose in life.....I have struggled to be able to find volunteer work that I could realistically feel comfortable enough to do, get to and continue long term...[My Good Life Facilitator] suggested that I look at volunteering which can be done completely from my own home. I now volunteer on average 7-10 hours a week and I look forward to my shifts. For the first time ever I have been thinking that one day I may be able to manage working part time in a paid role. The benefits are huge and noticeable...This means everything to me.”

Individual accessing Good Life Service one-to-one support

“My biggest challenge was meeting new people, communicating and being in unfamiliar places – all due to my high levels of anxiety and fear of others looking at me and watching me. With support and encouragement, [I] began to steadily go to other places... My whole world has opened up again! I can talk to new people without feeling anxious.”

Individual accessing Mental Health Community Connector Service

“I loved the peer group, meeting the group members. I looked forward to the sessions every week and felt comfortable to be vulnerable with other people and discuss my issues for the first time ever.”

Peer support group member, Community Personality Disorder Service





“I would describe my experience with the discharge buddies as being very positive, empowering, informative, and supportive.....It felt very refreshing.”

Individual accessing Discharge Buddy Service

“I always feel good after going to the group and they are so nice and friendly and chatty. Thank you for keeping the group going; it is one of the few remaining online... groups that are still going that I go to, and [I] very much appreciate and am grateful for the group.”

Participant, online Good Mood Cafe

“This workshop helps me a lot to understand various facts for my anger and the cause of it. The techniques I learned will help me with my day-to-day activities, and I believe that now I am aware about what triggers my anger, I will be prepared/equipped to handle my anger issues. I will strongly recommend this workshop to other people I know.”

Participant, ‘Anger and what to do about it’ workshop

“It’s such a good place to go when you are down or lonely. All the people are nice and easy to talk to. But if you don’t want to talk or take part in anything that’s OK too.... It made me feel a bit more confident going out... I always feel better afterwards.”

Participant, in-person Good Mood Cafe

“There still was great stigma around mental health and it's wonderful to have a place, like Sanctuary, where people understand the difficulties of life when you're struggling with poor mental health.”

Sanctuary visitor

“I have ...been attending some of the peer support groups. Over time I have been able to find the confidence to open up and relate to other people's experiences. I sometimes find it scary to talk but, through coming to these groups, I have felt more comfortable and positive about my health and always have a place to go to each week which I look forward to.”

Participant, Good Life Peer Support group

“Thank you for delivering two excellent [STOP Suicide] training sessions for our team over the past few weeks. We really benefited from the training and we’re already utilising the content in the way we work with clients and deliver safeguarding support.”

Attendee, STOP Suicide training course - Cambridge Citizens Advice

“I have a noticeable feeling of achievement during and after our calls and my family have commented and noticed changes in me. Having had a space to speak with someone that understands my fears and thoughts has helped to make things manageable, and I can look forward in time to making a full recovery and carry on driving independently and continue to do the things I used to do without panic and worry.”

Individual accessing Victim and Witness Support Service

“I always look forward to talking to you and every week this gives me something to look forward to. I know I need more support as well and am grateful you are putting me in touch with other services.”

Individual accessing Qwell online service

“[It has] helped me in lots of different ways; getting me out of the house, socialising with fellow mums who struggle...with no judgment.”

Participant, Connecting Mums course - Perinatal Services



“Last night was the best evening I’ve had since [my wife] passed away. I got home feeling uplifted and it was the first time since her passing that I hadn’t felt guilty for trying to enjoy myself.”

Attendee, South Lincolnshire Night Light Cafe

More information and examples of the impact we have had across our communities over the past year will be shared in our Annual Impact Report 2023-2024. As ever, the Board of Trustees would like to extend its sincerest thanks to everyone involved; in particular our staff, volunteers and Campaign Makers; our co-producers and delivery partners; our funders and fundraisers.

“There still was great stigma around mental health and it's wonderful to have a place, like Sanctuary, where people understand the difficulties of life when you're struggling with poor mental health.”

Sanctuary visitor

Co-production and engagement

Co-production across CPSL Mind has taken many forms this year and we are particularly proud of our increasing use of human-centred service design as a way of researching and designing services to meet the specific needs of groups identified as being underserved by mainstream mental health services. In particular, we have:

- Worked to understand the experience of young fathers, aged 18-35 in relation to accessing support for their mental health in the Peterborough area to shape future services to help young fathers. Using Mind's Service Design Toolkit, our aim was to provide insights and recommendations for services and organisations to shape and influence both current and future services acknowledging the importance of parental mental health on infants and children.
- Launched our Boston Mental Health Equalities report, a culmination of work to understand mental health inequalities for people who have migrated to Boston from other European countries. The report has been presented widely and our recommendations are being considered by voluntary and statutory providers across Lincolnshire.
- Formed part of a new partnership alongside Barnardo's and the Raham Project to co-design the MUMMA Hub (Mumma | Barnardo's (barnardos.org.uk) aimed at Black, Asian and mixed ethnicity parents and

families, centering on Black voices and experiences. The aim of the project is to improve experiences of maternity care by providing direct/indirect support to them and their families throughout the perinatal period, ensuring that families can enjoy and celebrate pregnancy, birth and early years parenting in a way that is culturally sensitive and true to themselves.

- Held workshops and feedback sessions with staff and volunteers to develop and create our new organisational survey "Your Views Matter" to gather information and feedback on how CPSL Mind services are received and highlight areas of improvement and future co-production opportunities.
- Completed a review of influence and participation at CPSL Mind, which resulted in a new co-produced Influence and Participation policy and training to increase skills in our management team to embed co-production opportunities across all areas of the organisation.

In addition, over this year we have supported the development of 24 community groups and activities to develop across Cambridgeshire and Peterborough, thanks to our Good Life Fund.

“We had another amazing session on Saturday and it’s lovely to see inclusion and diversity naturally happening. A mix of people with learning disabilities, physical disabilities and the realisation that mental health affects us all. It’s thanks to you it is happening.”

Feedback from an awardee of the Good Life Fund.



Volunteer impact

Volunteers are highly valued right across the organisation and offer support in roles including group facilitators, trustees, campaigners, fundraisers, and co-production, administrative or facilities roles.

This year saw more than an incredible **3,870** volunteer hours including more than **1,120** hours of direct service delivery from our volunteers.

“I like the feeling that I am making some small, but significant difference in other people’s lives. Giving them unconditional, positive regard often means I get that back in return, which is rather nice!”

Good Mood Cafe Volunteer

We also have significant wider community support from our STOP Suicide ‘Campaign Makers’, who support our campaign by helping us develop and share our suicide prevention messages; and from our many community fundraisers who have undertaken incredible events and challenges to raise thousands of pounds for CPSL Mind this year.

“It’s been a pleasure doing this and honestly loved every second. The [Loch Ness] marathon was certainly the toughest but most amazing experience. So many emotions throughout! Your charity is something very close to me and I’m so happy to raise this money for it.”

Fundraiser, Jake Wills



mind
CPSL





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LISA




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JONATHAN




Quality and service development

We seek to continuously improve the quality of all our services and are proud of our learning culture.

This year we have continued to undertake internal quality assessments across the organisation, in preparation for our Mind Quality Mark (MQM) review which will take place from July 2024 to November 2024. This commitment to continuous improvement is further supported by our approach to co-production and our proactive response to both formal evaluation and informal feedback which supports our continuous quality improvement ambitions.

Organisational structure Trustees

CPSL Mind's strategic direction is led by its Board of Trustees. The full Board meets at least quarterly, supplemented by designated Committees.

Appointment of Trustees

Trustees are sourced on the basis of recommendation or from public recruitment campaigns. New Trustees are required to complete an application, undertake a Disclosure and Barring Service check and are interviewed by members of the Board of Trustees, supported by members of the staff team.



Trustee induction and training

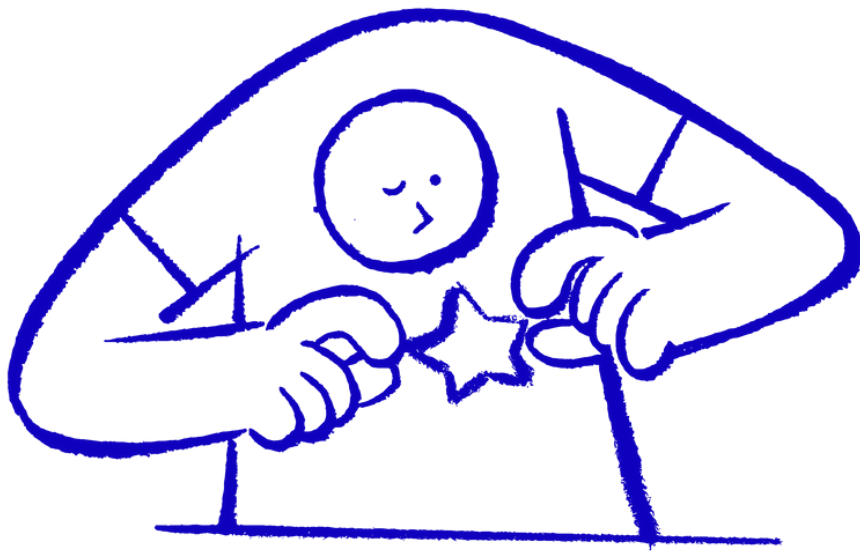
Trustee induction and training includes one-to-one sessions with the Chair and Senior Leadership Team and the option to visit CPSL Mind's services, together with external training such as Governance and Management Training and Away Days. All Trustees are required to undertake mandatory training.

Trustee induction and training

Please see Board of Trustees 2023/2024 on page 2, including details of Trustees who served during the year and up to the date of this report .

CPSL Mind members

In summer 2023, we began the process of updating our Articles of Association, and members were consulted about their involvement with the charity. We submitted a request to the Charity



Commission for consent to change two regulated clauses in November 2023. On July 2 2024, members passed a Special Resolution to adopt the new Articles of Association, and made the decision to move from a structure where there are members separate to trustees to one where the members are the same individuals as the trustees.

Remuneration policy

The Trustees consider the Board of Directors, who are the charity's Trustees, and the Senior Leadership Team comprising the key management personnel of the charity, to be in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. The pay of the CEO and Deputy CEO is set by the Trustees, benchmarking against pay levels in other charities of a similar size and type.

Management

A Chief Executive Officer is appointed by the Trustees to manage the day-to-day

operations of the charity. The Board of Trustees expect the Chief Executive Officer to undertake both strategic and operational decisions based on their formal ratification of the Business Plan and Annual Budget. The Board expect the Chief Executive Officer to ensure that all decision making is within the remit of CPSL Mind Policy and Procedures.

Public benefit

CPSL Mind has paid due regard to the published guidance from the Charity Commission on the operation of the Public Benefit requirement under the Charities Act 2011.

Risk management

The management of risks within CPSL Mind is undertaken within a framework comprising:

- a. A defined Risk Management Policy and Risk Appetite Statement.
- b. Governance processes.
- c. Identification, evaluation and management of significant risks.
- d. Assurance and audit processes.
- e. CPSL Mind's policy framework.

The overall responsibility for managing risk within the organisation lies with our Board of Trustees, with day-to-day operational responsibility delegated to the Senior Leadership Team.

Our Board of Trustees consistently reviews the major risks to which the charity is exposed, in line with the organisation's risk appetite and risk management policy.



This includes:

- A quarterly review of any new, high or escalating risks.
- An annual review of both the organisation's Risk Appetite Statement and a quarterly review of the organisational Risk Register, paying particular attention to any new, high or escalating risks.
- Established systems and procedures to manage those risks identified in the Risk Register.

This approach takes into account ongoing changes to the organisation and to the range of services delivered as the charity's work grows and develops.

Financial review

The Trustees continue to meet regularly and receive reports in order to review the charity's financial position.

The charity recorded a deficit for the year of £139,522 compared to a surplus in the previous year of £88,630.

Total income from the year decreased from £3,433,345 in the previous year to £3,404,707 in the current year.

Fund balance at the end of the year decreased from £1,382,970 to £1,243,298, of which £366,635 were held in restricted funds (2023: £326,662).

CPSL Mind is not liable for Corporation Tax and the surplus has been transferred to reserves for the year.

CPSL Mind own a property that's value is larger than that presented in the accounts. The fixed asset fund is £267,664 but the recent valuation of the property was c.£850k.

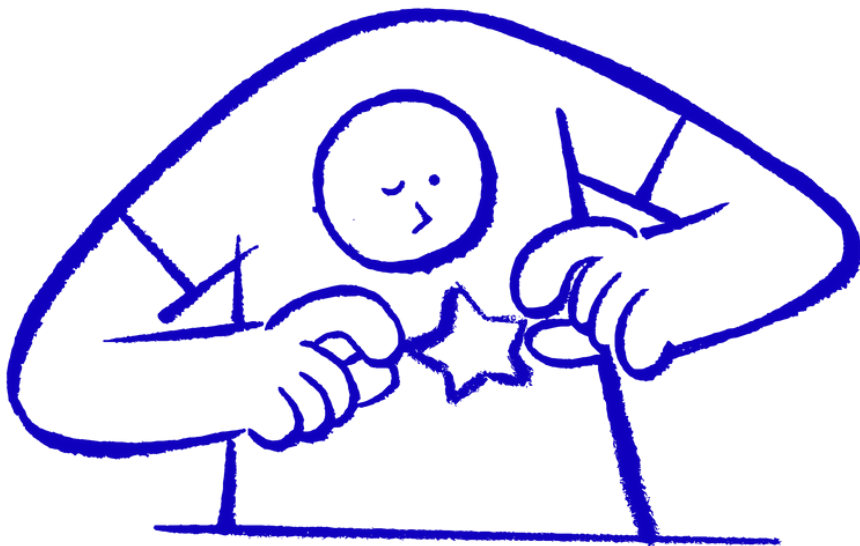
CPSL Mind's Trustees have agreed a policy to maintain free reserves within a target range of £600k to £700k (+/- 5%) to ensure that the charity can continue offering services to its community during times of reduced income. If free reserves fall below the target range, we will aim to address any deficits within 2 years. If free reserves are above the target range, we will transfer surpluses to designated funds and spend these within 2 years. The Reserves Policy is revisited annually by the Trustees at the point of ratification of the annual budget. This forms part of the annual organisation risk review.

At 31 March 2024 the charity had free reserves of £608,999.

Trustees

CPSL Mind's strategic direction is led by its Board of Trustees. The full Board meets at least quarterly, supplemented by designated Committees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:



A Tait

(Resigned 31 December 2023)

A Birdwood (Interim Chair)

A Page (Vice Chair)

M Huber (Treasurer)

D Biswas

(Resigned 31 December 2023)

C Clarke

S Gilfoyle

(Resigned 31 January 2024)

A Granta

(Resigned 29 February 2024)

D Richards

(Appointed 4 April 2023 and resigned 29 May 2024)

D Allum

(Appointed 4 April 2023)

K Smith

(Appointed 11 August 2023 and resigned 16 May 2024)

M Hammond

(Appointed 5 September 2023)

A Paylor

(Appointed 26 September 2023)

S Jessup

(Appointed 23 May 2024)

M Thelwall

(Appointed 23 May 2024)

S Smith

Appointment of Trustees

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Total income from the year decreased from £3,433,345 in the previous year to £3,404,707 in the current year.

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

A Birdwood (Interim Chair)

Trustee

Dated: 5 September 2024

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in

accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Opinion

We have audited the financial statements of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing,

as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal

entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

**Mr Mark Jackson FCA DChA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

**Chartered Accountants
Statutory Auditor**

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

5 September 2024

Westpoint
Lynch Wood
Peterborough
Cambridgeshire
United Kingdom
PE2 6FZ

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
<u>Income from:</u>									
Donations and legacies	3	139,947	-	-	139,947	201,156	-	-	201,156
Charitable activities	4	76,287	1,415,333	1,746,426	3,238,046	21,510	1,518,646	1,682,527	3,222,683
Investments	5	26,714	-	-	26,714	9,506	-	-	9,506
Total income		242,948	1,415,333	1,746,426	3,404,707	232,172	1,518,646	1,682,527	3,433,345
<u>Expenditure on:</u>									
Raising funds	6	73,552	-	-	73,552	71,565	-	-	71,565
Charitable activities	7	282,489	1,407,559	1,780,462	3,470,510	87,883	1,663,312	1,521,955	3,273,150
Total expenditure		356,041	1,407,559	1,780,462	3,544,062	159,448	1,663,312	1,521,955	3,344,715
Net gains/(losses) on investments	11	(197)	-	-	(197)	-	-	-	-
Net (outgoing)/incoming resources before transfers		(113,290)	7,774	(34,036)	(139,552)	72,724	(144,666)	160,572	88,630

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

Notes	Unrestricted funds 2024 £	Designated funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £
Net (outgoing)/incoming resources before transfers	(113,290)	7,774	(34,036)	(139,552)	72,724	(144,666)	160,572	88,630
Gross transfers between funds	158,607	(232,616)	74,009	-	(63,129)	57,687	5,442	-
Net incoming resources	45,317	(224,842)	39,973	(139,552)	9,595	(86,979)	166,014	88,630
Other recognised gains and losses								
Actuarial loss on defined benefit pension schemes	(120)	-	-	(120)	(8)	-	-	(8)
Net movement in funds	45,197	(224,842)	39,973	(139,672)	9,587	(86,979)	166,014	88,622
Fund balances at 1 April 2023	387,380	668,928	326,662	1,382,970	377,793	755,907	160,648	1,294,348
Fund balances at 31 March 2024	432,577	444,086	366,635	1,243,298	387,380	668,928	326,662	1,382,970

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	13		267,664		287,941
Investments	14		-		2,017
			267,664		289,958
Current assets					
Debtors	15	194,658		500,270	
Cash at bank and in hand		1,212,842		1,451,892	
		1,407,500		1,952,162	
Creditors: amounts falling due within one year	16	(430,408)		(814,362)	
Net current assets			977,092		1,137,800
Total assets less current liabilities			1,244,756		1,427,758
Creditors: amounts falling due after more than one year	17		-		(41,667)
Provisions for liabilities	19		(1,458)		(3,121)
Net assets			1,243,298		1,382,970
Income funds					
Restricted funds	20		366,635		326,662
Designated funds			444,086		668,928
Unrestricted funds			432,577		387,380
			1,243,298		1,382,970

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD BALANCE SHEET (CONTINUED) AS AT 31 MARCH 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 5 September 2024

A Birdwood (Interim Chair)

Trustee

Company registration number 01082980

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	25		(267,583)		280,471
Investing activities					
Purchase of tangible fixed assets		-		(5,402)	
Purchase of investments		(67)		-	
Proceeds from disposal of investments		1,886		-	
Investment income received		26,714		9,506	
		<hr/>		<hr/>	
Net cash generated from investing activities			28,533		4,104
Net cash used in financing activities			-		-
			<hr/>		<hr/>
Net (decrease)/increase in cash and cash equivalents			(239,050)		284,575
Cash and cash equivalents at beginning of year			1,451,892		1,167,317
			<hr/>		<hr/>
Cash and cash equivalents at end of year			<u>1,212,842</u>		<u>1,451,892</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies

Charity information

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Barrere House, 100 Chesterton Road, Cambridge, Cambridgeshire, CB4 1ER, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The cost of raising and administering such funds are charged

against the specific fund. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable to particular activities they have been allocated on a basis consistent with the use of the resources. Expenditure includes any VAT which cannot be fully recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £1,000 are capitalised by the charity.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

- Freehold buildings 2% per annum straight line
- Leasehold improvements Over the life of the lease
- Furniture and equipment 25% per annum straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Investments are stated at market value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks,

other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employment benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the

charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The company contributes to a defined benefit pension scheme for the benefit of 2 senior employees. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, on a consistent and reasonable basis, to identify the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS102 'Retirement benefits' the company accounts for this scheme as if it was a defined contribution scheme. The amount charged to the statement of financial activities represents contributions payable to the scheme in respect of the accounting period.

1.13 Volunteers

The value of services provided by the volunteers is not incorporated in these financial statements. Further details of contributions from volunteers can be found in the Trustees' Report.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Donations and legacies

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Donations and gifts	139,527	199,396
Subscriptions	420	1,760
	<u>139,947</u>	<u>201,156</u>

4. Charitable activities

	2024	2023
	£	£
Mental Health Services	<u>3,238,046</u>	<u>3,222,683</u>
Analysis by fund		
Unrestricted funds	76,287	21,510
Designated funds	1,415,333	1,518,646
Restricted funds	<u>1,746,426</u>	<u>1,682,527</u>
	<u>3,238,046</u>	<u>3,222,683</u>

5. Investments

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Interest receivable	<u>26,714</u>	<u>9,506</u>

6. Raising funds

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Fundraising and publicity	18,724	21,020
Other fundraising costs	54,828	50,545
Staff costs	<u>73,552</u>	<u>71,565</u>

7. Charitable activities

	Mental Health Services	Mental Health Services
	2024	2023
	£	£
Staff costs	2,640,368	2,573,247
Depreciation and impairment	20,277	21,142
Other staff costs	40,927	82,242
Project delivery costs	359,563	248,446
Printing postage and stationery	18,851	29,668
IT, telephone and website costs	176,097	117,595
Travel	58,704	48,711
Office, accommodation and other costs	<u>134,798</u>	<u>134,469</u>
	3,449,585	3,255,520
Share of support costs (see note 8)	<u>20,925</u>	<u>17,630</u>
	<u>3,470,510</u>	<u>3,273,150</u>
Analysis by fund		
Unrestricted funds	282,489	87,883
Designated funds	1,407,559	1,663,312
Restricted funds	<u>1,780,462</u>	<u>1,521,955</u>
	<u>3,470,510</u>	<u>3,273,150</u>

8. Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Accountancy and financial advice	1,200	-	1,200	3,418	-	3,418
Auditors' remuneration	8,700	-	8,700	7,560	-	7,560
Professional fees	7,950	-	7,950	3,172	-	3,172
AGM & Annual report cost	1,350	-	1,350	-	-	-
Trustees' meetings and other expenditure	1,725	-	1,725	3,480	-	3,480
	<u>20,925</u>	<u>-</u>	<u>20,925</u>	<u>17,630</u>	<u>-</u>	<u>17,630</u>
Analysed between Charitable activities	<u>20,925</u>	<u>-</u>	<u>20,925</u>	<u>17,630</u>	<u>-</u>	<u>17,630</u>

9. Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year. One trustee was reimbursed travel expenses of £95 during the year (2023: none).

10. Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Project workers and administrative staff	102	103
	<u>102</u>	<u>103</u>
Employment costs	2024	2023
	£	£
Wages and salaries	2,428,708	2,361,187
Social security costs	208,965	204,810
Other pension costs	57,523	57,795
	<u>2,695,196</u>	<u>2,623,792</u>

Key management personnel benefits totalled £253,814 in the year (2023: £306,573).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024	2023
	Number	Number
£60,000 to £70,000	1	1

11. Net gains/(losses) on investments

	Unrestricted funds	Total
	2024	2023
	£	£
Revaluation of investments	(197)	-

12. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

13. Tangible fixed assets

	Freehold buildings	Leasehold improvements	Furniture and equipment	Total £
Cost				
At 1 April 2023	460,203	39,437	102,332	601,972
Disposals	-	-	(26,470)	(26,470)
At 31 March 2024	460,203	39,437	75,862	575,502
Depreciation and impairment				
At 1 April 2023	217,543	7,888	88,600	314,031
Depreciation charged in the year	9,205	3,944	7,128	20,277
Eliminated in respect of disposals	-	-	(26,470)	(26,470)
At 31 March 2024	226,748	11,832	69,258	307,838
Carrying amount				
At 31 March 2024	233,455	27,605	6,604	267,664
At 31 March 2023	242,660	31,549	13,732	287,941

14. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2023	2,017
Additions	67
Valuation changes	(198)
Disposals	(1,886)
At 31 March 2024	-
Carrying amount	
At 31 March 2024	-
At 31 March 2023	2,017

15. Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	152,691	442,768
Other debtors	7,725	7,725
Prepayments and accrued income	34,242	49,777
	<u>194,658</u>	<u>500,270</u>

16. Creditors: amounts falling due within one year

	Notes	2024	2023
		£	£
Other taxation and social security		3,286	139,604
Deferred income	18	355,293	558,924
Trade creditors		37,696	32,509
Other creditors		4,298	16,096
Accruals		29,835	67,229
		<u>430,408</u>	<u>814,362</u>

17 Creditors: amounts falling due after more than one year

	Notes	2024	2023
		£	£
Deferred income	18	-	41,667
		<u>-</u>	<u>41,667</u>

18. Deferred income

	2024	2023
	£	£
Other deferred income	355,293	600,591

Deferred income is included in the financial statements as follows:

	2024	2023
	£	£
Current liabilities	355,293	558,924
Non-current liabilities	-	41,667
	<u>355,293</u>	<u>600,591</u>

19. Retirement benefit schemes

TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	2024	2023	2022
	£	£	£
Present values of provision	1,458	3,121	4,896
	<u> </u>	<u> </u>	<u> </u>

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	2024	2023
	£	£
Provision at the start of the period	3,121	4,896
Unwinding of the discount factor (interest expense)	119	91
Deficit contribution paid	(1,783)	(1,783)
Remeasurements - impact of any change in assumptions	1	(83)
	<u> </u>	<u> </u>
Provision at end of period	1,458	3,121
	<u> </u>	<u> </u>

INCOME AND EXPENDITURE IMPACT

	2024	2023
	£	£
Interest expense	119	91
Remeasurements - impact of any change in assumptions	1	(83)

ASSUMPTIONS

	2024	2023	2022
Rate of discount (% per annum)	5.31%	5.52%	2.35%

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

In the event that CPSL Mind withdraws from the multi-employer defined benefit pension scheme, they must by law pay their share of the deficit, calculated on a statutory basis known as the buy-out valuation basis. This was last estimated on 30 September 2023 where the cost of withdrawal was £21,531.

20. Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Balance at 1 April 2023	Movement in funds				Balance at 31 March 2024
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers		Incoming resources	Resources expended	Transfers		
	£	£	£	£	£	£	£	£	£	
The Sanctuary	70,000	570,502	(593,483)	-	47,019	691,923	(636,232)	-	102,710	
Prison Training	113	30,691	(32,309)	1,505	-	-	-	-	-	
Discharge Buddies	1,198	378,363	(195,442)	-	184,119	237,561	(254,990)	-	166,690	
Community Personality Disorder Service	21,342	158,333	(137,931)	-	41,744	200,000	(175,969)	-	65,775	
University Good Life Service	2,086	16,053	(11,735)	-	6,404	-	(6,404)	-	-	
Perinatal and Empowering Women	25,935	285,719	(293,287)	3,291	21,658	117,891	(190,093)	50,544	-	
South Lincs Development	-	74,045	(59,697)	-	14,348	41,285	(79,098)	23,465	-	
South Holland Good Life Project	10,064	50,638	(60,702)	-	-	-	-	-	-	
Racial Equality	20,396	3,958	(18,991)	-	5,363	-	(5,363)	-	-	
Rural Peterborough	9,514	64,269	(74,429)	646	-	-	-	-	-	
Community Connectors	-	39,446	(38,848)	-	598	282,987	(302,980)	-	(19,395)	
Victim and Witness Support	-	10,510	(5,101)	-	5,409	66,838	(63,765)	-	8,482	
Family Hubs	-	-	-	-	-	24,610	(21,450)	-	3,160	
Voluntary Sector Led Collaboration	-	-	-	-	-	83,331	(44,118)	-	39,213	
	<u>160,648</u>	<u>1,682,527</u>	<u>(1,521,955)</u>	<u>5,442</u>	<u>326,662</u>	<u>1,746,426</u>	<u>(1,780,462)</u>	<u>74,009</u>	<u>366,635</u>	

The Sanctuary -

The Sanctuary provides a safe place for individuals experiencing an emotional or mental health crisis. It is open seven days a week from 11am to 11.30pm and works as part of the county-wide Crisis Pathway. In addition to crisis support The Sanctuary offers a six week proactive service to a small caseload of individuals. The Sanctuary is funded by Cambridgeshire and Peterborough Integrated Care Board (ICB).

Prison Training -

An annual grant for the fiscal year is agreed with and paid by Sodexo Ltd for the Prison Wellbeing Service, which provides support for both male and female residents of HMP Peterborough. Delivered via one-to-one sessions and workshops for each resident group, the grant is sufficient to cover the deliverer's salary costs and the small amount of materials required. This service has now ended.

Discharge Buddies -

A project funded by the Cambridgeshire and Peterborough ICB to provide short term goal focussed support for individuals being discharged from Cambridgeshire and Peterborough Foundation Trust mental health inpatient wards, crisis teams and attendees of the Sanctuary proactive service as well as a pilot extension to accept referrals from the Liaison Psychiatry services based at A&E departments. Funding for the core service has been secured until March 2026 and we are in the process of submitting evidence to support an extension to the LPS service which is due to finish end of August 2024.

Community Personality Disorder Service -

Working in partnership with Cambridgeshire Peterborough Foundation Trust, this service co-delivers dialectical behaviour therapy group sessions as well as offering peer support groups which cover a range of co-produced topics, for individuals struggling to manage complex emotions.

University Good Life Service -

Delivering services to Students at Anglia Ruskin University (ARU) via Good Mood Cafes, enabling students to connect with their peers, supported by Information Sessions, providing practical tools and skills to improve mental health and wellbeing. Additional funding from ARU and the Evelyn Trust has allowed this project to continue to August 2022. This service has now ended.

Perinatal and Empowering Women -

This is a developing area for CPSL Mind where currently most of the funding covers Peterborough and operates under several contracts outlined as follows:

- Subcontracted by Barnardo's via Peterborough City council contract to deliver courses and peer support groups across Peterborough and South Fenland. This contract runs until January 2026.
- ICB commissioned service across Cambridgeshire offering peer support groups and short term 1.1 support. This contract runs until March 2026.
- Family Hubs funded service, offering Muslim mum courses, peer support group and wrap around support in Peterborough. This contract runs until March 2025.

Bids to trusts and grants are currently being submitted to expand delivery across Cambridgeshire.

Souths Lincs Development –

Covering the districts of South Holland, South Kesteven and Boston. We deliver Night Light Cafe, a drop for people who are finding life difficult and Good Mood Cafes, we also support Good Mood Community Cafes which are operated by partnership organisations. Work in South Lincolnshire is funded by Mental Health and Wellbeing Sustainability Fund, Lincolnshire Integrated Care Board (ICB).

South Holland Good Life Project –

Funded by the Cooperative, via National Mind and working with isolated communities in South Lincolnshire. Using an asset-based model to deliver support based upon the Good Mood Cafe model. This service has now ended.

Racial Equality –

Funded by Pears, via National Mind. CPSL Mind working closely with the Lantern Initiative to educate and raise awareness of mental health issues in the Muslim Community. This service has now ended.

Rural Peterborough –

A project funded by the Cambridgeshire & Peterborough CCG, running until Autumn 2022 and building on the Good Life model to deliver support services to those in isolated rural communities around Peterborough. This service has now ended.

Community Connectors -

Aligned to six Primary Care Networks (PCN's) in Cambridge Community Connectors work with individuals who have severe mental health challenges but are not suitable for Psychological Wellbeing Services (PWS) and do not

meet thresholds for secondary care. Community Connectors provide the information and practical support that individuals need to connect with resources in their community that will support their recovery and wellbeing. The Community Connectors service is funded by Primary Care Additional Role Reimbursement and Cambridgeshire and Peterborough Partnership Foundation Trust (CPFT). Funding is received monthly and expenditure is expected to be lower in 2024/25 to cover the deficit.

Victim and Witness Support -

newly launched in April 2023, this service provides short-term interventions to individuals whose mental health and wellbeing has been negatively impacted by being a victim or witness to a crime

Family Hubs -

Family Hubs have funded a one year service design project to look specifically at the challenges of becoming a father and what support is available in the Peterborough area. This project will report and make system wide recommendations in June 2024. This project is funded by Peterborough Family Hubs.

Voluntary Sector Led Collaboration -

This project is hosted by CPSL Mind to work equitably with voluntary, community and social enterprise (VCSE) organisations operating within the mental health, learning disability and autism sectors (Adults and Older People) with Cambridgeshire and Peterborough. Its purpose is to build collaborative relationships between relevant VCSE partners and stakeholders, with a view to maximising the voice and influence of the sector within the Integrated Care Board's Mental Health, Learning Disability and Autism (MHLDA) Partnership, and wider system as appropriate.

Transfers between funds relate to expenditure funded from general unrestricted funds.

21. Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Movement in funds				Balance at 31 March 2024
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£	£	£	£	£
Fixed Asset Fund	303,681	-	(21,142)	5,402	287,941	-	(20,277)	-	267,664
Building Reserve	20,000	-	-	-	20,000	-	-	(20,000)	-
Disaster Fund	225,000	-	-	-	225,000	-	-	(225,000)	-
Charitable Services Fund	207,226	1,518,646	(1,642,170)	52,285	135,987	1,415,333	(1,387,282)	12,384	176,422
	<u>755,907</u>	<u>1,518,646</u>	<u>(1,663,312)</u>	<u>57,687</u>	<u>668,928</u>	<u>1,415,333</u>	<u>(1,407,559)</u>	<u>(232,616)</u>	<u>444,086</u>

Fixed Asset Fund -

The Fixed Asset Fund represents the net book value of fixed assets held by the charity.

Building Reserve -

The Trustees had set aside £20,000 to cover the costs of any unexpected maintenance costs for property. This has been released to unrestricted funds during the year.

Disaster Fund -

The Trustees had set aside £225,000 to cover approximately 1 months operating costs in the event that funding for the services is lost, and the charity has to be wound up. These costs exclude the costs of staff redundancy, which has been considered separately. This has been released to unrestricted funds during the year.

Charitable Services Fund -

The charity receives funding for the provision of services to people with mental health problems in and around Cambridgeshire. The charity records the direct costs incurred in providing these services and charges administrative and overhead expenses to the funds.

The projects covered are as follows:

- The Good Life Service: This major project amalgamated the legacy Wellbeing and Support to Recovery programmes into one overarching activity which commenced on 1/9/2019 for a three-year initial contract amounting to £3.118m over that period. This is jointly funded by Cambridgeshire County Council and the Cambridgeshire & Peterborough NHS Clinical Commissioning Group.
- STOP Suicide – Suicide prevention campaign. Suicide Prevention Capacity Builder – Working alongside project partners The Kite Trust, Safe Soulmates and The Boston Wellbeing Hub this project will look at the STOP Suicide campaign and training resource to ensure that it meets the needs of specific groups who have a heightened risk of suicide. This project is funded by Department of Health Suicide Prevention Grant Fund 2023–2025.
- Training - Mental health related training and workshops.

22. Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total	Unrestricted funds	Designated funds	Restricted funds	Total
	2024	2024	2024	2024	2023	2023	2023	2023
	£	£	£	£	£	£	£	£
Fund balances at 31 March 2024 are represented by:								
Tangible assets	267,664	-	-	267,664	287,941	-	-	287,941
Investments	-	-	-	-	2,017	-	-	2,017
Current assets/(liabilities)	166,371	444,086	366,635	977,092	811,138	-	326,662	1,137,800
Long term liabilities	-	-	-	-	(41,667)	-	-	(41,667)
Provisions and pensions	(1,458)	-	-	(1,458)	(3,121)	-	-	(3,121)
	<u>432,577</u>	<u>444,086</u>	<u>366,635</u>	<u>1,243,298</u>	<u>1,056,308</u>	<u>-</u>	<u>326,662</u>	<u>1,382,970</u>

23. Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	26,031	31,111
Between two and five years	36,479	62,510
	<u>62,510</u>	<u>93,621</u>

24. Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

25. Cash generated from operations

	2024	2023
	£	£
(Deficit)/surplus for the year	(139,552)	88,630
Adjustments for:		
Investment income recognised in statement of financial activities	(26,714)	(9,506)
Fair value gains and losses on investments	197	-
Depreciation and impairment of tangible fixed assets	20,277	21,142
Difference between pension charge and cash contributions	(1,783)	(1,783)
Movements in working capital:		
Decrease/(increase) in debtors	305,612	(406,045)
(Decrease)/increase in creditors	(180,322)	134,265
(Decrease)/increase in deferred income	(245,298)	453,768
	<u> </u>	<u> </u>
Cash (absorbed by)/generated from operations	(267,583)	280,471
	<u> </u>	<u> </u>

26. Analysis of changes in net funds

The charity had no debt during the year.

Contact us



For general enquiries, please call 0300 303 4363 from Monday to Friday, 9.30am to 5.30pm (excluding Bank Holidays) or email enquiries@cpslmind.org.uk

Address

Barrere House, 100 Chesterton Rd, Cambridge
CB4 1ER

Ground Floor, Kings Chambers,
39-41 Priestgate, Peterborough PE1 1JL

Website

www.cpslmind.org.uk



www.facebook.com/CPSLMind



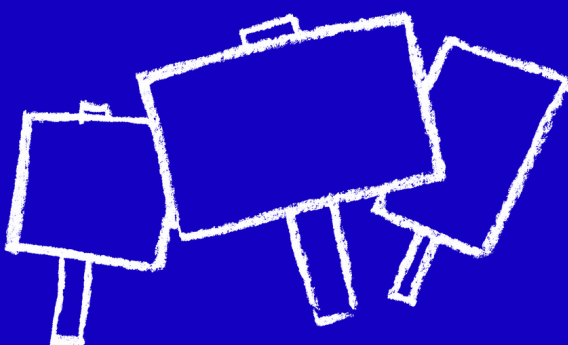
[@cpslmind](https://www.instagram.com/cpslmind)



www.linkedin.com/in/cpsl-mind/

We are an independent charity and are part of the Local Mind Network, sharing quality standards, branding and knowledge. We support adults (18-plus) experiencing mental health problems across Cambridgeshire, Peterborough and South Lincolnshire. We promote positive mental health for all, via campaigns and awareness raising, guided self-help, early intervention and projects that connect communities and build resilience.

Reg. Charity Number 265 087 | Reg. in England Number 1082980



mind

Cambridgeshire,
Peterborough and
South Lincolnshire

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Limited

England & Wales - Charity number 265087

Accounts

Charity registration number 265087

Company registration number 01082980 (England and Wales)

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Tait (Chair) A Grosbois (Vice Chair) M Huber (Treasurer) D Biswas C Clarke S Gilfoyle A Granta A Page D Richards D Allum (Appointed 4 April 2023) K Smith (Appointed 4 April 2023) M Hammond (Appointed 11 August 2023) A Paylor (Appointed 5 September 2023) S Jessup (Appointed 26 September 2023)
Chief Executive	Aly Anderson
Charity number	265087
Company number	01082980
Registered office	Barrere House 100 Chesterton Road Cambridge Cambridgeshire United Kingdom CB4 1ER
Auditor	Azets Audit Services Ruthlyn House 90 Lincoln Road Peterborough Cambridgeshire United Kingdom PE1 2SP
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent United Kingdom ME19 4JQ

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

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CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

Charity Name

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is known as CPSL Mind.

Trustees/Directors

The Trustees are pleased to present the Trustees' Report together with the financial statements of the charity for the year ended 31 March 2023, which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes. Members of the Board of Trustees are 'Directors' for the purposes of company law and 'Trustees' for the purpose of charity law. They will be referred to as Trustees throughout this document and for the purposes of the financial statements.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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)".

Vision, mission and goals

Our **vision** is a society in which everyone has positive mental health and feels part of a connected community.

Our **mission** is to:

- Support those with poor mental health to live well, whatever that means for them.
- Enable people to maintain positive mental health, especially those who are going through tough times.
- Inspire connections and eliminate stigma within our diverse communities, for the benefit of everyone's mental health.

Our values: Compassion, Inclusivity, Empowerment, Integrity, Respect and Courage.

Our beneficiaries

CPSL Mind continues to work predominately with adults (18-plus) who are experiencing mental health challenges and living in the areas of Cambridgeshire, Peterborough and South Lincolnshire. We also promote positive mental health for all, via projects, campaigns, training and awareness-raising.

Our services

CPSL Mind delivers services that range from early intervention/prevention through to crisis support. Services delivered during 2022/23 were:

- Chai and Chat (co-delivered with the Lantern Initiative)
- Changing Lives talking therapies*
- Community Personality Disorder Service
- Discharge Buddy Service
- Good Life Service, including Good Life Cambourne, Good Life University, Good Life Rural Peterborough and the Good Life Fund
- HMP Peterborough wellbeing support
- Community perinatal services
- Sanctuary crisis support
- South Lincolnshire services:
 - Good Mood Cafe
 - Night Light Café
- STOP Suicide campaign and training
- Training and Consultancy (workplace wellbeing)

** Unfortunately, a change to the rules related to delivery models of NHS-funded Talking Therapies for Anxiety and Depression (formerly known as Improving Access to Psychological Therapies – IAPT) meant that we had to bring this service to a close this year.*

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

During this year we also agreed funding for:

- Community Connector Service
- Victim and Witness mental health support
- VCSE Influencing Manager (hosted on behalf of Cambridgeshire and Peterborough ICB)

Achievements and performance 2022/23

During **2022/23** we supported more than **4,800** people by providing approximately:

16,500 hours of one-to-one support to more than **3,100** people.

3,400 hours of group activities for **1,300** people.

2,150 hours of online support to **680** people via the digital service provided by Qwell.

180 hours of ad hoc listening support via our general enquiries telephone line.

530 hours of training and workshops attended by **2,800** participants, including more than **1,150** people trained in suicide prevention skills, spanning **25** diverse local organisations.

We have also:

- Supported **28** community-led wellbeing activities via our Good Life Fund.
- Raised public awareness of mental health issues, our services, our training and fundraising with more than **35 interviews** and features by staff and fundraisers on local radio; two interviews on local television by staff and five press articles.
- Reached more than **6,000** people with information and resources available on our STOP Suicide website: <https://stopsuicidepledge.org/>

Overview

This has been a year of continued growth, both in terms of income and services. As a result, we have increased the diversity of our service offer and our reach across the communities of Cambridgeshire, Peterborough and South Lincolnshire.

This growth has been closely aligned to our strategic goals, underpinned by collaboration and co-production and delivered by our multi-skilled team of staff and volunteers.

Key developments, to date, against these goals are listed below:

Strategic goals 2022-25	Activity
1. Increase the reach and accessibility of community-based mental health support across the diverse populations of Cambridgeshire, Peterborough and South Lincolnshire.	Development and mobilisation of the Cambridgeshire Community Connector Service We worked alongside partners at the Greater Peterborough Network (GPN), Primary Care Networks, Cambridgeshire and Peterborough Foundation Trust (CPFT) and Integrated Care Board (ICB) to create the new Community Connector Service. This service is designed to meet the needs of individuals whose mental health needs could not met by the Talking Therapies for Anxiety and Depression services (formerly IAPT), but who would also not reach the threshold for secondary care. Partners worked collaboratively to develop a working model of delivery – ready to begin taking referrals in March 2023.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Strategic goals 2022-25	Activity
	<p>Support for victims/witnesses of crime</p> <p>During the first quarter of 2023 we mobilised a new specialist mental health Victim and Witness Support Service which is funded by the Office of the Police and Crime Commissioner. Covering Cambridgeshire and Peterborough, the service offers short-term telephone support to victims and witnesses whose mental health and wellbeing has been negatively impacted by crime. Support provided includes personalised wellbeing plans. Working in partnership with the Victim and Witness Support Hub, this service enables CPSL Mind to reach individuals who may have never accessed mental health services before at a time when they need support the most.</p> <p>Good Life Fund</p> <p>Our Good Life Fund supported 28 different community groups with wellbeing-focused activities across Cambridgeshire and Peterborough during this year, with grants amounting to more than £23,000. The Good Life Fund encourages residents to utilise their own strengths and passions to be able to provide something unique for their community. This fund has helped us reach out to residents across our diverse communities, supporting local people to deliver activities ranging from an LGBTQ+ community group to a senior gardening group, and Eastern European walk and talk group to a Black women and family group.</p> <p>Personality disorder peer support</p> <p>Working in partnership with Cambridgeshire and Peterborough Foundation Trust (CPFT) we have supported local individuals seeking support with symptoms associated with personality disorder, by delivering peer support groups as part of the new Personality Disorder pathway in Cambridgeshire and Peterborough. This activity has increased accessibility and choice for those accessing support.</p> <p>Discharge Buddy Service</p> <p>We have expanded the referral pathway to accept referrals from the Liaison Psychiatry Service, for individuals who have been assessed and discharged by Accident and Emergency, and also now spend time based in A&E departments across the county to meet people as they are discharged from A&E.</p>
<p>2. Use strength-based, holistic and trauma-informed approaches to support people with mental health problems to connect to others, enhance their wellbeing and facilitate peer to peer support.</p>	<p>Night Light Café, South Lincolnshire</p> <p>We are one of a network of providers that now deliver Night Light Cafés across Lincolnshire, providing safe spaces for people to drop in if they are finding life difficult. Our café, in Long Sutton, opens every Wednesday and Thursday evening from 6pm to 10pm. The approach is strengths-based and encourages peer support as well as connections to the wider community.</p> <p>Perinatal support for Muslim mums</p> <p>Working in partnership with The Lantern Initiative - www.thelanterninitiative.co.uk - we delivered the new co-produced 'Starting Well' service (Connecting Muslim Mums) for Muslim mums living in Peterborough. This service was developed using human-centred service design approaches and includes one-to-one support, peer support groups and courses inclusive of faith-based content.</p>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

	<p>Trauma-informed approaches</p> <p>Our Sanctuary, Discharge Buddy and Victim and Witness support teams were the first to receive training in trauma-informed approaches by specialist provider One Small Thing - www.onesmallthing.org.uk an approach we plan to extend across our frontline services.</p>
<p>3. Challenge the attitudes and behaviours that prevent open conversations around our mental health.</p>	<p>STOP Suicide campaign</p> <p>Alongside our day-to-day mental health awareness communications, we devised and delivered the latest phase of our STOP Suicide campaign: <i>I'd Ask, Would You?</i> to raise awareness of the warning signs of suicide; increase knowledge and understanding around conversations about suicide and equip our local community with suicide prevention skills.</p> <p>Highlights included:</p> <ul style="list-style-type: none"> · an estimated reach of the campaign to more than 270,000 people. · the campaign being displayed more than 550,000 times on social media. · a campaign promotional audio airing more than 250 times on local radio. · an additional 741 new visitors to the www.stopsuicidepledge.org website during the first four weeks of the campaign.
<p>4. Support local employers to create mentally healthy workplaces.</p>	<p>Menopause and mental health</p> <p>In response to an identified local need, our training service worked alongside staff at Cambridge University Press and Assessment (CUPA) to co-produce Menopause and Mental Health Awareness Training for the workplace. This was launched on World Menopause Day (18th October 2022) and is now part of our core Workplace Wellbeing offer.</p> <p>Collaborating to support workplace wellbeing</p> <p>This year saw our Training and Consultancy Service work in partnership with:</p> <ul style="list-style-type: none"> · Cambridge Biomedical Campus (CBC) to develop a suite of mental health training webinars for the CBC YouTube Channel, covering topics including Men's Mental Health, Improving Sleep, Self Esteem and Confidence, Coping with Worries, which was available to 21,000-plus people who work on the campus as well as anyone in the local community. · Communications Workers Union Eastern No.5 branch to deliver training to 441 people which was organised by one of their representatives who works at Royal Mail. · Living Sport to deliver three cohorts of the highly regarded, co-produced Wellbeing Together Programme. This course is designed for volunteers and staff from community and third sector organisations to gain the understanding and skills to support others, while also caring for their own wellbeing. This project was subsequently showcased by Living Sport at the East of England Mental Health in Sport & Physical Activity conference in March 2023. · Shift Momentum (Shifties) to co-produce a 'Wellbeing in the Workplace' promotion video. This was shared on our YouTube channel and shared on social media.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Alongside these goals we have set ourselves three strategic development priorities of 'Inclusivity, Innovation and Influence', all of which are underpinned by our commitment to Caring for the Environment. Our activity against these priorities is outlined below:

Strategic priority	Activity
Inclusivity	<p>During 2022/23 we have:</p> <ul style="list-style-type: none"> · pro-actively diversified our Board so that it is more representative of the communities we serve. · continued partnering with Muslim mental health organisation The Lantern Initiative, to deliver a ground- breaking, co-produced perinatal mental health service in Peterborough. · developed a partnership with Barnardo's and The Raham Project (a local community organisation) to collaboratively undertake co-design approaches with Black, Asian and Mixed Ethnicity families to design a community maternity hub. · undertaken two pieces of research using Mind's human-centred Service Design Toolkit – one focused on the mental health inequalities experienced by people who migrate to Boston, Lincolnshire, from other European countries; and the other with older people (65 years-plus) in Peterborough - to understand the barriers to accessing talking therapy services. · partnered with local charity The Kite Trust to upskill our teams around the needs of LGBTQ+ communities.
Innovation	<ul style="list-style-type: none"> · As described elsewhere, we used innovative human-centred service design techniques in a variety of ways to open up conversations and find innovative, co-produced solutions that address unmet needs across our communities. · As part of our Sanctuary service activity, we tested new, focused ways of working with individuals who experience regular periods of significant mental health crises. · We researched and co-produced a new 'Menopause and Mental Health' training for workplaces.
Influence	<ul style="list-style-type: none"> · We provided voluntary sector representation on a wide range of strategic, system-wide boards and committees across Cambridgeshire, Peterborough and South Lincolnshire, spanning crisis care and suicide prevention through to community perinatal mental health support and prevention/early intervention. · Our work with Muslim communities influenced the development of a new partnership with Barnardo's and the Raham Project, securing additional funding from Barnardo's Innovation Hub. Barnardo's Innovation Hub funding supports Black, Asian and Mixed Ethnicity mothers, birthing people and their partners, as a means to addressing significant health inequality which leads to poorer maternal outcomes. · We secured funding to host a new Voluntary, Community and Social Enterprise (VCSE) sector influencer post, which will work with VCSE providers across the local mental health, learning disability and autism sector and represent them on the Mental Health, Learning Disability and Autism Partnership Board. · Continued working alongside colleagues on the Fullscope Collaboration www.fullscopecollaboration.org.uk to support the mental health and wellbeing of children and young people in Cambridgeshire and Peterborough.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Environment	During 2022/23 we: <ul style="list-style-type: none">· recruited a member of staff to a new Environment Champion role.· set out our environmental commitment in our new Environment Policy Statement.· committed to the Investors in the Environment standard - www.iie.uk.com
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Our Impact

Below is just some of the feedback we have received this year, demonstrating the impact of our services and projects on those we support:

'I can be myself and not feel alone.'

Attendee of Chai and Chat

'I find such sessions incredibly beneficial, with these reminding me of my self-worth and finding alternative coping strategies when my anxiety and depression can take hold.'

Client, Changing Lives talking therapy

'I look forward to coming because I don't talk to anyone about these things.'

Peer support group member, Community Personality Disorder Service

'My Buddy gave me that time slot to sit and have that conversation and exchange ideas, which for someone who has social problems can be hard but still needed.'

Individual accessing Discharge Buddy Service

'My Good Life Facilitators have supported me in my recovery from alcohol addiction by attending the CGL (Change Grow Live) service. . I couldn't go on my own, as I was too anxious, but the Good Mood Facilitators have helped me gain confidence. . . by accompanying me for the first six weeks. Now I go on my own and have made a few friends through the service.'

Individual accessing Good Life one-to-one support

'I always go home feeling better!'

Individual accessing Good Life - Cambourne

'Never having anything in our village like this before it's become very popular. I have met a lot of new people who are now friends. We all look forward to seeing each other each week.'

Participant, Good Mood Cafe in rural Peterborough

'I do worry about grades and stress myself, but this session helped me get out of this gloomy cloud of frustration and worry and think about the beauty of nature that usually calms me.'

Participant, University Calm Space

'You gave me a better understanding as to how my brain works and why I was feeling like I felt....You encouraged me to make positive changes on how I process my thoughts.'

Resident accessing HMP Peterborough Wellbeing Service

'The course was amazing lifted me out of the trenches and made me see that life is no longer black and white but is colourful again.'

Participant, Mums Matter course, Perinatal service

'It's a welcoming, safe space where I feel I can be real and honest about how I am feeling without being judged.'

Peer support group member, Perinatal service

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

'The Sanctuary is an invaluable service and the people that work there are truly incredible. They really care, listen, offer support and advice for those in a crisis or needing somebody to talk to. I used their daytime, evening and proactive calls during a difficult time in my life and I really can't thank them enough for taking the time, patience and care to be there for me.'

Sanctuary visitor

'Since coming to the group, I go out more. I didn't used to leave the house at all but now I walk my dog every day.'

Attendee, South Lincolnshire Good Mood Cafe

'Five years ago, I reached out to the STOP Suicide campaign, having just lost my brother. You gave me encouragement to join ... as a Campaign Maker. This in turn helped me process the loss of my brother and to promote the importance of openly talking about suicide, something I continue to do socially and in the workplace.'

STOP Suicide Campaign Maker

'Active listening is the one thing I think about now. I really think about it when I see people. I had a 1:1 with someone who had cancer and I just listened. We are so conditioned to reply. I let him talk and I asked questions. Last time I went out with friends I just listened, and it felt really good.'

Attendee, Wellbeing Together course, delivered in partnership with Living Sport

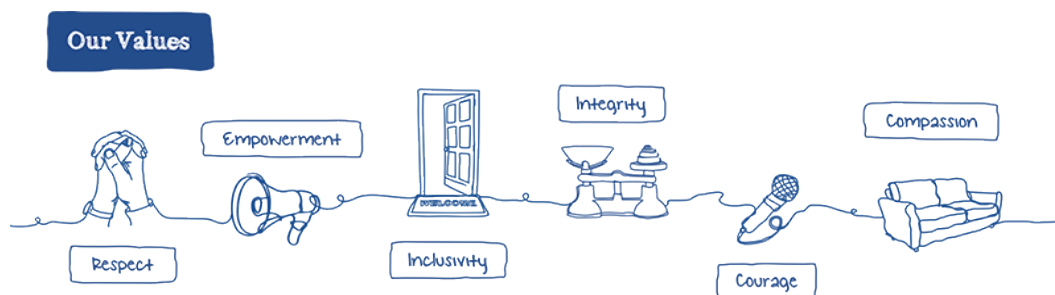
'I found the last six sessions really useful in figuring out how I want to move forward in supporting my ever-evolving brain and in feeling more secure in the coping skills I have.'

Individual accessing Qwell online service

More information and examples of the impact we have had across our communities over the past year will be shared in our Annual Impact Report 2022-23, available later this year. As ever, the Board of Trustees would like to extend its sincerest thanks to everyone involved; in particular our staff, volunteers and Campaign Makers; our co-producers and delivery partners; our funders and fundraisers.

Values-based practice

CPSL Mind is a values-based organisation and our six values, illustrated below, are at the heart of everything we do:



CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

We work hard to ensure our behaviours and decision-making across the organisation reflect these values:

- We believe that everyone, whatever their role in CPSL Mind or our local community, brings strengths, skills and talents that should be both recognised and valued.
- We recognise that everyone has mental health and that we all have ups and downs in life that may impact on our daily lives, including our work/volunteering lives.
- We acknowledge the vital role that those with lived experience of mental health issues can have in supporting others and actively invest in opportunities for peer support including opportunities for volunteers and paid staff.
- We work collaboratively with other stakeholders across the community and are mindful of the need to respect and acknowledge all our partners and co-producers.
- We believe in the value of genuine co-production and seek to engage a diverse range of opinions and ideas when developing our projects and services.
- We seek to be open, honest and accountable, especially if we get things wrong. Our ethos is one of transparency and we strive to create a reflective, learning culture.

Co-production and engagement

Co-production across CPSL Mind has taken many forms this year and we are particularly proud of our increasing use of human-centred service design as a way of researching and designing services to meet the specific needs of groups identified as being underserved by mainstream mental health services. In particular, we have continued to work with our local Muslim communities around perinatal support. We have also used Mind's Service Design Toolkit to better understand the needs of the migrant communities in Boston, Lincolnshire, and to identify ways of making the Talking Therapies for Anxiety and Depression service (formerly Improving Access to Psychological Therapies – IAPT) more accessible to older adults.

In addition, over this year we have supported the development of 28 community groups and activities across Cambridgeshire and Peterborough, thanks to our Good Life Fund.

'We have been able to create a relaxed, comfortable space away from the day-to-day ups and downs to simply unwind and enjoy some friendly company doing an activity, not only for the community to attend but for ourselves as well to enjoy and feel good about ourselves.'

Applicant/awardee, Good Life Fund

'I love coming to the group because I like the social aspect of it: passing on my knowledge and skills to others in the group when I was teaching; and learning new skills from others teaching me and others who came to the group.'

Participant, group supported by the Good Life Fund

Volunteer impact and community support

This year saw more than 3,100 volunteer hours and more than 1,950 hours of direct service delivery from our volunteers.

Volunteers play a key role right across the organisation in roles including: Supporting facilitation of our many Good Mood Cafes, providing additional administration support for frontline services, maintaining our lovely garden space in Cambridge, providing fundraising support and overseeing the charity as a Trustee.

We also have significant wider community support from our STOP Suicide 'Campaign Makers', who support our campaign by helping us develop and share our suicide prevention messages; and from our many community fundraisers who have undertaken incredible events and challenges to raise thousands of pounds for CPSL Mind this year.

As ever, a huge 'thank you' goes to everyone who has given up their time to support our work during this year. We could not do what we do without you.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Quality and service development

We seek to continuously improve the quality of all our services and are proud of our learning culture.

This year we have been undertaking our own internal audits against the Mind Quality Mark (MQM) guidance, in readiness for our next MQM assessment which will take place in 2024. This commitment to continuous improvement is further supported by our approach to co-production and our proactive response to both formal evaluation and informal feedback which supports our continuous quality improvement ambitions.

The fact that 2022/23 has resulted in an underspend has meant that we can further our Equality, Diversity and Inclusion ambitions by investing in a new Influence and Participation team. This will enable us to continue increasing engagement, reach and service accessibility across our diverse communities. We are also recruiting two new Information and Enquiries Co-ordinator roles, with a view to ensuring a consistent, high quality and values-based response to anyone contacting us via our busy 0300 telephone line and enquiries inbox.

Structure, governance and management

Trustees

CPSL Mind's strategic direction is led by its Board of Trustees. The full Board meets at least quarterly, supplemented by designated Working Groups.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

A Tait (Chair)	
A Grosbois (Vice Chair)	
M Huber (Treasurer)	
L Adcock	(Resigned 12 August 2022)
D Biswas	
C Clarke	
S Gilfoyle	
A Granta	
E Orekogbe	(Resigned 2 December 2022)
A Page	
D Richards	
R Young	(Resigned 14 November 2022)
D Allum	(Appointed 4 April 2023)
K Smith	(Appointed 4 April 2023)
M Hammond	(Appointed 11 August 2023)
A Paylor	(Appointed 5 September 2023)
S Jessup	(Appointed 26 September 2023)

Appointment of Trustees

Trustees are sourced from current CPSL Mind members, on the basis of recommendation or from public recruitment campaigns. New Trustees are required to complete an application form, undertake a Disclosure and Barring Service check and are interviewed by members of the Board of Trustees.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

Trustee Induction and Training

Trustee induction and training includes one-to-one sessions with the Chair and Senior Leadership Team and visiting CPSL Mind's services, together with external training such as Governance and Management Training and Away Days.

CPSL Mind Members

Our members are individuals or corporations who have paid the minimum subscription fee, as stipulated by CPSL Mind, for a year. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up.

Remuneration Policy

The Trustees consider the Board of Directors, who are the charity's Trustees, and the Senior Leadership Team comprising the key management personnel of the charity, to be in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. The pay of the CEO and Deputy CEO is set by the Trustees, benchmarking against pay levels in other charities of a similar size and type.

Management

A Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the charity. The Executive Board expect the Chief Executive Officer to undertake both strategic and operational decisions based on their formal ratification of the Business Plan and Annual Budget. The board expects the Chief Executive Officer to ensure that all decision making is within the remit of CPSL Mind Policy and Procedures.

Public Benefit

CPSL Mind has paid due regard to the published guidance from the Charity Commission on the operation of the Public Benefit requirement under the Charities Act 2011.

Risk Management

The management of risks within CPSL Mind is undertaken within a framework comprising:

- a. a defined Risk Management Policy and Appetite Statement.
- b. governance processes.
- c. identification, evaluation and management of significant risks.
- d. assurance and audit processes.
- e. CPSL Mind's policy framework.

The overall responsibility for managing risk within the organisation lies with our Board of Trustees, with day-to-day operational responsibility delegated to the Senior Leadership Team.

Our Board of Trustees consistently reviews the major risks to which the charity is exposed, in line with the organisation's risk appetite and risk management strategy. This includes:

- a quarterly review of any new, high or escalating risks.
- an annual review of both the organisation's Risk Appetite Statement and organisational Risk Register.
- established systems and procedures to manage those risks identified in the Risk Register.

This approach takes into account the continuing changes to the organisation and to the range of services as the charity's work grows and develops.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

Financial review

The Trustees continue to meet regularly and receive reports in order to review the charity's financial position.

The charity recorded a surplus for the year of £88,622 compared to a surplus in the previous year of £119,230. Total income from the year increased from £2,808,852 in the previous year to £3,433,345 in the current year. Reserves at the end of the year increased from £1,294,348 to £1,382,970, of which £326,662 were held in restricted funds (2022: £160,648).

CPSL Mind is not liable for Corporation Tax and the surplus has been transferred to reserves for the year.

CPSL Mind's reserve strategy is formalised within the Finance Policy and revisited annually by the Trustees at the point of ratification of the annual budget. This forms part of the annual organisation risk review.

Disaster Fund - as at 31 March 2023 the Disaster Fund had a balance of £225,000. This represents approximately 1 months operating costs in the event that funding for services is lost.

Building Reserve - a fund set aside for significant repairs. As at 31 March 2023 the balance on the Building Reserve stood at £20,000.

At 31 March 2023 the charity had free reserves of £387,380.

Funding Sources

CPSL Mind has been fortunate to gain funding from the following sources:

Cambridgeshire County Council
Peterborough City Council
Cambridgeshire and Peterborough Clinical Commissioning Group
National Mind
A range of community partners

We thank all our funders for their continued support of our work.

Investment policy and performance

Funds are held by CPSL Mind in accordance with the Finance Policy and the Business Plan. Bank Interest received was £9,506.

Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report was approved by the Board of Trustees.

A Tait (Chair)

Trustee

Dated: 12 December 2023

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Opinion

We have audited the financial statements of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Mr Mark Jackson FCA DChA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

14 December 2023

**Chartered Accountants
Statutory Auditor**

Ruthlyn House
90 Lincoln Road
Peterborough
Cambridgeshire
United Kingdom
PE1 2SP

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	201,156	-	201,156	172,819	-	172,819
Charitable activities	4	1,540,156	1,682,527	3,222,683	1,512,593	1,123,198	2,635,791
Investments	5	9,506	-	9,506	242	-	242
Total income		1,750,818	1,682,527	3,433,345	1,685,654	1,123,198	2,808,852
Expenditure on:							
Raising funds	6	71,565	-	71,565	70,351	-	70,351
Charitable activities	7	1,751,195	1,521,955	3,273,150	1,404,821	1,222,572	2,627,393
Total resources expended		1,822,760	1,521,955	3,344,715	1,475,172	1,222,572	2,697,744
Net gains/(losses) on investments	11	-	-	-	(1,825)	-	(1,825)
Net (outgoing)/incoming resources before transfers		(71,942)	160,572	88,630	208,657	(99,374)	109,283

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Net (outgoing)/incoming resources before transfers	(71,942)	160,572	88,630	208,657	(99,374)	109,283
Gross transfers between funds	(5,442)	5,442	-	(42,720)	42,720	-
Net (outgoing)/incoming resources	(77,384)	166,014	88,630	165,937	(56,654)	109,283
Other recognised gains and losses						
Actuarial (loss)/gain on defined benefit pension schemes	(8)	-	(8)	9,947	-	9,947
Net movement in funds	(77,392)	166,014	88,622	175,884	(56,654)	119,230
Fund balances at 1 April 2022	1,133,700	160,648	1,294,348	957,816	217,302	1,175,118
Fund balances at 31 March 2023	<u>1,056,308</u>	<u>326,662</u>	<u>1,382,970</u>	<u>1,133,700</u>	<u>160,648</u>	<u>1,294,348</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed assets					
Tangible assets	13		287,941		303,681
Investments	14		2,017		2,017
			<u>289,958</u>		<u>305,698</u>
Current assets					
Debtors	15	500,270		94,225	
Cash at bank and in hand		1,451,892		1,167,317	
		<u>1,952,162</u>		<u>1,261,542</u>	
Creditors: amounts falling due within one year	16	<u>(814,362)</u>		<u>(267,996)</u>	
Net current assets			<u>1,137,800</u>		<u>993,546</u>
Total assets less current liabilities			<u>1,427,758</u>		<u>1,299,244</u>
Creditors: amounts falling due after more than one year	17		(41,667)		-
Provisions for liabilities	18		<u>(3,121)</u>		<u>(4,896)</u>
Net assets			<u><u>1,382,970</u></u>		<u><u>1,294,348</u></u>
Income funds					
Restricted funds	20		326,662		160,648
<u>Unrestricted funds</u>					
Designated funds	21	668,928		755,907	
General unrestricted funds		<u>387,380</u>		<u>377,793</u>	
			<u>1,056,308</u>		<u>1,133,700</u>
			<u><u>1,382,970</u></u>		<u><u>1,294,348</u></u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 12 December 2023

A Tait (Chair)

Trustee

Company registration number 01082980

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Cash flows from operating activities					
Cash generated from operations	25		280,471		204,646
Investing activities					
Purchase of tangible fixed assets		(5,402)		(46,421)	
Purchase of investments		-		(20)	
Investment income received		9,506		242	
Net cash generated from/(used in) investing activities			4,104		(46,199)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			284,575		158,447
Cash and cash equivalents at beginning of year			1,167,317		1,008,870
Cash and cash equivalents at end of year			1,451,892		1,167,317

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Barrere House, 100 Chesterton Road, Cambridge, Cambridgeshire, CB4 1ER, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The cost of raising and administering such funds are charged against the specific fund. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable to particular activities they have been allocated on a basis consistent with the use of the resources. Expenditure includes any VAT which cannot be fully recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £250 are capitalised by the charity.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% per annum straight line
Leasehold improvements	Over the life of the lease
Furniture and equipment	25% per annum straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Fixed asset investments

Investments are stated at market value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The company contributes to a defined benefit pension scheme for the benefit of 2 senior employees. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, on a consistent and reasonable basis, to identify the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS102 'Retirement benefits' the company accounts for this scheme as if it was a defined contribution scheme. The amount charged to the statement of financial activities represents contributions payable to the scheme in respect of the accounting period.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies (Continued)

1.13 Volunteers

The value of services provided by the volunteers is not incorporated in these financial statements. Further details of contributions from volunteers can be found in the Trustees' Report.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Donations and gifts	199,396	170,939
Subscriptions	1,760	1,880
	<u>201,156</u>	<u>172,819</u>

4 Charitable activities

	2023	2022
	£	£
Mental Health Services	<u>3,222,683</u>	<u>2,635,791</u>
Analysis by fund		
Unrestricted funds	1,540,156	1,512,593
Restricted funds	<u>1,682,527</u>	<u>1,123,198</u>
	<u>3,222,683</u>	<u>2,635,791</u>

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

5 Investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Interest receivable	9,506	242
	<u>9,506</u>	<u>242</u>

6 Raising funds

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
<u>Fundraising and publicity</u>		
Other fundraising costs	21,020	25,274
Staff costs	50,545	45,077
	<u>71,565</u>	<u>70,351</u>
Fundraising and publicity	71,565	70,351
	<u>71,565</u>	<u>70,351</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

7 Charitable activities

	Mental Health Services 2023 £	Mental Health Services 2022 £
Staff costs	2,573,247	2,031,695
Depreciation and impairment	21,142	20,763
Staff costs (excluding wages and salaries)	82,242	46,117
Training delivery costs	20,122	17,762
Telephone and website	65,575	76,654
Printing postage and stationery	29,668	21,369
IT costs	52,020	36,421
Travel	48,711	31,045
Office, accommodation and other costs	362,793	326,629
	<u>3,255,520</u>	<u>2,608,455</u>
Share of support costs (see note 8)	17,630	18,938
	<u>3,273,150</u>	<u>2,627,393</u>
Analysis by fund		
Unrestricted funds	1,751,195	1,404,821
Restricted funds	1,521,955	1,222,572
	<u>3,273,150</u>	<u>2,627,393</u>

8 Support costs

	Support costs £	Governance costs £	2023 £	Support costs £	Governance costs £	2022 £
Accountancy and financial advice	3,418	-	3,418	3,704	-	3,704
Auditors' remuneration	7,560	-	7,560	6,000	-	6,000
Professional fees	3,172	-	3,172	2,257	-	2,257
AGM & Annual report cost	-	-	-	1,296	-	1,296
Trustees' meetings and other expenditure	3,480	-	3,480	5,681	-	5,681
	<u>17,630</u>	<u>-</u>	<u>17,630</u>	<u>18,938</u>	<u>-</u>	<u>18,938</u>
Analysed between Charitable activities	<u>17,630</u>	<u>-</u>	<u>17,630</u>	<u>18,938</u>	<u>-</u>	<u>18,938</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or were reimbursed expenses during the year (2022: 2 trustees were reimbursed travel expenses of £128).

10 Employees

The average monthly number of employees during the year was:

	2023	2022
	Number	Number
Project workers and administrative staff	103	98

Employment costs

	2023	2022
	£	£
Wages and salaries	2,361,187	1,882,221
Social security costs	204,810	148,370
Other pension costs	57,795	46,181
	<u>2,623,792</u>	<u>2,076,772</u>

Key management personnel benefits totalled £306,573 in the year (2022: £261,816).

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2023	2022
	Number	Number
£60,000 to £70,000	1	-

11 Net gains/(losses) on investments

	Total Unrestricted funds	
	2023	2022
	£	£
Revaluation of investments	-	(1,825)

12 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

13 Tangible fixed assets

	Freehold land and buildings £	Leasehold improvements £	Furniture and equipment £	Total £
Cost				
At 1 April 2022	460,203	39,437	96,930	596,570
Additions	-	-	5,402	5,402
	<u>460,203</u>	<u>39,437</u>	<u>96,930</u>	<u>596,570</u>
At 31 March 2023	460,203	39,437	102,332	601,972
	<u>460,203</u>	<u>39,437</u>	<u>102,332</u>	<u>601,972</u>
Depreciation and impairment				
At 1 April 2022	208,338	3,944	80,607	292,889
Depreciation charged in the year	9,205	3,944	7,993	21,142
	<u>217,543</u>	<u>7,888</u>	<u>88,600</u>	<u>314,031</u>
At 31 March 2023	217,543	7,888	88,600	314,031
	<u>217,543</u>	<u>7,888</u>	<u>88,600</u>	<u>314,031</u>
Carrying amount				
At 31 March 2023	242,660	31,549	13,732	287,941
	<u>242,660</u>	<u>31,549</u>	<u>13,732</u>	<u>287,941</u>
At 31 March 2022	251,865	35,493	16,323	303,681
	<u>251,865</u>	<u>35,493</u>	<u>16,323</u>	<u>303,681</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

14 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2022 & 31 March 2023	2,017
Carrying amount	
At 31 March 2023	2,017
At 31 March 2022	2,017

15 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	442,768	60,177
Other debtors	7,725	12,630
Prepayments and accrued income	49,777	21,418
	<u>500,270</u>	<u>94,225</u>

16 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		139,604	39,514
Deferred income	18	558,924	146,823
Trade creditors		32,509	31,257
Other creditors		16,096	7,886
Accruals and deferred income		67,229	42,516
		<u>814,362</u>	<u>267,996</u>

17 Creditors: amounts falling due after more than one year

	Notes	2023 £	2022 £
Deferred income	18	41,667	-

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

18 Deferred income

	2023 £	2022 £
Other deferred income	600,591	146,823

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Current liabilities	558,924	146,823
Non-current liabilities	41,667	-
	<u>600,591</u>	<u>146,823</u>

19 Retirement benefit schemes

TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and
increasing by 3% each on 1st
April)

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Retirement benefit schemes

(Continued)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	2023	2022	2021
	£	£	£
Present values of provision	3,121	4,896	19,872

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	2023	2022
	£	£
Provision at the start of the period	4,896	19,872
Unwinding of the discount factor (interest expense)	91	115
Deficit contribution paid	(1,783)	(5,029)
Remeasurements - impact of any change in assumptions	(83)	(112)
Remeasurements - amendments to the contribution schedule	-	(9,950)
Provision at end of period	3,121	4,896

INCOME AND EXPENDITURE IMPACT

	2023	2022
	£	£
Interest expense	91	115
Remeasurements - impact of any change in assumptions	(83)	(112)
Remeasurements - amendments to the contribution schedule	-	(9,950)

ASSUMPTIONS

	2023	2022	2021
Rate of discount (% per annum)	5.52%	2.35%	0.66%

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

In the event that CPSL Mind withdraws from the multi-employer defined benefit pension scheme, they must by law pay their share of the deficit, calculated on a statutory basis known as the buy-out valuation basis. This was last estimated on 30 September 2022 where the cost of withdrawal was £29,223.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
The Sanctuary	53,070	500,934	(484,004)	-	70,000	570,502	(593,483)	-	47,019
Prison Training	-	30,225	(30,112)	-	113	30,691	(32,309)	1,505	-
Suicide Prevention Trailblazer	36,373	-	(36,373)	-	-	-	-	-	-
Building Mentally Healthy Universities	-	26,644	(30,650)	4,006	-	-	-	-	-
Discharge Buddies	87,177	38,821	(124,800)	-	1,198	378,363	(195,442)	-	184,119
Papworth Trust	6,385	6,463	(13,648)	800	-	-	-	-	-
Community Personality Disorder Service	2,698	100,000	(81,356)	-	21,342	158,333	(137,931)	-	41,744
University Good Life Service	8,900	8,676	(15,490)	-	2,086	16,053	(11,735)	-	6,404
Cambourne Good Life Project	5,420	12,500	(17,920)	-	-	-	-	-	-
Perinatal and Empowering Women	17,517	107,290	(111,372)	12,500	25,935	110,019	(139,245)	3,291	-
South Lincs Development	-	7,746	(32,860)	25,114	-	3,400	(3,400)	-	-
South Holland Good Life Project	-	22,494	(12,430)	-	10,064	50,638	(60,702)	-	-
Racial Equality	-	39,584	(19,188)	-	20,396	3,958	(18,991)	-	5,363
Rural Peterborough	-	80,336	(70,822)	-	9,514	64,269	(74,429)	646	-
Starting Well	(238)	141,485	(141,547)	300	-	175,700	(154,042)	-	21,658
Community Connectors	-	-	-	-	-	39,446	(38,848)	-	598
Victim and Witness Support	-	-	-	-	-	10,510	(5,101)	-	5,409
Night Light Cafe	-	-	-	-	-	26,625	(20,717)	-	5,908
Crowland Good Mood Cafe	-	-	-	-	-	9,528	(9,528)	-	-
Holbeach Good Mood Cafe	-	-	-	-	-	9,882	(9,882)	-	-
Boston Good Mood Cafe	-	-	-	-	-	24,610	(16,170)	-	8,440
	<u>217,302</u>	<u>1,123,198</u>	<u>(1,222,572)</u>	<u>42,720</u>	<u>160,648</u>	<u>1,682,527</u>	<u>(1,521,955)</u>	<u>5,442</u>	<u>326,662</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

20 Restricted funds

(Continued)

The Sanctuary - The Sanctuary provides a safe place for individuals experiencing an emotional or mental health crisis out of office hours. It is open seven days a week from 6pm to 1am and works as part of the county-wide First Response Service. The Sanctuary is funded by Cambridgeshire and Peterborough Clinical Commissioning Group (CCG) and has also developed a phone-based Sanctuary Daytime service.

Prison Training - An annual grant for the fiscal year is agreed with and paid by Sodexo Ltd for the Prison Wellbeing Service, which provides support for both male and female residents of HMP Peterborough. Delivered via one-to-one sessions and workshops for each resident group, the grant is sufficient to cover the deliverer's salary costs and the small amount of materials required.

Suicide Prevention Trailblazer - As part of a broader Mental Health Transformation programme, this project completed in early 2021.

Building Mentally Healthy Universities - Funded by National Mind from an ultimate income source of Goldman Sachs. This project ran through 2020/21 and, meeting the majority of its objectives and completed in 2021.

Discharge Buddies - A pilot project in 2020/21 funded by the Cambridgeshire and Peterborough CCG to provide short term support to individuals being discharged from Cambridgeshire and Peterborough Foundation Trust mental health inpatient wards and crisis teams. This project has now been extended until March 2024.

Papworth Trust - CPSL Mind worked with the Papworth Trust (PT) in a time limited £10k project to support PT's Work & Health programme participants with self-declared mental health issues. Additional funding was secured to extend the project, which completed in 2021.

Community Personality Disorder Service - Providing peer support as part of the new Personality Disorder pathway across Peterborough and Cambridgeshire. This service is delivered in partnership with the Cambridgeshire and Peterborough Foundation Trust as part of the Community Mental Health Transformation work in Peterborough. Longer term funding has now been secured to enable a future expansion of the project.

University Good Life Service - Delivering services to Students at Anglia Ruskin University (ARU) via Good Mood Cafes, enabling students to connect with their peers, supported by Information Sessions, providing practical tools and skills to improve mental health and wellbeing. Additional funding from ARU and the Evelyn Trust has allowed this project to continue to August 2022.

Cambourne Good Life project - Funded locally, via the NHS and delivering a weekly Good Mood Café, Open Door calm space and monthly information session. This project completed in March 2022.

Perinatal and Empowering Women - This is an expanding area for CPSL Mind. The core project has transferred funder from Peterborough City Council to Barnardo's. Alongside this service, the CCG funded Peer Support project continued for a second year up until March 2022 and will extend beyond that date. Trust fund grants and specific donations continued to benefit the service with continued support from the Evelyn Trust, the Pye Foundation and others.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

20 Restricted funds

(Continued)

Starting Well - A £350k multi-annual Starting Well project aimed at supporting mums in Muslim communities was launched in early 2021 and produced a well-received impact report after its initial period of operation. Funding is received directly from the Department for Health & Social Care.

South Holland Good Life Project – Funded by the Cooperative, via National Mind and working with isolated communities in South Lincolnshire. Using an asset-based model to deliver support based upon the Good Mood Café model.

South Lincs Development – Funding has been received, to deliver a programme using the Good Mood Café model. This is a pilot in 2021/22 funded by Lincolnshire CCG.

Racial Equality – Funded by Pears, via National Mind. CPSL Mind working closely with the Lantern Initiative to educate and raise awareness of mental health issues in the Muslim Community.

Rural Peterborough – A project funded by the Cambridgeshire & Peterborough CCG, running until Autumn 2022 and building on the Good Life model to deliver support services to those in isolated rural communities around Peterborough.

Transfers between funds relate to expenditure funded from general unrestricted funds.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

21 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Movement in funds				Balance at 31 March 2023 £
	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	
Fixed Asset Fund	261,070	-	(20,763)	63,374	303,681	-	(21,142)	5,402	287,941
Building Reserve	20,000	-	-	-	20,000	-	-	-	20,000
Disaster Fund	169,000	-	-	56,000	225,000	-	-	-	225,000
Charitable Services Fund	155,134	1,510,821	(1,444,362)	(14,367)	207,226	1,518,646	(1,642,170)	52,285	135,987
	<u>605,204</u>	<u>1,510,821</u>	<u>(1,465,125)</u>	<u>105,007</u>	<u>755,907</u>	<u>1,518,646</u>	<u>(1,663,312)</u>	<u>57,687</u>	<u>668,928</u>

Fixed Asset Fund - The Fixed Asset Fund represents the net book value of fixed assets held by the charity.

Building Reserve - The Trustees have set aside £20,000 to cover the costs of any unexpected maintenance costs for property.

Disaster Fund - The Trustees have set aside £225,000 to cover approximately 1 months operating costs in the event that funding for the services is lost, and the charity has to be wound up. These costs exclude the costs of staff redundancy, which has been considered separately.

Charitable Services Fund - The charity receives funding for the provision of services to people with mental health problems in and around Cambridgeshire. The charity records the direct costs incurred in providing these services and charges administrative and overhead expenses to the funds. The projects covered are as follows:

- The Good Life - This major project amalgamated the legacy Wellbeing and Support to Recovery programmes into one overarching activity which commenced on 1/9/2019 for a three-year initial contract amounting to £3.118m over that period. This is jointly funded by Cambridgeshire County Council and the Cambridgeshire & Peterborough NHS Clinical Commissioning Group.
- Changing Lives - Improving access to psychological therapies and counselling.
- STOP Suicide – Suicide prevention campaign.
- Training - Mental health related training and workshops.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

22 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:						
Tangible assets	287,941	-	287,941	303,681	-	303,681
Investments	2,017	-	2,017	2,017	-	2,017
Current assets/(liabilities)	811,138	326,662	1,137,800	832,898	160,648	993,546
Long term liabilities	(41,667)	-	(41,667)	-	-	-
Provisions and pensions	(3,121)	-	(3,121)	(4,896)	-	(4,896)
	<u>1,056,308</u>	<u>326,662</u>	<u>1,382,970</u>	<u>1,133,700</u>	<u>160,648</u>	<u>1,294,348</u>

23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	31,111	29,986
Between two and five years	62,510	92,215
	<u>93,621</u>	<u>122,201</u>

24 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

25 Cash generated from operations	2023	2022
	£	£
Surplus for the year	88,630	109,283
Adjustments for:		
Investment income recognised in statement of financial activities	(9,506)	(242)
Fair value gains and losses on investments	-	1,825
Depreciation and impairment of tangible fixed assets	21,142	20,763
Difference between pension charge and cash contributions	(1,783)	(5,029)
Movements in working capital:		
(Increase) in debtors	(406,045)	(26,346)
Increase/(decrease) in creditors	134,265	(27,145)
Increase in deferred income	453,768	131,537
Cash generated from operations	280,471	204,646
26 Analysis of changes in net funds		
The charity had no debt during the year.		

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Limited

England & Wales - Charity number 265087

Accounts

Charity Registration No. 265087

Company Registration No. 01082980 (England and Wales)

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Tait (Chair) A Grosbois (Vice Chair) M Huber (Treasurer) D Biswas (Appointed 14 December 2021) C Clarke S Gilfoyle A Granta (Appointed 22 June 2021) A Page (Appointed 14 December 2021) D Richards
Chief Executive	Aly Anderson
Charity number	265087
Company number	01082980
Registered office	Barrere House 100 Chesterton Road Cambridge Cambridgeshire United Kingdom CB4 1ER
Auditor	Azets Audit Services Ruthlyn House 90 Lincoln Road Peterborough United Kingdom PE1 2SP
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent United Kingdom ME19 4JQ

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

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CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

Charity Name

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is known as CPSL Mind.

Trustees/Directors

The Trustees are pleased to present the Trustees' Report together with the financial statements of the charity for the year ended 31 March 2022, which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes. Members of the Board of Trustees are 'Directors' for the purposes of company law and 'Trustees' for the purpose of charity law. They will be referred to as Trustees throughout this document and for the purposes of the financial statements.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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)".

Our beneficiaries

CPSL Mind continues to work predominately with adults (18-plus) who are experiencing mental health challenges and living in the areas of Cambridgeshire and Peterborough; while now expanding our reach in South Lincolnshire. We also promote positive mental health for all, via projects, campaigns, training and awareness-raising.

Overview 2021/22

Despite the ongoing impacts of the Covid-19 pandemic, 2021-2022 has been a year of continued growth both in terms of income received and the breadth of services that CPSL Mind now delivers across the communities of Cambridgeshire, Peterborough and South Lincolnshire.

While emerging from Covid-19 restrictions has been challenging at times – with safety always our number one priority – our staff and volunteer teams have once again demonstrated their flexibility, resilience and commitment to continuity of our services; for which we are deeply grateful.

While there is no doubting the importance of restoring face to face connections across our communities – the pandemic has also resulted in what are likely to be long term changes in the expectations of those whom we support; resulting in much more flexible delivery styles that can increase reach and accessibility.

In particular, during this year we:

- Expanded our Good Life Service offer with the launch of our Good Life Fund and 'Anger and what to do about it' workshops. We also expanded the service available in rural Peterborough, thanks to additional NHS Community Mental Health Transformation funding.
- Worked alongside The Lantern Initiative – <https://www.thelanterninitiative.co.uk/> and other community partners to undertake a ground-breaking service design activity with local Muslim mums, to co-produce a new perinatal service for our Muslim communities.
- Extended the hours of our Sanctuary crisis service, which now provides support from 11am to 1 am Monday to Friday as well as 6pm to 1am over the weekend.
- Secured the additional funding required to maintain and grow our innovative Discharge Buddy Service, providing support - including focused peer support - to individuals following discharge either from an inpatient stay or Crisis Team intervention.
- Further developed the NHS-funded peer support element of the new Community Personality Disorder service, which began in Peterborough but will soon be expanded across Cambridgeshire.
- Worked with partners across South Lincolnshire to pilot out of hours 'Night Light' cafe, which have since received longer term NHS community mental health transformation investment.
- Secured funding to expand our Good Mood Cafe model into Long Sutton and Sutton Bridge, with further cafes in Holbeach and Crowland funded from September 2022.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

- As part of the 'Fullscope' consortium, continued to work alongside other local charities to influence and improve children and young people's mental health services across Cambridgeshire and Peterborough.
- Worked in partnership with Living Sport - www.livingsport.co.uk - to develop and deliver community-based 'Wellbeing Together' training to upskill local community staff and volunteers around mental health and self-care.
- Our STOP Suicide awareness campaign and training opportunities increased the suicide prevention knowledge skills and awareness across more than 30 diverse local organisations working with individuals facing various life challenges.
- Co-produced an innovative animated STOP Suicide film to support people to respond in a direct, helpful and compassionate way if they are concerned that someone they know may be feeling suicidal.
- Adopted the new Mind branding and launched a new website underpinning improved accessibility for service information and engagement.

This has also been a year in which we have developed our new organisational strategy – 'Connecting across our communities: for better mental health' - following considerable consultation both internally and externally. This new strategy builds on the work we began with the launch of our previous strategy – 'Building on our strengths: for better mental health' – three years ago and against which we have delivered significant growth and development, the highlights of which are detailed below.

Our new strategy was launched at our AGM on 29th March 2022 and focuses in particular on three core strategic development areas 'Inclusion, Innovation and Influence.' In response to the Climate Emergency, it also recognises our responsibilities in relation to protecting the natural environment together with the vital part that nature can play in supporting positive mental health.

Our Reach

During **2021/22** we supported more than **4,300** people and provided approximately:

- **20,500** hours of one-to-one support to more than **2,500** people.
- **2,100** hours of group activities for **900** people.
- **2,000** hours of online support to **700** people via the digital service provided by Qwell.
- **175** hours of ad hoc listening support via our general enquiries telephone line.
- **450** hours of training and workshops attended by **1,550** participants.

We have also:

- Helped resource 18 community-based wellbeing activities via our Good Life Fund, reaching more than 200 people across Cambridgeshire and Peterborough.
- Trained more than 500 people in suicide prevention skills spanning 30 diverse local organisations.
- Directed more than 14,500 visitors to our www.stopsuicidepledge.org website via our innovative animated STOP Suicide film, outdoor advertising and social media campaigns.
- Raised public awareness of mental health issues with more than 60 TV, radio, online and print interviews and articles.

Our Impact

Below is just some of the feedback we have received from individuals we have worked with this year:

"I feel fresh and very positive after attending. I feel full of energy and the rest of the day goes smoothly."
Attendee of Chai and Chat

"I can't praise these sessions enough. They helped me through a very difficult time. An amazing service." **Client, Changing Lives Talking Therapy**

"I don't know where I would be now without you. I was in a very dark place, suicidal and self-harming, and you have all been brilliant, you haven't judged, you listened and now I have so many things to look forward to." **Peer Support Group Member, Community Personality Disorder Service**

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

"It was like a relief because there was someone else there, someone that understood, somebody who was there to listen and just be able to talk to somebody and knowing they understand. It was lifesaving." **Individual accessing Discharge Buddy Service**

"I accessed the Good Life Peer Mentors to help support me with IT skills, something I have never felt able to do. My Peer Mentor was so patient with me and helped me to explore how to use a computer. I use my laptop every day now." **Individual accessing Good Life Peer Mentor one-to-one support**

"I have found all the sessions to be very beneficial to my wellbeing and now spend a part of each day doing some exercises on my own. This helps me, especially at bedtime, as it relaxes and empties my mind!" **Participant, Good Life Rural Peterborough Calm Space**

"This year has been tricky to meet new people and make friends...I was made to feel at home with chatter and funny stories being shared. I met some really lovely people and I can honestly say that, after an hour of non-stop laughter and coffee, I felt so much better." **University Good Mood Cafe participant**

"I now feel like a different person. I have made great progress." **HMP Peterborough resident accessing one-to-one wellbeing support**

"Mums Matter has given me more confidence and has enabled me to appreciate myself more, it has made me a stronger person. Since completing Mums Matter, I have completed a course around understanding mental health in children and young people and I would also like to go on to volunteer." **Participant, Mums Matter Course, Perinatal Service**

"This is an inspirational and uplifting place to meet new people and chat. There's no pressure, it's just nice to get out...." **South Lincolnshire Good Mood Cafe and Night Light Café Participant**

"In all my years of struggling with mental health problems, I have never felt so understood and validated for my difficult experiences." **Visitor accessing Sanctuary crisis support**

"One delegate shared a very powerful experience where they had supported a friend who had been experiencing a very severe bout of depression, anxiety and PTSD related symptoms. . .They felt able to gain trust from the person concerned and able to signpost the right support. . .now the person is getting the right support and medication." **Community Training Partner**

"I have become a Mental Health First Aider at work, I wouldn't have done it if it wasn't for STOP Suicide...I try my best to spread awareness whenever I see an opportunity." **STOP Suicide Campaign Maker**

More information and examples of the impact we have had across our communities over the past year will be shared in our Annual Impact Report 2021-22, available later this year. As ever, the Board of Trustees would like to extend its sincerest thanks to everyone involved; in particular our staff, volunteers and Campaign Makers; our co-producers and delivery partners; our funders and fundraisers.

Values-based practice

CPSL Mind is a values-based organisation and our six values, illustrated below, are at the heart of everything we do:



CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

We work hard to ensure our behaviours and decision-making across the organisation reflect these values:

- We believe that everyone, whatever their role in CPSL Mind or our local community, brings strengths, skills and talents that should be both recognised and valued.
- We recognise that everyone has mental health and that we all have ups and downs in life that may impact on our daily lives, including our work/volunteering lives.
- We acknowledge the vital role that those with lived experience of mental health issues can have in supporting others and actively invest in opportunities for peer support including opportunities for volunteers and paid staff.
- We work collaboratively with other stakeholders across the community and are mindful of the need to respect and acknowledge all our partners and co-producers.
- We believe in the value of genuine co-production and seek to engage a diverse range of opinions and ideas when developing our projects and services.
- We seek to be open, honest and accountable, especially if we get things wrong. Our ethos is one of transparency and we strive to create a reflective, learning culture.

Co-production and engagement

Despite the changes in our delivery methods during the Covid-19 pandemic, co-production has continued to be at the heart of all our activities across CPSL Mind. Alongside the invaluable input from our Co-production Team, many individuals accessing our services have been actively involved in new project design as well as development of existing services; as have a wide range of partner organisations with whom we have collaborated.

Feedback from a Co-production volunteer:

"I have thoroughly enjoyed volunteering with CPSL Mind's Co-production team as it is a safe and supportive environment where I can freely express my ideas and opinions and feel listened to as a valued member of the team. This is especially prominent as a young person wanting to go down this career path. It has taught me so much about the importance of collaboration and given me a valuable experience within this field."

We have also increased our skills in using the Mind Service Design Toolkit. This 'tried and tested' service design methodology ensures that services are truly focused on the needs of those they set out to support. In particular, this Service Design approach has given us vital insights relating to the particular needs of Muslim mums experiencing mental health challenges during the perinatal period – supporting the co-production of the new Starting Well service for our local Muslim communities. The Insights Report produced as part of that process has since been shared both locally and nationally.

Volunteer impact

This year saw more than 4,700 volunteer hours and more than 3,900 hours of direct service delivery from our volunteers.

This includes more than 2,700 hours from our extraordinary team of volunteer counsellors who worked with us to deliver our Improving access to Psychological Therapies (IAPT) service Changing Lives, supporting hundreds of local people across Cambridgeshire.

Sadly, despite the excellent outcomes consistently achieved by this service over many years, changes in NHS rules have meant that funding for the IAPT aspect of our work has now come to an end. However, as part of our 'inclusivity' commitment, we hope to continue working with a number of our volunteer counsellors on a new NHS-funded 'service design' pilot project aimed at increasing the number of older people who access an IAPT service locally.

Alongside our volunteer counsellors, many other local people have volunteered their time and skills in a wide variety of ways: as trustees or in campaigning, fundraising, co-production, administrative or facilities roles.

As ever, a huge 'thank you' goes to everyone who has given up their time to support our work during this exceptionally challenging year. We could not do what we do without you.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Quality and service development

As our services continue to adapt and develop post-Covid 19 restrictions, safety and effectiveness is our top priority. We seek to continuously improve the quality of all our services and are proud of our learning culture.

This year we have made particular progress in reviewing our services, governance and processes against the national Mind Quality Mark (MQM) guidance. This is further supported by our approach to co-production and our proactive response to both formal evaluation and informal feedback which supports our continuous quality improvement ambitions.

Delivering against our Strategy

The table below summarises the progress made as against the six goals set out in our 2019-21 organisational strategy:

Strategic Goal 2019-21	Activity
<p>Increasing choice and accessibility</p>	<ul style="list-style-type: none"> • Launched our community-based Good Life Service, which includes open access elements; the online 'Qwell' service (delivered by digital partner Xenzone) and the co-produced 'Waves' Personality Disorder Service (in partnership with Suffolk Mind). • Subsequently expanded the reach of Good Life Service into rural Peterborough, thanks to NHS Community Mental Health Transformation funding. • Additional funding enabled us to co-produce a Good Life Service element specifically designed for university students. • Partnered with Cambridgeshire and Peterborough Foundation Trust (CPFT) to provide peer support element of Community Personality Disorder Service as part of the Community Mental Health Transformation activity in Peterborough. • Collaborated with others across the sector to provide additional helpline support during Covid-19 lockdowns and adapted delivery methods of all services in response to Covid-19 response • Development of Discharge Buddy Service, to support individuals after either an inpatient stay or following discharge from the Cambridgeshire and Peterborough Foundation Trust (CPFT) Crisis Team. • Co-production and delivery of the 'Starting Well' community perinatal project focused on needs of our Muslim communities, in partnership with The Lantern Initiative. • Co-produced 'Chai and Chat' wellbeing activity for local Muslim women in partnership with The Lantern Initiative. • Investment in South Lincolnshire – firstly in research project and subsequently a development manager role; securing funding to launch 'Good Mood Cafes' in Long Sutton and Sutton Bridge.
<p>Empowerment through strengths-based approaches</p>	<ul style="list-style-type: none"> • Development of the Good Life Service which takes a strengths-based approach and focuses on connecting people to their strengths, talents and wider community. • Launched our Good Life Fund which provides funding and support to local people seeking to develop their own community-based wellbeing activities. • Embedded co-production and peer support across all our services; including the launch of peer mentor volunteering training and opportunities. • Played a key role in the development of a county-wide Asset-Based Community Development (ABCD) network across Cambridgeshire and Peterborough. • Co-produced a powerful online suicide prevention campaign, focused specifically on men and created alongside eight individuals who used their lived experience to shape the campaign messages. • Worked with local men to co-produce 'Dads Matter' service to support new fathers to manage their own wellbeing and to support their partners.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

<p>Opportunities for self-help and peer support</p>	<ul style="list-style-type: none"> • Launched open access 'Open Door – calm spaces' and 'Good Mood Cafes' across Peterborough and Cambridgeshire initially and, subsequently, in South Lincolnshire. • Embedded peer support groups across our Good Life and Perinatal Services. • Connected individuals with evidence-based self-help skills and resources as part of our Changing Lives CBT and Counselling Service. • Shared evidence-based self-help ideas and resources via our communications and campaigns. • Supported Lifecraft's Lifeline helpline and the multi-agency 'Now We're Talking' media campaign targeted at connecting people to support and self-help resources during Covid-19 lockdown. • Launched new Personality Disorder Peer Support groups to the Personality Disorder support pathway, as part of the new Community Mental Health Transformation programme in Peterborough. • Launched our Peer Mentor Volunteer programme as part of the Good Life Service. • Promoted 'Wellbeing Plans' and associated resources across all our services. • Launched our online service 'Qwell', delivered by our partner XenZone and including a range of self-help resources as well as online peer support.
<p>Support the growth of community-led activities</p>	<ul style="list-style-type: none"> • Delivered our open access 'Good Mood Cafes' across Peterborough and Cambridgeshire, designed to connect individuals around common interests and with other local opportunities. • Developed our 'Good Life Fund' – which offers small grants to groups of individuals who wish to establish their own wellbeing-related activities. • Worked alongside our incredible community of STOP Suicide 'Campaign Makers' to find creative new ways of promoting our suicide prevention messages. • Co-produced University Good Mood Cafes with students at Anglia Ruskin University and University of Cambridge. • Co-produced 'Chai and Chat' wellbeing sessions for Muslim women, in partnership with The Lantern Initiative. • Supported a growing number of community fundraisers to develop and deliver innovative online and outdoor fundraising activities that connected people safely during the pandemic while also raising funds for our work. • Worked with partner Living Sport to develop a training programme 'Wellbeing Together' that increased wellbeing-related skills across our communities. • Secured funding for 'Good Mood picnics' and related activities in South Lincolnshire.
<p>Encourage open conversations around mental health and suicide</p>	<ul style="list-style-type: none"> • Continued to grow and develop our STOP Suicide campaign, with innovations including an animated film, co-produced men's campaign and high-profile local media. • Increased suicide prevention skills across our local communities via awareness-raising and training focused on partner organisation working with vulnerable people. • Delivered an award-winning programme of suicide mitigation training with local GPs and other Primary Care staff. • Actively supported the county-wide 'Now We're Talking' campaign to encourage self-help and 'neighbourliness' during Covid-19 Lockdown periods. • Created opportunities for awareness raising around mental health issues, available services and suicide prevention across print, radio and social media. • Delivered our Stress LESS wellbeing campaign for students, aged 12- 18 years old, across local schools and colleges.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Increase mental health-related skills within our communities	<ul style="list-style-type: none">• Trained hundreds of local people in mental health-related skills via our community activity and corporate training and consultancy service.• Delivered a two-year partnership programme with national Mind and the University of Cambridge focused on equipping students and staff with tools, techniques and knowledge on how to look after their mental health.• Continued to train local businesses in our mental health workshops during lockdown, responding quickly to convert our training to an online offer. This led to collaboration across CPSL Mind to offer 'Good Mood Cafes in the workplace'• Developed and delivered a comprehensive trauma-informed support work training for frontline homeless community support staff.• Supported 'Covid-19' hub volunteers to have open conversations around mental health and suicide via online, easy-access workshop.• Supported local employers to promote positive wellbeing among home-working staff via workplace-based Good Mood Cafes.
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Looking forward

As described above, our new strategy has been developed over the past year and aims to take the previous strategic direction to the 'next level'. Launched at our AGM in March 2022, our Vision and Mission remain largely as before and our organisational values are unchanged:

Our Vision is a society in which everyone has positive mental health and feels part of a connected community.

Our Mission is to:

Support those with poor mental health to live well, whatever that means for them.

Enable people to maintain positive mental health, especially those who are going through tough times.

Inspire connections and eliminate stigma within our diverse communities for the benefit of everyone's mental health.

Our Values: Compassion, Inclusivity, Empowerment, Integrity, Respect and Courage.

The four **Goals** we have set for 2022-2025 are:

Goal 1: Increase the reach and accessibility of community-based mental health support across the diverse populations of Cambridgeshire, Peterborough and South Lincolnshire.

Goal 2: Use strength-based, holistic and trauma-informed approaches to support people with mental health problems to connect to others, enhance their wellbeing and facilitate peer to peer support.

Goal 3: Challenge the attitudes and behaviours that prevent open conversations around our mental health.

Goal 4: Support local employers to create mentally healthy workplaces.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Alongside these goals we have set ourselves three strategic development priorities of 'Inclusivity, Innovation and Influence', all of which are underpinned by our commitment to Caring for the Environment:

Inclusivity

- Reflecting and celebrating our diverse communities.
- Meeting needs of minority groups with our projects and services.
- Focusing on health inequalities and areas of deprivation.
- Embedding trauma-informed approaches.
- Collaborating with others to reach new audiences.

Innovation

- Working alongside our communities to test and co-produce 'purpose designed' solutions to well-being related challenges.
- Building an evidence base around non-clinical, strengths-based interventions – with a particular focus on peer support.
- Developing new, values-based services and fund-raising methods that diversify both our income and our reach.

Influence

- Authentic co-production of our projects and services.
- Standing up for what we believe as mental health services and systems change.
- Truly listening to those we support – and those who currently feel excluded.
- Developing Services and Campaigns that change minds and prompt positive responses to mental health challenges.

Structure, governance and management

Trustees

CPSL Mind's strategic direction is led by its Board of Trustees. The full Board meets at least quarterly, supplemented by designated Working Groups.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

A Tait (Chair)

A Grosbois (Vice Chair)

M Huber (Treasurer)

L Adcock

(Resigned 12 August 2022)

D Biswas

(Appointed 14 December 2021)

C Clarke

S Gilfoyle

A Granta

(Appointed 22 June 2021)

E Orekogbe

(Appointed 14 December 2021 and resigned 2 December 2022)

A Page

(Appointed 14 December 2021)

D Richards

R Young

(Resigned 14 November 2022)

Appointment of Trustees

Trustees are sourced from current CPSL Mind members, on the basis of recommendation or from public recruitment campaigns. New Trustees are required to complete an application form, undertake a Disclosure and Barring Service check and are then interviewed by members of the Board of Trustees.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Trustee Induction and Training

Trustee induction and training includes one to one sessions with the Chair and Senior Leadership Team and visiting CPSL Mind's services, together with external training such as Governance and Management Training and Away Days.

CPSL Mind Members

Our members are individuals or corporations who have paid the minimum subscription fee, as stipulated by CPSL Mind, for a year. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up.

Remuneration Policy

The Trustees consider the board of directors, who are the charity's Trustees, and the senior management team comprising the key management personnel of the charity, to be in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. The pay of the senior management team is set by the Trustees, benchmarking against pay levels in other charities of a similar size and type.

Management

A Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the charity. The Executive Board expect the Chief Executive Officer to undertake both strategic and operational decisions based on their formal ratification of the Business Plan and Annual Budget. The board expects the Chief Executive Officer to ensure that all decision making is within the remit of CPSL Mind Policy and Procedures.

Public Benefit

CPSL Mind has paid due regard to the published guidance from the Charity Commission on the operation of the Public Benefit requirement under the Charities Act 2011.

Risk Management

Our Board of Trustees consistently reviews the major risks to which the charity is exposed, in line with the organisation's risk appetite and risk management strategy, which comprises:

- A regular review of new and high/medium level risks.
- A comprehensive annual review of all the organisational risks which the charity faces.
- Established systems and procedures to manage those risks identified in the plan.
- The implementation of procedures designed to minimise any potential impact on the charity should any of those risks materialise.

This review takes into account the continuing changes to the organisation and to the range of services as the charity's work grows and develops.

Financial review

The Trustees continue to meet regularly and receive reports in order to review the charity's financial position.

The charity recorded a surplus for the year of £119,230 compared to a surplus in the previous year of £184,629. Total income from the year increased from £2,568,583 in the previous year to £2,808,852 in the current year. Reserves at the end of the year increased from £1,175,118 to £1,294,348, of which £160,648 were held in restricted funds (2021: £217,302).

CPSL Mind is not liable for Corporation Tax and the surplus has been transferred to reserves for the year.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

CPSL Mind's reserve strategy is formalised within the Finance Policy and revisited annually by the Trustees at the point of ratification of the annual budget. This forms part of the annual organisation risk review.

Disaster Fund - as at 31 March 2022 the Disaster Fund had a balance of £225,000. This represents approximately 1 months operating costs in the event that funding for services is lost.

Building Reserve - a fund set aside for significant repairs. As at 31 March 2022 the balance on the Building Reserve stood at £20,000.

At 31 March 2022 the charity had free reserves of £377,793.

Funding Sources

CPSL Mind has been fortunate to gain funding from the following sources:

Cambridgeshire County Council
Peterborough City Council
Cambridgeshire and Peterborough Clinical Commissioning Group
National Mind
A range of community partners

We thank all our funders for their continued support of our work.

Investment policy and performance

Funds are held by CPSL Mind in accordance with the Finance Policy and the Business Plan. Bank Interest received was £242.

Auditor

Azets Audit Services were appointed as auditor to the company and a resolution proposing that they be re-appointed will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees.

A Tait (Chair)

Trustee

Dated: 15 December 2022

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Opinion

We have audited the financial statements of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Mr Mark Jackson FCA DChA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services**

16 December 2022

**Chartered Accountants
Statutory Auditor**

Ruthlyn House
90 Lincoln Road
Peterborough
United Kingdom
PE1 2SP

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

**TO THE TRUSTEES OF CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH
LINCOLNSHIRE (CPSL) MIND LTD**

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	172,819	-	172,819	147,338	-	147,338
Charitable activities	4	1,512,593	1,123,198	2,635,791	1,526,901	892,606	2,419,507
Investments	5	242	-	242	1,738	-	1,738
Total income		1,685,654	1,123,198	2,808,852	1,675,977	892,606	2,568,583
Expenditure on:							
Raising funds	6	7,100	-	7,100	23,700	-	23,700
Charitable activities	7	1,468,072	1,222,572	2,690,644	1,584,172	775,960	2,360,132
Total resources expended		1,475,172	1,222,572	2,697,744	1,607,872	775,960	2,383,832
Net gains/(losses) on investments	11	(1,825)	-	(1,825)	1,086	-	1,086
Net incoming/ (outgoing) resources before transfers		208,657	(99,374)	109,283	69,191	116,646	185,837

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Net incoming/ (outgoing) resources before transfers	208,657	(99,374)	109,283	69,191	116,646	185,837
Gross transfers between funds	(42,720)	42,720	-	13,741	(13,741)	-
Net incoming/(outgoing) resources	165,937	(56,654)	109,283	82,932	102,905	185,837
Other recognised gains and losses						
Actuarial gain/(loss) on defined benefit pension schemes	9,947	-	9,947	(1,208)	-	(1,208)
Net movement in funds	175,884	(56,654)	119,230	81,724	102,905	184,629
Fund balances at 1 April 2021	957,816	217,302	1,175,118	876,092	114,397	990,489
Fund balances at 31 March 2022	1,133,700	160,648	1,294,348	957,816	217,302	1,175,118

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Fixed assets					
Tangible assets	12		303,681		278,023
Investments	13		2,017		3,822
			<u>305,698</u>		<u>281,845</u>
Current assets					
Debtors	14	94,225		67,879	
Cash at bank and in hand		1,167,317		1,008,870	
		<u>1,261,542</u>		<u>1,076,749</u>	
Creditors: amounts falling due within one year	15	<u>(267,996)</u>		<u>(163,604)</u>	
Net current assets			<u>993,546</u>		<u>913,145</u>
Total assets less current liabilities			<u>1,299,244</u>		<u>1,194,990</u>
Provisions for liabilities			<u>(4,896)</u>		<u>(19,872)</u>
Net assets			<u>1,294,348</u>		<u>1,175,118</u>
Income funds					
Restricted funds	18		160,648		217,302
<u>Unrestricted funds</u>					
Designated funds	19	755,907		605,204	
General unrestricted funds		377,793		352,612	
		<u>1,133,700</u>		<u>957,816</u>	
			<u>1,294,348</u>		<u>1,175,118</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2022

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 15 December 2022

A Tait (Chair)
Trustee

Company Registration No. 01082980

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	23		204,646		286,991
Investing activities					
Purchase of tangible fixed assets		(46,421)		(13,670)	
Purchase of investments		(20)		(21)	
Investment income received		242		1,738	
Net cash used in investing activities			(46,199)		(11,953)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			158,447		275,038
Cash and cash equivalents at beginning of year			1,008,870		733,832
Cash and cash equivalents at end of year			<u>1,167,317</u>		<u>1,008,870</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is Barrere House, 100 Chesterton Road, Cambridge, Cambridgeshire, CB4 1ER, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Companies Act 2006 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes.

Restricted funds are subject to specific conditions by donors as to how they may be used. The cost of raising and administering such funds are charged against the specific fund. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributable to particular activities they have been allocated on a basis consistent with the use of the resources. Expenditure includes any VAT which cannot be fully recovered.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

All assets costing more than £250 are capitalised by the charity.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% per annum straight line
Leasehold property	Over the life of the lease
Leasehold improvements	Over the life of the lease
Furniture and equipment	25% per annum straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Fixed asset investments

Investments are stated at market value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

The company contributes to a defined benefit pension scheme for the benefit of 2 senior employees. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, on a consistent and reasonable basis, to identify the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS102 'Retirement benefits' the company accounts for this scheme as if it was a defined contribution scheme. The amount charged to the statement of financial activities represents contributions payable to the scheme in respect of the accounting period.

1.13 Volunteers

The value of services provided by the volunteers is not incorporated in these financial statements. Further details of contributions from volunteers can be found in the Trustees' Report.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Donations and gifts	170,939	145,357
Subscriptions	1,880	1,981
	<u>172,819</u>	<u>147,338</u>

4 Charitable activities

	2022	2021
	£	£
Mental Health Services	2,635,791	2,419,507
	<u>2,635,791</u>	<u>2,419,507</u>
Analysis by fund		
Unrestricted funds	1,512,593	1,526,901
Restricted funds	1,123,198	892,606
	<u>2,635,791</u>	<u>2,419,507</u>

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

5 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Interest receivable	242	1,738
	<u>242</u>	<u>1,738</u>

6 Raising funds

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
<u>Fundraising and publicity</u>		
Other fundraising costs	7,100	23,700
	<u>7,100</u>	<u>23,700</u>
	<u>7,100</u>	<u>23,700</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

7 Charitable activities

	Mental Health Services 2022 £	Mental Health Services 2021 £
Staff costs	2,076,771	1,789,881
Depreciation and impairment	20,763	18,801
Staff costs (excluding wages and salaries)	47,025	23,636
Training delivery costs	17,762	8,083
Telephone and website	76,927	69,070
Printing postage and stationery	21,907	23,669
IT costs	36,421	26,634
Travel	31,045	25,633
Office, accommodation and other costs	343,085	364,092
	<u>2,671,706</u>	<u>2,349,499</u>
Share of support costs (see note 8)	18,938	10,633
	<u>2,690,644</u>	<u>2,360,132</u>
Analysis by fund		
Unrestricted funds	1,468,072	1,584,172
Restricted funds	1,222,572	775,960
	<u>2,690,644</u>	<u>2,360,132</u>

8 Support costs

	Support costs £	Governance costs £	2022 Support costs		Governance costs £	2021 £
	£	£	£	£	£	£
Accountancy and financial advice	3,704	-	3,704	585	-	585
Auditors' remuneration	6,000	-	6,000	6,000	-	6,000
Professional fees	2,257	-	2,257	3,248	-	3,248
AGM & Annual report cost	1,296	-	1,296	800	-	800
Trustees' meetings and other expenditure	5,681	-	5,681	-	-	-
	<u>18,938</u>	<u>-</u>	<u>18,938</u>	<u>10,633</u>	<u>-</u>	<u>10,633</u>
Analysed between Charitable activities	<u>18,938</u>	<u>-</u>	<u>18,938</u>	<u>10,633</u>	<u>-</u>	<u>10,633</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, but 2 of them were reimbursed a total of £128 travelling expenses (2021: none).

10 Employees

The average monthly number of employees during the year was:

	2022	2021
	Number	Number
Project workers and administrative staff	98	81
	<u> </u>	<u> </u>

Employment costs

	2022	2021
	£	£
Wages and salaries	1,882,220	1,612,906
Social security costs	148,370	126,780
Other pension costs	46,181	50,195
	<u> </u>	<u> </u>
	<u>2,076,771</u>	<u>1,789,881</u>

Key management personnel benefits totalled £261,816 in the year (2021: £233,560).

There were no employees whose annual remuneration was £60,000 or more.

11 Net gains/(losses) on investments

	Unrestricted	Unrestricted
	funds	funds
	2022	2021
	£	£
Revaluation of investments	(1,825)	1,086
	<u> </u>	<u> </u>

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE
(CPSL) MIND LTD**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

12 Tangible fixed assets

	Freehold land and buildings £	Leasehold property improvements £	Leasehold improvements £	Furniture and equipment £	Total £
Cost					
At 1 April 2021	460,203	150,000	-	128,425	738,628
Additions	-	-	39,437	6,984	46,421
Disposals	-	(150,000)	-	(38,478)	(188,478)
	<u>460,203</u>	<u>-</u>	<u>39,437</u>	<u>96,931</u>	<u>596,571</u>
At 31 March 2022	460,203	-	39,437	96,931	596,571
Depreciation and impairment					
At 1 April 2021	199,133	150,000	-	111,472	460,605
Depreciation charged in the year	9,205	-	3,944	7,614	20,763
Eliminated in respect of disposals	-	(150,000)	-	(38,478)	(188,478)
	<u>208,338</u>	<u>-</u>	<u>3,944</u>	<u>80,608</u>	<u>292,890</u>
At 31 March 2022	208,338	-	3,944	80,608	292,890
Carrying amount					
At 31 March 2022	251,865	-	35,493	16,323	303,681
	<u>251,865</u>	<u>-</u>	<u>35,493</u>	<u>16,323</u>	<u>303,681</u>
At 31 March 2021	261,070	-	-	16,953	278,023
	<u>261,070</u>	<u>-</u>	<u>-</u>	<u>16,953</u>	<u>278,023</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

13 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2021	3,822
Additions	20
Valuation changes	(1,825)
At 31 March 2022	<u>2,017</u>
Carrying amount	
At 31 March 2022	<u>2,017</u>
At 31 March 2021	<u>3,822</u>

14 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	60,177	38,689
Other debtors	12,630	4,905
Prepayments and accrued income	21,418	24,285
	<u>94,225</u>	<u>67,879</u>

15 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		39,514	33,832
Deferred income	16	146,823	15,286
Trade creditors		31,257	46,311
Other creditors		7,886	11,541
Accruals and deferred income		42,516	56,634
		<u>267,996</u>	<u>163,604</u>

16 Deferred income

	2022 £	2021 £
Other deferred income	146,823	15,286

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

17 Retirement benefit schemes

TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025: £3,312,000 per annum (payable monthly)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	2022	2021	2020
	£	£	£
Present values of provision	4,896	19,872	23,546

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

17 Retirement benefit schemes	(Continued)		
RECONCILIATION OF OPENING AND CLOSING PROVISIONS			
	2022	2021	
	£	£	
Provision at the start of the period	19,872	23,546	
Unwinding of the discount factor (interest expense)	115	528	
Deficit contribution paid	(5,029)	(4,882)	
Remeasurements - impact of any change in assumptions	(112)	680	
Remeasurements - amendments to the contribution schedule	(9,950)	-	
	<u>4,896</u>	<u>19,872</u>	
INCOME AND EXPENDITURE IMPACT			
	2022	2021	
	£	£	
Interest expense	115	528	
Remeasurements - impact of any change in assumptions	(112)	680	
Remeasurements - amendments to the contribution schedule	(9,950)	-	
ASSUMPTIONS			
	2022	2021	2020
Rate of discount (% per annum)	2.35%	0.66%	2.53%

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

In the event that CPSL Mind withdraws from the multi-employer defined benefit pension scheme, they must by law pay their share of the deficit, calculated on a statutory basis known as the buy-out valuation basis. This was last estimated on 30 September 2020 where the cost of withdrawal was £88,232.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2020		Movement in funds			Movement in funds			Balance at 31 March 2022		
	£	£	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	£	£
The Sanctuary	-	449,247	(396,177)	-	53,070	500,934	(484,004)	-	70,000	-	-
GP Training	981	-	(981)	-	-	-	-	-	-	-	-
Prison Training	-	28,424	(28,886)	462	-	30,225	(30,112)	-	-	-	113
Suicide Prevention Trailblazer	95,802	-	(45,929)	(13,500)	36,373	-	(36,373)	-	-	-	-
Building Mentally Healthy Universities	17,614	55,935	(73,827)	278	-	26,644	(30,650)	4,006	-	-	-
Discharge Buddies	-	115,000	(27,823)	-	87,177	38,821	(124,800)	-	-	-	1,198
Papworth Trust	-	10,000	(3,615)	-	6,385	6,463	(13,648)	800	-	-	-
Community Personality Disorder Service	-	59,902	(57,204)	-	2,698	100,000	(81,356)	-	-	-	21,342
University Good Life Service	-	31,017	(22,117)	-	8,900	8,676	(15,490)	-	-	-	2,086
Cambourne Good Life Project	-	14,778	(9,358)	-	5,420	12,500	(17,920)	-	-	-	-
Perinatal and Empowering Women	-	96,988	(79,471)	-	17,517	107,290	(111,372)	12,500	-	-	25,935
Night Light Café (South Lincs Development)	-	-	-	-	-	7,746	(32,860)	25,114	-	-	-
South Holland Good Life Project	-	-	-	-	-	22,494	(12,430)	-	-	-	10,064
Racial Equity	-	-	-	-	-	39,584	(19,188)	-	-	-	20,396
Rural Peterborough	-	-	-	-	-	80,336	(70,822)	-	-	-	9,514
Starting Well	-	31,315	(31,553)	-	(238)	141,485	(141,547)	300	-	-	-
	114,397	892,606	(775,960)	(13,741)	217,302	1,123,198	(1,222,572)	42,720	-	-	160,648

The Sanctuary - The Sanctuary provides a safe place for individuals experiencing an emotional or mental health crisis out of office hours. It is open seven days a week from 6pm to 1am and works as part of the county-wide First Response Service. The Sanctuary is funded by Cambridgeshire and Peterborough Clinical Commissioning Group (CCG) and has also developed a phone-based Sanctuary Daytime service.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

18 Restricted funds

(Continued)

Prison Training - An annual grant for the fiscal year is agreed with and paid by Sodexo Ltd for the Prison Wellbeing Service, which provides support for both male and female residents of HMP Peterborough. Delivered via one-to-one sessions and workshops for each resident group, the grant is sufficient to cover the deliverer's salary costs and the small amount of materials required.

Suicide Prevention Trailblazer - As part of a broader Mental Health Transformation programme, this project completed in early 2021.

Building Mentally Healthy Universities - Funded by National Mind from an ultimate income source of Goldman Sachs. This project ran through 2020/21 and, meeting the majority of its objectives and completed in 2021.

Discharge Buddies - A pilot project in 2020/21 funded by the Cambridgeshire and Peterborough CCG to provide short term support to individuals being discharged from Cambridgeshire and Peterborough Foundation Trust mental health inpatient wards and crisis teams. This project has now been until March 2024.

Papworth Trust - CPSL Mind worked with the Papworth Trust (PT) in a time limited £10k project to support PT's Work & Health programme participants with self-declared mental health issues. Additional funding was secured to extend the project, which completed in 2021.

Community Personality Disorder Service - Providing peer support as part of the new Personality Disorder pathway in Peterborough. This service is delivered in partnership with the Cambridgeshire and Peterborough Foundation Trust as part of the Community Mental Health Transformation work in Peterborough. Longer term funding has now been secured to enable a future expansion of the project.

University Good Life Service - Delivering services to Students at Anglia Ruskin University (ARU) via Good Mood Cafes, enabling students to connect with their peers, supported by Information Sessions, providing practical tools and skills to improve mental health and wellbeing. Additional funding from ARU and the Evelyn Trust has allowed this project to continue to August 2022.

Cambourne Good Life project - Funded locally, via the NHS and delivering a weekly Good Mood Café, Open Door calm space and monthly information session. This project completed in March 2022.

Perinatal and Empowering Women - This is an expanding area for CPSL Mind. The core project has transferred funder from Peterborough City Council to Barnardo's. Alongside this service, the CCG funded Peer Support project continued for a second year up until March 2022 and will extend beyond that date. Trust fund grants and specific donations continued to benefit the service with continued support from the Evelyn Trust, the Pye Foundation and others.

Starting Well - A £350k multi-annual Starting Well project aimed at supporting mums in Muslim communities was launched in early 2021 and produced a well-received impact report after its initial period of operation. Funding is received directly from the Department for Health & Social Care.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

18 Restricted funds

(Continued)

South Holland Good Life Project – Funded by the Cooperative, via National Mind and working with isolated communities in South Lincolnshire. Using an asset-based model to deliver support based upon the Good Mood Café model.

Night Light Café (South Lincs Development) – Funding has been received, to deliver a programme using the Good Mood Café model. This is a pilot in 2021/22 funded by Lincolnshire CCG.

Racial Equity – Funded by Pears, via National Mind. CPSL Mind working closely with the Lantern Initiative to educate and raise awareness of mental health issues in the Muslim Community.

Rural Peterborough – A project funded by the Cambridgeshire & Peterborough CCG, running until Autumn 2022 and building on the Good Life model to deliver support services to those in isolated rural communities around Peterborough.

Transfers between funds relate to expenditure funded from general unrestricted funds.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020		Movement in funds			Movement in funds			Balance at 31 March 2022		
	£	£	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	£	£
Fixed Asset Fund	270,275	-	-	(9,205)	-	261,070	-	(20,763)	63,374	303,681	
Building Reserve	20,000	-	-	-	-	20,000	-	-	-	20,000	
Disaster Fund	169,000	-	-	-	-	169,000	-	-	56,000	225,000	
Charitable Services Fund	54,682	1,502,096	1,502,096	(1,461,106)	59,462	155,134	1,510,821	(1,444,362)	(14,367)	207,226	
	513,957	1,502,096	1,502,096	(1,470,311)	59,462	605,204	1,510,821	(1,465,125)	105,007	755,907	

Fixed Asset Fund - The Fixed Asset Fund represents the net book value of fixed assets held by the charity.

Building Reserve - The Trustees have set aside £20,000 to cover the costs of any unexpected maintenance costs for property.

Disaster Fund - The Trustees have set aside £225,000 to cover approximately 1 months operating costs in the event that funding for the services is lost, and the charity has to be wound up. These costs exclude the costs of staff redundancy, which has been considered separately.

Charitable Services Fund - The charity receives funding for the provision of services to people with mental health problems in and around Cambridgeshire. The charity records the direct costs incurred in providing these services and charges administrative and overhead expenses to the funds. The projects covered are as follows:

- The Good Life - This major project amalgamated the legacy Wellbeing and Support to Recovery programmes into one overarching activity which commenced on 1/9/2019 for a three-year initial contract amounting to £3.118m over that period. This is jointly funded by Cambridgeshire County Council and the Cambridgeshire & Peterborough NHS Clinical Commissioning Group.
- Changing Lives - Improving access to psychological therapies and counselling.
- STOP Suicide – Suicide prevention campaign.
- Training - Mental health related training and workshops.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

20 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Tangible assets	303,681	-	303,681	278,023	-	278,023
Investments	2,017	-	2,017	3,822	-	3,822
Current assets/(liabilities)	832,898	160,648	993,546	695,843	217,302	913,145
Provisions and pensions	(4,896)	-	(4,896)	(19,872)	-	(19,872)
	1,133,700	160,648	1,294,348	957,816	217,302	1,175,118
	1,133,700	160,648	1,294,348	957,816	217,302	1,175,118

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	29,986	18,201
Between two and five years	92,215	8,472
	122,201	26,673
	122,201	26,673

22 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

23	Cash generated from operations	2022	2021
		£	£
	Surplus for the year	109,283	185,837
	Adjustments for:		
	Investment income recognised in statement of financial activities	(242)	(1,738)
	Fair value gains and losses on investments	1,825	(1,086)
	Depreciation and impairment of tangible fixed assets	20,763	18,801
	Difference between pension charge and cash contributions	(5,029)	(4,882)
	Movements in working capital:		
	(Increase)/decrease in debtors	(26,346)	105,091
	(Decrease) in creditors	(27,145)	(30,318)
	Increase in deferred income	131,537	15,286
	Cash generated from operations	204,646	286,991
		<u> </u>	<u> </u>
24	Analysis of changes in net funds		
	The charity had no debt during the year.		

Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind Limited

England & Wales - Charity number 265087

Accounts

Registered number: 01082980

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(Known as CPSL Mind Ltd)

**(A company limited
by guarantee)**

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

**FOR THE YEAR ENDED
31 MARCH 2021**

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

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CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
COMPANY INFORMATION

Trustees

Alan Tait (Chair)
Louise Adcock
Carol Clarke
Sharon Gilfoyle
Andrea Grosbois
Maria Huber
Deborah Richards
Richard Young
Stuart Jessup (resigned 17 December 2020)
Matthew Stiles (resigned 30 June 2020)
Anne Streater (resigned 23 September 2020)
Kevin Vanterpool (resigned 2 March 2020)
Anna Granta (appointed 22 June 2021)

CHIEF EXECUTIVE OFFICER

Aly Anderson

COMPANY REGISTERED NUMBER

01082980

CHARITY REGISTERED NUMBER

265087

REGISTERED OFFICE

Barrere House
100 Chesterton Road
Cambridge
CB4 1ER

PRINCIPAL BANKERS

CAF Banks Ltd
25 Kings Hill Avenue
Kings Hill
West Malling
Kent

AUDITORS

Chater Allan LLP
Statutory Auditors
Beech House
4a Newmarket Road
Cambridge CB5 8DT

Barclays Bank Plc
Market Hill
Huntingdon
Cambs

**CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2021**

Charity Name

Cambridgeshire, Peterborough and South Lincolnshire Mind Ltd is known as CPSL Mind Limited and was formed from the merger in 2017 of Mind in Cambridgeshire and Peterborough & Fenland Mind.

Trustees/Directors

The Trustees are pleased to present the Trustees' Report together with the financial statements of the charity for the year ended 31 March 2021, which are also prepared to meet the requirements for a Directors' Report and accounts for Companies Act purposes. Members of the Board of Trustees are 'Directors' for the purposes of company law and 'Trustees' for the purpose of charity law. They will be referred to as Trustees throughout this document and for the purposes of the financial statements.

Overview

With Covid-19 as a backdrop to this entire financial year, flexibility and collaboration have been the hallmarks of 2020-2021. While we may now all feel very familiar with the restrictions associated with a pandemic, reflecting back reminds us of the dramatic changes that we all faced in our lives – and all the mixed emotions that inevitably went with that.

While incredibly challenging for everyone involved with CPSL Mind, the commitment, team-work and creativity demonstrated right across our organisation is a huge source of pride and, we believe, demonstrates significant organisational resilience. Not only did our existing services adapt rapidly to maintain high quality support, but we also worked with others across both the statutory and voluntary sectors to provide innovative new projects and services in response to unmet need.

This is a year in which we have:

- Responded quickly, creatively and collaboratively during the early months of the Covid-19 pandemic to maintain service delivery and relieve pressure elsewhere in the mental health support system; mobilising two new front-line support services in response to emerging needs.
- Continued to provide 3615 hours of vital face-to-face support to individuals across our communities, including during the Lockdown periods.
- Successfully expanded our Good Life Service offer across the county, to increase accessibility and choice.
- Worked alongside Cambridgeshire and Peterborough Foundation Trust (CPFT) to deliver the peer support element of the new community mental health transformation Personality Disorder activity in Peterborough.
- Reached thousands more local people with new elements of our STOP Suicide campaign.
- Supported the community response to Covid-19 through the development and delivery of focused, skills-based training and workshops across our communities.
- Completed a comprehensive, independent consultation with mental health service stakeholders across South Lincolnshire.
- As part of the 'Fullscope' consortium, continued to work alongside six other local charities to influence and improve children and young people's mental health services across Cambridgeshire and Peterborough.
- Worked alongside The Lantern Initiative – <https://www.thelanterninitiative.co.uk/> to secure funding for a ground-breaking perinatal project focused on the needs of Muslim mums in Peterborough.
- Maintained our commitment to community engagement and co-production – as recognised by two national Mind engagement and participation awards during 2020.

Further details related to these achievements are found elsewhere in this report and the Board of Trustees would like to extend its sincerest thanks to everyone involved; in particular our staff, volunteers and Campaign Makers; our co-producers and delivery partners; our funders and

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fundraisers. More than ever, our work together this year has demonstrated that, when we work truly collaboratively, we are so much more than the sum of all parts.

Our beneficiaries

CPSL Mind continues to work predominately with adults (18-plus) who are experiencing mental health challenges and living in the areas of Cambridgeshire and Peterborough; while expanding our reach in South Lincolnshire. We also promote positive mental health for all, via projects, campaigns, training and awareness-raising, which includes an awareness-raising project for young people aged 12-18 years.

Values-based practice

CPSL Mind is a values-based organisation and our six values, illustrated below, are at the heart of everything we do:



We work hard to ensure our behaviours and decision-making across the organisation reflect these values:

- We believe that *everyone*, whatever their role in CPSL Mind or our local community, brings strengths skills and talents that should be both recognised and valued.
- We recognise that everyone has mental health and that we all have ups and downs in life that may impact on our daily lives, including our work/volunteering lives.
- We acknowledge the vital role that those with lived experience of mental health issues can have in supporting others and actively invest in opportunities for peer support including opportunities for volunteers and paid staff.
- We work collaboratively with other stakeholders across the community and are mindful of the need to respect and acknowledge all our partners and co-producers.
- We believe in the value of genuine co-production and seek to engage a diverse range of opinions and ideas when developing our projects and services.
- We seek to be open, honest and accountable, especially if we get things wrong. Our ethos is one of transparency and we strive to create a reflective, learning culture.

Our reach

During 2020/21 we supported a total of **4,310** people and provided:

- more than **9,100** hours of planned 1:1 support to **425** individuals, plus more than an additional **158** hours of ad hoc telephone support to members of the public.
- more than **1,230** hours of group support to more than **477** individuals.

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- **216 hours** of helpline listening support to **433** callers as part of collaborative 'Lifeline Plus' activity during the first Covid-19 Lockdown.
- online support to **1,570** people via our digital platform, Qwell.
- more than **399** hours of training and workshops attended by **2281** participants.
- **3,495** visits to our Sanctuaries, which successfully de-escalated our visitors' crises on **94%** of occasions.
- **2,261** hours of counselling thanks to our incredible team of volunteer counsellors.
- STOP Suicide digital campaign focused on our Eastern European community; attracting 3,269 visits to our website to view Polish, Lithuanian and Romanian language resources. Nine ethnic media published our press releases wider and shared campaign materials.
- Ground-breaking, high profile STOP Suicide campaign and training activities, supported by more than **110** 'Campaign Makers' across our communities, which prompted **1,950** face-to-face conversations about suicide prevention and encouraged **6,221** new visitors to the www.stopsuicidepledge.org website.

Our impact

Below is just some of the feedback we have received from individuals we have worked with this year:

"The sessions helped me massively with becoming more positive, working through my problems and becoming a healthier person, mind and body." **Client, Changing Lives Talking Therapies**

"I feel like you are the only person who has listened to me in a long time," **Lifeline Plus caller**

"The Sanctuary has been invaluable these last two nights; I don't know what I would have done without you." **Sanctuary visitor**

"This group, has helped me more than any mental health service I have ever been involved with in my life." **Peer Support group member, Community Personality Disorder Service**

"Two years since my breakdown and I am proud to say I only take a small amount of medication now. After losing my job then, I am back doing what I love [...] Your input during my time with you has given me so many tools to be able to cope with life." **Good Life Peer Support Group Member**

"After the [Good Mood Cafe] it's a good feeling you have as you have been connecting with people that understand how you feel. I find the [Open Door calm space] invaluable as I feel totally relaxed. I would recommend anyone to join as they will greatly benefit mentally and, once you join, you wished you had done it earlier; especially if you live on your own." **Online Good Mood Cafe and Open Door calm space participant**

"It has had a very positive impact on not only my life, but the life of my friends and family. By enabling me to stay calm and relaxed even under stressful situations and conditions. . .

. . .It is only one hour a week, but it helps in reminding me to stay calm and grounded." **University Good Life participant**

"I felt so connected to the facilitator that I trusted her and was able to open up fully. Thank you for listening, it has made such a difference to me and my life and I am going to continue with the tools and ideas we have talked about." **Participant, online Connecting Mums course, Perinatal Service**

"I didn't realise how breathing techniques work wonders both physically and mentally and instantly put you in a better place. I benefit from this daily. I've learnt that anger is a complex emotion which with the right tools and thought processes can easily be managed without abuse (verbally & physically)." **Anger Management course participant, HMP Peterborough**

"Thank you so much. I have much more insight and have gained awareness to safety net my patients and to discuss with my GP colleagues." **GP Suicide Mitigation Training participant**

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"I sent the (STOP Suicide Men's campaign) video link out to friends and family and asked them to share. My husband just showed me something amazing...he posted it in his football team WhatsApp group and, within two minutes, someone had replied saying they are on medication and has attempted suicide several times. Lots of the others then responded with support and/or talking about their mental health or how suicide has affected them." **Feedback following STOP Suicide Men's Campaign 2020**

"My takeaway is recognising when someone is unwell and how to start difficult conversations about self-harm psychosis and suicide. The tools were brilliant not only for clients but for me as well."
Participant, homeless community support worker training

For more information about the impact of our work, please see our 2020/21 Impact Report, which will be available at our AGM.

Co-production

Despite the changes in our delivery methods during the Covid-19 pandemic, co-production has continued to be at the heart of all our activities across CPSL Mind; hence our pride and delight at receiving two national Mind network engagement and participation awards during 2020. This included the overall Influence and Engagement Award, announced at the national Mind conference in November 2020.

Our Co-production Team continues to play a key part in this work; with projects this year ranging from 'testing' our delivery of the Lifeline Plus helpline at the start of the pandemic and reviewing applications to our Good Life Fund since January 2020, through to co-producing our Discharge Buddy Service 'Comfort Kits' and testing the accessibility of the new CPSL Mind website.

We have also been increasing the skills across CPSL Mind staff and volunteer teams around using the Mind Service Design Toolkit. This 'tried and tested' service design methodology, has the end user of the service at its very heart and ensures that services are truly focused on the needs of those they set out to support. This approach is now being used widely and is being used to develop our new Starting Well Perinatal Service with our local Muslim communities together with a 'Dads Matter' Perinatal Service and new, focused elements of the Good Life Service.

Volunteer impact

The contribution made by the volunteers at CPSL Mind over the past year has been invaluable and we are truly grateful for every single volunteer hour given to us, particularly at a time when all our lives were so challenged elsewhere.

This year saw more than 2,670 volunteer hours of direct service delivery. This included 2,261 hours from our extraordinary team of volunteer counsellors who worked with us to move over to remote working during the Lockdown period and are now offering a mixed model of Covid-safe face-to-face sessions alongside phone and video-call options.

This year also saw the launch of our Good Life Peer Mentor Volunteer programme – with the first cohort of eight volunteers completing a purpose designed training course – delivered in partnership with Cambridgeshire and Peterborough Foundation Trust's Recovery College East – and joining the Good Life frontline delivery team.

In addition, hundreds more volunteer hours have been given by individuals who have contributed their time and skills as trustees or in campaigning, fundraising, co-production, administrative or facilities roles. A huge 'thank you' to everyone who has given up their time to support our work during this exceptionally challenging year. We could not do what we do without you.

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Quality and service development

This year has seen radical changes to our service delivery methods, with the safety of those we support, our staff and volunteers being at the heart of all our decision-making. So too has our drive to ensure services remain of the highest quality and, given the speed at which we have had to respond to the pandemic, we have used a 'risk-assess, test, learn and improve' approach to develop existing services and innovate new initiatives. Embedding co-production and responding pro-actively to formal evaluation and informal feedback have also been key to ensuring quality and maximising impact.

We have certainly been on a steep learning curve this year, particularly in terms of delivering our services remotely, and we are very proud of our staff and volunteers for their commitment and dedication to providing services in the best way possible in extraordinary circumstances.

At the same time, we have also expanded our use of person-centred service design approaches to increase our reach and accessibility – skills that will play a vital part in ensuring we truly represent our diverse communities in the future.

Delivering against our Strategy

This report relates to the third year of our organisational strategy 2019-2021 and, despite the Covid-19 pandemic, we have continued to make progress against all of our six strategic goals across Cambridgeshire and Peterborough; the highlights of which are detailed below. We are also very pleased to have carried out a comprehensive consultation and engagement exercise across South Lincolnshire during the latter part of 2020 – the findings of which have shaped our investment in a clear plan for this area, including investment in a South Lincolnshire Partnerships and Projects Manager in 2021.

Progress against our Strategic Goals 2019-21:

1. Increasing choice and accessibility

- Expansion of the Good Life Service with the launch of our co-produced 'Waves' Personality Disorder Service (in partnership with Suffolk Mind) and online access to Good Mood Cafes, Open Door calm spaces and Peer Support groups.
- Continued development of the specialist element of our Good Life Service for students of Anglia Ruskin University and University of Cambridge – reaching a total of 388 students from March 2020 and July 2021.
- Launch of the Qwell online support service, delivery by our partners XenZone as part of the Good Life Service. This proved an invaluable addition to our services during the Lockdown period.
- Working with partners to support the expansion of Lifecraft's Lifeline Service (see www.lifecraft.org.uk) during Lockdown to include 75 'warm handovers' to other support organisations across Cambridgeshire and Peterborough.
- Rapid development and mobilisation of our new Discharge Buddy Service, to support individuals after either an inpatient stay or following discharge from the Cambridgeshire and Peterborough Foundation Trust (CPFT) Crisis Team. This service has now received for an additional three years' funding in the first instance.
- Secured funding for co-production and delivery of a community perinatal project focused on needs of our Muslim communities, lasting over two years.

2. Empowerment through strengths-based approaches

- Launched our Good Life Service Peer Mentor Volunteer opportunities for those with lived experience of mental ill-health who now want to use that experience to support others.
- Launched the Good Life Fund, which offers small grants to resident-led wellbeing projects.

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- Supported individuals who have previously accessed our services to use their skills and strengths in volunteering roles.
- Co-produced a new, online STOP Suicide campaign, focused specifically on men and created alongside eight individuals who used their lived experience to shape the campaign messages.

3. Opportunities for self-help and peer support

- Launched new Personality Disorder Peer Support groups to the Personality Disorder support pathway, as part of the new community mental health transformation programme in Peterborough.
- Launched our Peer Mentor Volunteer programme as part of the Good Life Service.
- Shared evidence-based self-help ideas and resources via our active social media channels, with particular focus on coping with effects of Covid-19 pandemic.
- Promoted 'Wellbeing Plans' and associated resources across all our services.
- Launched our online service 'Qwell', delivered by our partner XenZone and including and range of self-help resources as well as online peer support.

4. Support the growth of community-led activities

- Delivered our open access online Good Mood Cafes across Cambridgeshire and Peterborough, designed to connect individuals around common interests and with other local opportunities; providing a vital 'community space' during the pandemic.
- Launched our 'Good Life Fund' – which supported seven resident-led wellbeing projects across Cambridgeshire and Peterborough in its first funding 'round'.
- Supported a growing number of incredible community fundraisers to develop and deliver innovative online and outdoor fundraising activities that connected people safely during the pandemic while also raising funds for our work.

5. Encourage open conversations around mental health and suicide

- Developed innovative, focused campaigns to open supportive conversations around the subject of suicide prevention with the male population and across our Eastern European community.
- Actively supported the county-wide 'Now We're Talking' campaign to encourage self-help and 'neighbourliness' during Lockdown periods.
- Created 64 media opportunities for awareness raising around mental health issues, available services and suicide prevention across print, radio and social media.

6. Increase mental health-related skills within our communities

- Provided a range of skills-based mental health-related training and wellbeing programmes to local employers via online delivery.
- Developed and delivered a comprehensive trauma-informed support work training for frontline homeless community support staff.
- Worked in partnership with Living Sport to deliver a programme of strengths-based training to grassroot community groups to equip people with the skills to have positive conversations about mental health and know how to get more support locally.
- Supported local employers to promote positive wellbeing among home-working staff via workplace-based Good Mood Cafes.
- Supported 'Covid-19' hub volunteers to have open conversations around mental health and suicide via online, easy-access workshops.

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South Lincolnshire

We are pleased to report that, during the summer of 2020, we commissioned a comprehensive consultation exercise in South Lincolnshire, independently facilitated, to gather a wide range of views from people living and working in area around the services and projects available to support residents with their mental health.

We commissioned this work in order to better understand local needs, services and any gaps, so that we could develop a response based on a good understanding of the local picture.

The findings of this exercise focused our approach to next steps in this area and prompted our Board of Trustee to agree an investment from reserves into the appointment of a South Lincolnshire Partnerships and Projects Manager.

The purpose of this role, to which we successfully recruited in July 2021, is to build strong, collaborative relationships in the area with a view to identifying opportunities to collaborate with others and positively influence community mental health provision in South Lincs.

We anticipate that this will result in new, collaborative projects in the area focused on gaps in provision in which we are able to add value. We look forward to updating on these developments in next year's Trustee Report.

Looking forward: Our Strategic Priorities

As we gradually emerge from the pandemic experience, health inequalities have never been clearer – and doing something about them never felt more urgent.

Coupled with this, the horrific death of George Floyd, and subsequent Black Lives Matter response, prompted us to reflect long and hard at our record on Equality, Diversity and Inclusion (ED&I). While we have much to be proud of, we also know that we still have some way to go before we can claim to be truly representative of our diverse communities.

Hence our decision to put ED&I at the very heart of our new organisational strategy – 2022 to 2025. In advance of that, we have already begun actively recruiting to our Board of Trustees with a view to it becoming more representative of the communities we serve. We have also made the decision to maximise existing internal ED&I expertise with the appointment of a Head of ED&I and Engagement to the Senior Leadership Team.

This year has also made us all too aware of both the importance of nature to our wellbeing and the frightening reality of the impact of Climate Emergency on our environment. Consequently, looking forward, we are very mindful of the moral imperative for all organisations to consider their carbon footprint and this will also be an embedded priority as we look to the future.

Risk Management

Our Board of Trustees consistently reviews the major risks to which the charity is exposed, in line with the organisation's risk appetite and risk management strategy, which comprises:

- A regular review of new and high/medium level risks.
- A comprehensive annual review of all the organisational risks which the charity faces.
- Established systems and procedures to manage those risks identified in the plan.
- The implementation of procedures designed to minimise any potential impact on the charity should any of those risks materialise.

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This review takes into account the continuing changes to the organisation and to the range of services as the charity's work grows and develops.

Organisational structure

Trustees

CPSL Mind's strategic direction is led by its Board of Trustees. The full Board meets at least quarterly, supplemented by designated Working Groups.

Appointment of Trustees

Trustees are sourced from current CPSL Mind members, on the basis of recommendation or from public recruitment campaigns. New Trustees are required to complete an application form, undertake a Disclosure and Barring Service check and are then interviewed by members of the Board of Trustees.

Trustee Induction and Training

Trustee induction and training includes one to one sessions with the Chair and Senior Leadership Team and visiting CPSL Mind's services, together with external training such as Governance and Management Training and Away Days.

Board of Trustees membership 2020/21

Please see Board of Trustees 2020/21 on page 1, including details of Trustees who served during the year and up to the date of this report.

CPSL Mind Members

Our Members are individuals or corporations who have paid the minimum subscription fee, as stipulated by CPSL Mind, for a year. Members of the charitable company guarantee to contribute an amount not exceeding £1 to the assets of the charitable company in the event of winding up.

Remuneration Policy

The Trustees consider the board of directors, who are the charity's Trustees, and the senior management team comprising the key management personnel of the charity, to be in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year. The pay of the senior is set by the Trustees, benchmarking against pay levels in other charities of a similar size and type.

Management

A Chief Executive Officer is appointed by the Trustees to manage the day-to-day operations of the charity. The Executive Board expect the Chief Executive Officer to undertake both strategic and operational decisions based on their formal ratification of the Business Plan and Annual Budget. The board expects the Chief Executive Officer to ensure that all decision making is within the remit of CPSL Mind Policy and Procedures.

Public Benefit

CPSL Mind has paid due regard to the published guidance from the Charity Commission on the operation of the Public Benefit requirement under the Charities Act 2011 (please see "Performance and Achievements" above).

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Financial Review

The Trustees continue to meet regularly and receive reports in order to review the charity's financial position.

The charity recorded a surplus for the year of £184,629 compared to a surplus in the previous year of £33,123. Total income from the year increased from £2,228,821 in the previous year to £2,568,583 in the current year. Reserves at the end of the year increased from, £990,489 to, and £1,175,118 of which £217,302 were held in restricted funds (2020: £114,397).

CPSL Mind is not liable for Corporation Tax and the surplus has been transferred to reserves for the year.

Funding Sources

CPSL Mind has been fortunate to gain funding from the following sources:

Cambridgeshire County Council
Peterborough City Council
Cambridgeshire and Peterborough Clinical Commissioning Group
National Mind
A range of community partners

We thank all our funders for their continued support of our work.

Investment policy and performance

Funds are held by CPSL Mind in accordance with the Finance Policy and the Business Plan. Bank Interest received was £1,738.

Reserves policy

CPSL Mind's reserve strategy is formalised within the Finance Policy and revisited annually by the Trustees at the point of ratification of the annual budget. This forms part of the annual organisational risk review.

Disaster Fund – as at 31 March 2021 the Disaster Fund had a balance of £169,000. This represents approximately 1.5 months operating costs in the event that funding for services is lost.

Building Reserve – a fund set aside for significant repairs. As at 31 March 2021 the balance on the Building Reserve stood at £20,000.

See Note 15 to the accounts for a detailed breakdown of the charity's reserves.

At 31 March 2021 the charity had free reserves of £335,659, being the balance on the General funds after allowing for the net book value of fixed assets excluded from designated funds (2020: £349,255).

Statement of Trustee Responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the charity for that period. In preparing these financial statements, the Trustees are required to:

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- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis, unless it is inappropriate that the charity will continue business.

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors


So far as the Trustees are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charity's auditors are unaware, and each Trustee has taken steps that he or she ought to have taken as Trustee in order to make himself or herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report, which has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the special provisions of Part 15 of the Companies Act 2006 applicable to small entities.

This report was approved by the Trustees on 14 December 2021 and signed on their behalf, by:

DocuSigned by:

.....EB48B28ACB1C409.....
Alan Tait
Chair of Trustees

DocuSigned by:

.....8E9FD6860A34489.....
Aly Anderson
Chief Executive Officer

**REPORT OF THE INDEPENDENT AUDITORS TO THE DIRECTORS OF
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Opinion

We have audited the financial statements of Cambridgeshire, Peterborough and South Lincolnshire (CPSL) Mind, (the charitable company) for the year ended 31 March 2021 which comprise Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

- Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.
- Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

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Other information (continued)

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are to required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit. or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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Auditor's responsibilities for the audit of the financial statements (continued)

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the annual financial statements from our general commercial and charitable company specific experience, through discussion with the Trustees (as required by auditing standards), and from inspection of the charitable company's regulatory correspondence, and we discussed with the Trustees the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indication to non-compliance throughout the audit; the audit team are deemed both competent and capable of identifying non-compliance with rules and regulations.

The potential effect of these laws and regulations on the annual financial statements varies considerably. Firstly, the charitable company is subject to laws and regulations that directly affect the annual financial statements including financial reporting legislation and taxation legislation, and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related annual account items. Secondly, the charitable company is subject to other laws and regulations where the consequences of non-compliance could have a material effect on the amounts or disclosures in the financial statements, for instance non-compliance with industry regulations. We assessed the risk of fraud in the financial statements through discussion with management and from our experience of the charitable company. We communicated identified fraud risk areas throughout our team and remained alert to any indication of fraud throughout the audit. In particular, we assessed the potential impact of the global pandemic known as Covid-19 on the risk of fraud. We did not identify any instances of fraud during the course of our audit.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and inspection of regulatory and legal correspondence, if any. Through these procedures, we did not become aware of any actual or suspected non-compliance with laws and regulations. Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditors report

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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Stuart Graham Berriman (Senior Statutory Auditor)
For and on behalf of Chater Allan LLP
Chartered Accountants & Statutory Auditors
Beech House
4a Newmarket Road
Cambridge. CB5 8DT

Date: 17 December 2021

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
STATEMENT OF FINANCIAL ACTIVITIES (Incorporating the Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £	2020 Total Funds £
Income from:					
Donations and legacies	2	147,338	-	147,338	156,616
Charitable activities	4	1,450,651	892,606	2,343,257	1,930,691
Other trading activities		76,250	-	76,250	138,662
Investments	3	1,738	-	1,738	2,852
Total income		<u>1,675,977</u>	<u>892,606</u>	<u>2,568,583</u>	<u>2,228,821</u>
Expenditure on:					
Raising funds		23,700	-	23,700	24,300
Charitable activities	5	1,584,172	775,960	2,360,132	2,171,580
Total expenditure	7	<u>1,607,872</u>	<u>775,960</u>	<u>2,383,832</u>	<u>2,195,880</u>
Net gains/(losses) on investments		1,086	-	1,086	(93)
Net income/(expenditure)		<u>69,191</u>	<u>116,646</u>	<u>185,837</u>	<u>32,848</u>
Transfer between funds	15	13,741	(13,741)	-	-
Other recognised gains/ (losses)					
Actuarial gains/(losses) on defined benefit pension schemes	17	(1,208)	-	(1,208)	275
Net movement in funds		<u>81,724</u>	<u>102,905</u>	<u>184,629</u>	<u>33,123</u>
Reconciliation of funds:					
Total funds brought forward		876,092	114,397	990,489	957,366
Total funds carried forward		<u>957,816</u>	<u>217,302</u>	<u>1,175,118</u>	<u>990,489</u>

Continuing Operations

None of the charity's activities were discontinued during the current or previous year. All of the charity's activities are continuing.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD**(A company limited by guarantee)****BALANCE SHEET****AS AT 31 MARCH 2021****Registered number: 01082980**

	Notes	2021 £	2020 £
Fixed Assets			
Tangible assets	10	278,023	283,154
Investments	11	3,822	2,715
		<u>281,845</u>	<u>285,869</u>
Current Assets			
Debtors	12	67,879	172,970
Cash at bank and in hand	13	1,008,870	733,832
		<u>1,076,749</u>	<u>906,802</u>
Liabilities			
Creditors: amounts falling due within one year	14	(163,604)	(178,636)
		<u>913,145</u>	<u>728,166</u>
Net Current Assets			
		913,145	728,166
Pension Liability	17	(19,872)	(23,546)
		<u>1,175,118</u>	<u>990,489</u>
Net Assets			
		<u>1,175,118</u>	<u>990,489</u>
The Funds of the Charity:			
Restricted Funds	15	217,302	114,397
Unrestricted Funds	15	957,816	876,092
		<u>1,175,118</u>	<u>990,489</u>
Total charity funds			
		<u>1,175,118</u>	<u>990,489</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the board of directors on 14 December 2021 and signed on its behalf by:

DocuSigned by:

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Alan Tait
Chair of Trustees

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	2021	2020
	£	£
Cash flows from operating activities:		
Net cash provided by operating activities	<u>286,991</u>	<u>56,386</u>
Cash flows from investing activities:		
Interest from investments	1,738	2,852
Interest reinvested	(21)	-
Purchase of property, plant and equipment	<u>(13,670)</u>	<u>(7,705)</u>
Net cash provided by investing activities	<u>(11,953)</u>	<u>(4,853)</u>
Change in cash and cash equivalents in the reporting period	<u>275,038</u>	<u>51,533</u>
Cash and cash equivalents at the beginning of the reporting period	733,832	682,299
Cash and cash equivalents at the end of the reporting period	<u>1,008,870</u>	<u>733,832</u>
Cash and cash equivalents at the end of the reporting period		
Cash at bank and in hand	1,008,870	733,832
	<u>1,008,870</u>	<u>733,832</u>
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
	2021	2020
	£	£
Net (expenditure)/income for the reporting period	185,837	32,848
Adjustments for:		
Depreciation charges	18,801	34,379
(Gains)/losses on investments	(1,086)	93
Interest from investments	(1,738)	(2,852)
Pension liability adjustments	(1,208)	275
(Increase)/decrease in debtors	105,091	(13,801)
Increase/(decrease) in creditors	(18,706)	5,444
Net cash provided by operating activities	<u>286,991</u>	<u>56,386</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. STATEMENT OF ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investments, and in accordance with 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The charity constitutes a public benefit entity as defined by FRS 102.

The presentation currency of the financial statements is the pound sterling (£).

1.2 Company status

The company is limited by guarantee and registered in England and Wales. The members of the company are the Trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. The address of the registered office is shown on page 1.

1.3 Fund accounting

General funds are unrestricted funds which are available for use at the direction of the Trustees in the furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gain and losses are allocated to the appropriate fund.

1.4 Income

All income is included in the statement of financial activities when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Where income is conditional upon the provision of a service and the provider of the funding specifies a specific time period over which income must be utilised, income is recognised in accordance with that time period.

1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources. Expenditure includes any VAT which cannot be fully recovered.

1.6 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. STATEMENT OF ACCOUNTING POLICIES (CONTINUED)

1.7 Creditors and provisions

Creditors and provisions are recognised where CPSL Mind has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.8 Going concern

The Trustees have considered the financial position of the charity and believe it is well placed to manage its business risks successfully. The Trustees have considered the potential impact on the company of the current global pandemic known as COVID-19. In the opinion of the Trustees there will be no material adverse effect on the company's ability to continue. The Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future, thus they continue to adopt the going concern basis of preparation in preparing the financial statements.

1.9 Tangible fixed assets and depreciation

All assets costing more than £250 are capitalised by the charity.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Land and buildings	2% per annum straight line
Leasehold property	Over the life of the lease
Furniture and equipment	25% per annum straight line

1.10 Investments

Investments are stated at market value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

1.11 Operating leases

Rentals under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period until the date the rent is expected to be adjusted to the prevailing market rate.

1.12 Pension

The company contributes to a defined benefit pension scheme for the benefit of 2 senior employees. The scheme is a multi-employer scheme where it is not possible, in the normal course of events, on a consistent and reasonable basis, to identify the share of underlying assets and liabilities belonging to individual participating employers. Therefore, as required by FRS 102 'Retirement benefits', the company accounts for this scheme as if it was a defined contribution scheme. The amount charged to the statement of financial activities represents contributions payable to the scheme in respect of the accounting period.

Details of pension scheme liabilities are shown in Note 17.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. STATEMENT OF ACCOUNTING POLICIES (CONTINUED)

1.13 Volunteers

The value of services provided by the volunteers is not incorporated in these financial statements. Further details of contributions from volunteers can be found in the Trustees' Report.

1.14 Companies Act 2006

These financial statements have been prepared in accordance with the Companies Act 2006 with amendments to enhance the "True and Fair" view. The inclusion of an income and Expenditure account is not deemed necessary as the information is disclosed in the Statement of Financial Activities.

2. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
Subscriptions	1,981	-	1,981	2,198
Donations and legacies	145,357	-	145,357	154,418
	<u>147,338</u>	<u>-</u>	<u>147,338</u>	<u>156,616</u>

3. INVESTMENT INCOME

Bank interest received	1,738	-	1,738	2,852
	<u>1,738</u>	<u>-</u>	<u>1,738</u>	<u>2,852</u>

4. INCOME FROM CHARITABLE ACTIVITIES

Mental Health Services	1,450,651	892,606	2,343,257	1,930,691
	<u>1,450,651</u>	<u>892,606</u>	<u>2,343,257</u>	<u>1,930,691</u>

The charity's income is all attributable to the one charitable activity of providing services to those experiencing mental health challenges. Income was provided by the following organisations:

SOURCES OF INCOME

	2021 £	2020 £
Cambridgeshire County Council	915,304	798,359
Cambridgeshire and Peterborough Clinical Commissioning Group	916,805	738,083
Peterborough City Council	214,591	190,536
National Mind	55,935	36,100
Other Sources	240,622	167,613
Total	<u>2,343,257</u>	<u>1,930,691</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

5. DIRECT COSTS

	Mental Health Services		2021	2020
	Unrestricted	Restricted	Total	Total
	Funds	Funds	Total	Total
	£	£	£	£
Staff costs (excluding wages and salaries)	23,636	-	23,636	74,751
Training delivery costs	8,083	-	8,083	24,491
Telephone and website	67,651	1,419	69,070	50,771
Printing postage and stationery	12,869	10,800	23,669	42,692
IT Costs	24,918	1,716	26,634	21,586
Travel	14,955	10,678	25,633	94,815
Office, accommodation and other costs	119,910	244,182	364,092	225,165
Wages and salaries	1,149,677	463,229	1,612,906	1,436,707
National Insurance	92,303	34,477	126,780	112,430
Pension cost	40,736	9,459	50,195	35,822
Depreciation and Amortisation	18,801	-	18,801	34,379
Support costs	10,633	-	10,633	17,971
	<u>1,584,172</u>	<u>775,960</u>	<u>2,360,132</u>	<u>2,171,580</u>

All expenditure is attributable to the one charitable activity of providing services to those suffering from mental illness.

6. SUPPORT COSTS

	Unrestricted	Restricted	2021	2020
	Funds	Funds	Total	Total
	£	£	£	£
Accountancy and financial advice	585	-	585	363
Auditors' remuneration	6,000	-	6,000	6,000
Professional fees	3,248	-	3,248	10,060
AGM & Annual report cost	800	-	800	742
Trustees' meetings and other expenditure	-	-	-	806
	<u>10,633</u>	<u>-</u>	<u>10,633</u>	<u>17,971</u>

7. ANALYSIS OF RESOURCES EXPENDED BY EXPENDITURE TYPE

	Staff costs	Depreciation	Other Costs	2021	2020
		& Amortisation		Total	Total
	£	£	£	£	£
Raising funds	-	-	23,700	23,700	24,300
Mental Health Services	1,821,600	18,801	509,098	2,349,499	2,153,609
Support costs	-	-	10,633	10,633	17,971
	<u>1,821,600</u>	<u>18,801</u>	<u>543,431</u>	<u>2,383,832</u>	<u>2,195,880</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

8. NET INCOME	2021	2020
	£	£
The excess of expenditure over income is stated after charging:		
Depreciation of fixed assets - owned by the charity	18,801	34,379
Accountancy and financial advice	585	363
Auditors' remuneration	6,000	6,000
Pension costs	50,195	35,822
	<u>50,195</u>	<u>35,822</u>

No Trustee's received any reimbursement of expenses (2020: £Nil)

No Trustees received any remuneration or benefits in kind (2020: £nil)

During the year the charity took out Trustees' Indemnity Insurance at a cost of £1,722.

9. STAFF COSTS	2021	2020
	£	£
Wages and salaries	1,612,906	1,436,707
Social security costs	126,780	112,430
Other pension costs	50,195	35,822
	<u>1,789,881</u>	<u>1,584,959</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Project workers and administrative staff	<u>81</u>	<u>74</u>
Full time equivalent	<u>66</u>	<u>50</u>

No employee received remuneration totalling to more than £60,000 in either this year or the previous year.
Key management personnel benefits totalled £233,560 in the year.

10. TANGIBLE FIXED ASSETS	Land and Buildings	Leasehold Property	Furniture & Equipment	Total
	£	£	£	£
Cost:				
At 1 April 2020	460,203	150,000	120,567	730,770
Additions	-	-	13,670	13,670
Disposals	-	-	(5,812)	(5,812)
At 31 March 2021	<u>460,203</u>	<u>150,000</u>	<u>128,425</u>	<u>738,628</u>
Depreciation:				
At 1 April 2020	189,928	150,000	107,688	447,616
Charge for year	9,205	-	9,596	18,801
Eliminated on disposal	-	-	(5,812)	(5,812)
At 31 March 2021	<u>199,133</u>	<u>150,000</u>	<u>111,472</u>	<u>460,605</u>
Net book value:				
At 31 March 2021	<u>261,070</u>	<u>-</u>	<u>16,953</u>	<u>278,023</u>
At 1 April 2020	<u>270,275</u>	<u>-</u>	<u>12,879</u>	<u>283,154</u>

Fixed assets are all used for charitable purposes.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

11. INVESTMENTS	2021	2020
	£	£
At 1 April 2020	2,715	2,808
Additions	21	-
Disposals	-	-
Realised gains/(losses)	-	-
Unrealised gains/(losses)	1,086	(93)
At 31 March 2021	<u>3,822</u>	<u>2,715</u>

The historical cost of the investments at 31 March 2021 was £2,856 (2020: £2,835).

12. DEBTORS	2021	2020
	£	£
Trade debtors	38,689	161,185
Prepayments and accrued income	24,285	6,880
Other debtors	4,905	4,905
	<u>67,879</u>	<u>172,970</u>

13. CASH AT BANK AND IN HAND	2021	2020
	£	£
Bank current and deposit accounts	<u>1,008,870</u>	<u>733,832</u>

14. CREDITORS: amounts falling due within one year	2021	2020
	£	£
Trade creditors	46,311	57,430
Social security and other taxes	33,832	29,786
Other creditors	11,541	8,820
Accruals and deferred income	71,920	82,600
	<u>163,604</u>	<u>178,636</u>

Included in Accruals and deferred income above is income that relates to the following year as follows:.

As at 1 April 2020	36,000	-
Deferred income recognised in the year	(36,000)	-
Resources deferred during the year	15,286	36,000
As at 31 March 2021	<u>15,286</u>	<u>36,000</u>

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

15. STATEMENT OF FUNDS

	Brought Forward	Income/ Gains on Investments	Expenditure/ Losses on Investments	Transfers In/Out	Carried Forward
	£	£	£	£	£
Designated funds					
Barrere House Fund	270,275	-	(9,205)	-	261,070
Building Reserve	20,000	-	-	-	20,000
Disaster Fund	169,000	-	-	-	169,000
Charitable Services Fund	54,682	1,502,096	(1,461,106)	59,462	155,134
	<u>513,957</u>	<u>1,502,096</u>	<u>(1,470,311)</u>	<u>59,462</u>	<u>605,204</u>
General funds					
General funds	<u>362,135</u>	<u>173,759</u>	<u>(137,561)</u>	<u>(45,721)</u>	<u>352,612</u>
Total unrestricted funds	<u>876,092</u>	<u>1,675,855</u>	<u>(1,607,872)</u>	<u>13,741</u>	<u>957,816</u>
Restricted funds					
The Sanctuary	-	449,247	(396,177)	-	53,070
GP Training	981	-	-	(981)	-
Prison Training	-	28,424	(28,886)	462	-
Suicide Prevention Trailblazer	95,802	-	(45,929)	(13,500)	36,373
Building Mentally Healthy Universities	17,614	55,935	(73,827)	278	-
Discharge Buddies	-	115,000	(27,823)	-	87,177
Papworth Trust	-	10,000	(3,615)	-	6,385
Community Personality Disorder Service	-	59,902	(57,204)	-	2,698
University Good Life Service	-	31,017	(22,117)	-	8,900
Cambourne Good Life Project	-	14,778	(9,358)	-	5,420
Perinatal and Empowering Women	-	128,303	(111,024)	-	17,279
	<u>114,397</u>	<u>892,606</u>	<u>(775,960)</u>	<u>(13,741)</u>	<u>217,302</u>
Total of Funds	<u>990,489</u>	<u>2,568,461</u>	<u>(2,383,832)</u>	<u>-</u>	<u>1,175,118</u>

Details of the charity's designated, general and restricted funds are shown in the following notes

Designated Funds:

Barrere House Fund

The Barrere House Fund was set up to reflect the net book value of the property known as Barrere House.

Building Reserve

The charity is responsible for the maintenance and cyclical decoration of the premises at the Limes, New Street, St Neots. The Trustees have set aside £20,000 to cover the costs of any unexpected maintenance costs.

Disaster Fund

The Trustees have set aside £169,000 to cover approximately 1.5 months operating costs in the event that funding for the services is lost, and the charity has to be wound up. These costs exclude the costs of staff redundancy, which has been considered separately.

CAMBRIDGESHIRE, PETERBOROUGH AND SOUTH LINCOLNSHIRE (CPSL) MIND LTD
(A company limited by guarantee)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

15. STATEMENT OF FUNDS (CONTINUED)

Designated Funds (continued):

Charitable Services Fund

As set out in note 4, the charity received funding for the provision of services to people with mental health problems in and around Cambridgeshire. The charity records the direct costs incurred in providing these services and charges administrative and overhead expenses to the funds. The projects covered are as

- The Good Life - This major project amalgamated the legacy Wellbeing and Support to Recovery programmes into one overarching activity which commenced on 1/9/2019 for a three-year initial contract amounting to £3.118m over that period. This is jointly funded by Cambridgeshire County Council and the Cambridgeshire & Peterborough NHS Clinical Commissioning Group.
- Changing Lives - improving access to psychological therapies and counselling
- STOP Suicide – suicide prevention campaign
- Training - mental health related training and workshops

General Fund:

The general fund represents the charity's free reserves, except for the net book value of furniture and equipment.

Restricted Funds:

Charitable Services

In addition to the designated funds, the charity received restricted income to provide the following charitable projects:

The Sanctuary - The Sanctuary provides a safe place for individuals experiencing an emotional or mental health crisis out of office hours. It is open seven days a week from 6pm to 1am and works as part of the county-wide First Response Service. The Sanctuary is funded by Cambridgeshire and Peterborough CCG.

Prison Training - An annual grant for the fiscal year is agreed with and paid by Sodexo Ltd for the following service: The Prison Wellbeing Service provides support for both male and female residents of HMP Peterborough. This support is delivered via one to one sessions and Anger Management workshops for each resident group. The grant is sufficient to cover the deliverer's salary costs and the small amount of materials required.

Suicide Prevention Trailblazer - As part of a broader MH Transformation programme, the Trailblazer project is funded by the local CCG for a fixed one-year term initially. Originally for £141k, the project has since expanded to accommodate additional funding for GP training, with this expansion driven by the deployment of different Covid-sensitive delivery methods

Building Mentally Healthy Universities - Funded by National Mind from an ultimate income source of Goldman Sachs. This project ran through 2020/21 and met the majority of its objectives. Unfortunately the impact of Covid curtailed the project's ambitions leading to a slight underspend when the project completed in Summer 2021. However valuable lessons were learned and will inform future delivery in an academic setting to this age group.

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15. STATEMENT OF FUNDS (CONTINUED)

Restricted Funds (continued):

Discharge Buddies - A pilot project of £115k in 2020/21 funded by the Cambridgeshire and Peterborough Clinical Commissioning Group (CCG) to provide short term support to individuals being discharged from Cambridgeshire and Peterborough Foundation Trust mental health inpatient wards and crisis teams. This project has since been approved funding until March 2024.

Papworth Trust - CPSL Mind worked with the Papworth Trust (PT) in a time limited £10k project to support PT's Work & Health programme participants with self-declared mental health issues. The aim being to provide an accelerated service during a period of NHS stretch due to Covid-19.

Community Personality Disorder Service - Providing peer support as part of the new Personality Disorder pathway in Peterborough. This service is delivered in partnership with the Cambridgeshire and Peterborough Foundation Trust as part of the Community Mental Health Transformation work in Peterborough.

University Good Life Service - Funded locally, via the NHS and delivering services to Students at Anglia Ruskin University via Good Mood Cafes enabling students to connect with their peers, supported by Information Sessions, providing practical tools and skills to improve mental health and wellbeing.

Cambourne Good Life project - funded locally, via the NHS and delivering a weekly Good Mood Café, Open Door calm space and monthly information session.

Perinatal and Empowering Women - This is an expanding area for CPSL Mind. The core project has transferred funder from Peterborough City Council to Barnardo's. Alongside this service the CCG funded Peer Support project was continued for a second year up until December 2021, with the possibility of an extension. Trust fund grants continue to benefit the service with continued support from the Evelyn Trust, National Mind and others. A £350k multi-annual Starting Well project aimed at supporting mums in Muslim communities was launched in early 2021, funding is received directly from the Department for Health & Social Care.

SUMMARY OF FUNDS

	Brought Forward	Income/ Gains on Investments	Expenditure/ Losses on Investments	Transfers In/Out	Carried Forward
	£	£	£	£	£
Designated Funds	513,957	1,502,096	(1,470,311)	59,462	605,204
General Funds	362,135	173,759	(137,561)	(45,721)	352,612
Total Unrestricted Funds	876,092	1,675,855	(1,607,872)	13,741	957,816
Restricted Funds	114,397	892,606	(775,960)	(13,741)	217,302
	990,489	2,568,461	(2,383,832)	-	1,175,118

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16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £	Unrestricted Funds £	2021 Total £	2020 Total £
Tangible fixed assets	-	278,023	278,023	283,154
Fixed asset investments	-	3,822	3,822	2,715
Current assets	217,302	859,447	1,076,749	906,802
Current liabilities	-	(163,604)	(163,604)	(178,636)
Pension Liability	-	(19,872)	(19,872)	(23,546)
	<u>217,302</u>	<u>957,816</u>	<u>1,175,118</u>	<u>990,489</u>

17. PENSION COMMITMENT

TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pension Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £799m, liabilities of £832m and a deficit of £33.3m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

From 1 April 2022 to 31 January 2025: £3,980,000 per annum (No annual increase)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustees asked the participating employers to pay additional contributions to the scheme as follows

Deficit contribution

From 1 April 2019 to 30 September 2025: £11,243,000 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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17. PENSION COMMITMENT (CONTINUED)

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the arrangement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION	2021 £	2020 £	2019 £
Present values of provision	19,872	23,546	28,562

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	2021 £	2020 £
Provision at the start of the period	23,546	28,562
Unwinding of the discount factor (interest expense)	528	363
Deficit contribution paid	(4,882)	(4,741)
Remeasurements - impact of any change in assumptions	680	(638)
Remeasurements - amendments to the contribution schedule		-
Provision at the end of the period	19,872	23,546

INCOME AND EXPENDITURE IMPACT

	2021 £	2020 £
Interest expense	528	363
Remeasurements - impact of any change in assumptions	680	(638)
Remeasurements - amendments to the contribution schedule	-	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	(4,882)	(4,741)

ASSUMPTIONS

	2021	2020	2019
Rate of discount (% per annum)	0.66%	2.53%	1.39%

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

In the event that Mind in Cambridgeshire withdraws from the multi-employer defined benefit pension scheme, they must by law pay their share of the deficit, calculated on a statutory basis known as the buy-out valuation basis. This was last estimated on 30 September 2020 where the cost of withdrawal was £88,232.

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18. SHARE CAPITAL

The company is limited by guarantee and as such has no share capital.

19. OPERATING LEASE COMMITMENT

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	Total	Total
	£	£
Land & property		
Less than one year	13,965	23,940
Between one and five years	-	13,965
	<u>13,965</u>	<u>37,905</u>
Other		
Less than one year	4,236	9,551
Between one and five years	8,472	-
	<u>12,708</u>	<u>9,551</u>

20. RELATED PARTY TRANSACTIONS

The charity is not controlled by any one individual. During the year there were no material related party transactions.

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21. PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted Fund £	2020 Total funds £
Income from:			
Donations and legacies	144,566	12,050	156,616
Charitable activities	1,245,800	684,891	1,930,691
Other trading activities	138,662	-	138,662
Investments	2,852	-	2,852
Total income	<u>1,531,880</u>	<u>696,941</u>	<u>2,228,821</u>
Expenditure on:			
Raising funds	24,300	-	24,300
Charitable activities	1,491,280	680,300	2,171,580
Total expenditure	<u>1,515,580</u>	<u>680,300</u>	<u>2,195,880</u>
Net gains/(losses) on investment assets	(93)	-	(93)
Net income/(expenditure)	<u>16,207</u>	<u>16,641</u>	<u>32,848</u>
Transfer between funds:	(57,499)	57,499	-
Other recognised gains/ (losses)			
Actuarial gains/(losses) on defined benefit pension schemes	275	-	275
Net movement in funds	<u>(41,017)</u>	<u>74,140</u>	<u>33,123</u>
Reconciliation of funds:			
Total funds brought forward	917,109	40,257	957,366
Total funds carried forward	<u>876,092</u>	<u>114,397</u>	<u>990,489</u>