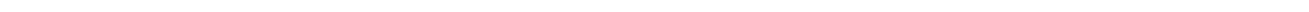


Charity Number: 283329  
Company Number: 1589150

**MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD**  
**(A company Limited by guarantee)**

**REPORT & FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2023**



# Mind in the City, Hackney and Waltham Forest Ltd

## Contents

For the year ended 31 March 2023

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# Mind in the City, Hackney and Waltham Forest Ltd

## Legal and administrative Information

### For the year ended 31 March 2023

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**Company number** 1589150  
**Country of incorporation** United Kingdom

**Charity number** 283329  
**Country of registration** England & Wales

**Registered office and operational address** 8-10 Tudor Road  
London  
E9 7SN

**Trustees** Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Devora Wolfson	Chair (Resigned September 2023)
Devora Wolfson	Trustee (From September 2023)
Gayatri Darke (appointed March 2021)	Chair (Appointed September 2023)
Gayatri Darke (appointed March 2021)	Trustee (Up to September 2023)
Ferhet Mohammed	Treasurer
Nuzhat Anum (appointed February 2022)	Trustee
Jeremy Cohen (resigned June 2022)	Trustee
Janis Grant	Trustee
Francois Jourdain	Trustee
Christopher Deeks	Trustee
Alina Cristina Jipa (resigned September 2022)	Trustee
Nigel McKeeverne	Trustee
David Truswell	Trustee

**Bankers** National Westminster Bank Plc  
Amhurst Road Branch  
London E8 1QZ

CCLA Investment Ltd  
Senator House  
85 Queen Victoria St.  
London EC4V 4ET

**Auditor** Sayer Vincent LLP  
Chartered Accountants and Statutory Auditor  
Invicta House  
108-114 Golden Lane  
LONDON  
EC1Y 0TL

**Trustees' Report**

**For the year ended 31 March 2023**

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The Trustees of Mind in the City, Hackney and Waltham Forest Ltd are pleased to present their annual report together with the audited financial statements of the charity for the year ended 31 March 2023 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 (FRS102).

**OBJECTIVES AND ACTIVITIES**

Serving the community since 1981, Mind in the City, Hackney and Waltham Forest (Mind CHWF) is a multidisciplinary provider of specialist mental health services. In co-production with our clients, we develop individualized and effective support plans, promoting both recovery from ill health for people with recurrent and enduring mental health difficulties and early intervention and mental/physical wellbeing for individuals at risk of developing mental health issues or who struggle with common mental health conditions.

We currently deliver a diverse mix of services and projects which allow us to deliver a holistic and needs focused approach. Our services for those in immediate need are the Wellbeing Network, Crisis Intervention at our Recovery Hub, Suicide prevention and support after suicide via our Safe Connections partnership, our holistic mental health within community mental health teams in the City, Hackney and Waltham Forest, easy-to-access Single Point of Entry referral and assessment service, Welfare Rights Case-working. Our services for those needing help to sustain their wellbeing are Counselling & Psychotherapy, Mindfulness courses, Welfare Rights Advice; the Recovery Hub day service; and Peer Support Services across City, Hackney and Waltham Forest. Our services for those wishing to develop themselves further are Education and Employment. We provide services specifically developed and delivered by and for LGBT+ people (Rainbow Mind )and people from African Caribbean communities (IRIE Mind) Our support to children and young people extends to peer support, community/citizens advocacy, and our work with pupils and schools as part of the Schools and Colleges Early Support Service with the Anna Freud Centre. We also engage with clients through our Influence and Involvement groups hosted at our Recovery Hub on Homerton Row. We train residents to understand and support each other through periods of poor mental health. We provide work-based training to support people's wellbeing at work - our particular focus is on supporting employees whose roles might put them at particular risk of distress.

As at 31-Mar-23 we had 87 staff (year average =78) and 38 sessional workers.

The charity is very involved in the community and relies on voluntary help. We offer a variety of supported volunteer placements in different projects across the charity. Safeguards have been implemented to ensure that all volunteers are supported and given opportunities to increase their skills and expertise. We also used over 4,000 hours of volunteer work

In February 2023 we were delighted to be appointed to lead the City and Hackney Wellbeing Network again.

**Trustees' Report**

**For the year ended 31 March 2023**

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**Our Vision**

We won't give up until everyone experiencing a mental health problem gets both support and respect.

**Our Mission**

We will work in partnership with our clients and partners to provide the best possible services to people experiencing mental distress. We will develop innovative quality services which reflect expressed need and diversity and will influence policy and promote equal rights through campaigning and education. We will quickly adapt to the radical changing external environment

**Our Values**

Our values underpin all our work and working practices:

Connected: Creating a compassionate and supportive community.

Fair: We strive for equity- no-one's needs should go unmet.

Brave: We walk with people, offering help by doing what works - proven or new

**Our Goals**

Staying well: Support people likely to develop mental health problems to stay well.

Empowering choice: Empower people who experience a mental health problem to make informed choices about how they live and recover.

Improving services and support: Ensure people get the right services and support at the right time to aid recovery and enable them to live with their mental health problem.

Enabling social participation: Allow people with experience of mental health problems to participate fully in society.

Removing inequality of opportunity: Attain equality of treatment for people who experience both mental health and other forms of discrimination.

**Objectives 2022-27**

Through dialogues with service users, staff, partners and funders, we have developed a new Strategic Plan to focus our work through the next few years and the post Covid landscape.

Through this, we will build on our strong and long-standing commitment to partnership working.

The core themes of our strategic plan are:

**Grow-** our own staff, and , building on the success of Radical Self-care, develop further therapeutic supports for people from minoritised communities

**Resource-** invest in our digital resources and physical environment, continue to build our unrestricted income

**Reach-** capacity building other organisations and working in partnership to address rising mental health need, working in partnership to launch the Muslim Mind Collaborative

**Include-** providing wraparound , trauma informed support to people with complex or multiple needs, particularly those facing poverty or exclusion |

**Trustees' Report**

**For the year ended 31 March 2023**

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**Activities**

Following a successful two-year pilot, MINDCHWF and local VCS partners were awarded a five-year contract to contribute to a holistic multi-disciplinary approach to supporting community mental health for people with significant mental health needs in City and Hackney, in partnership with ELFT.

We successfully retendered to the London Borough of Hackney to facilitate Mental health Awareness courses for professionals working in Hackney for the next 3 years.

The Safe Connections Collaborative, involves a partnership of three local Minds (Mind in the City, Hackney and Waltham Forest, Mind in Tower Hamlets, Newham and Redbridge and Mind in Havering, Barking and Dagenham) collectively known as Mind in North East London, NELFT and ELFT, with the aim of tackling all factors which may increase the risk of suicide and self-harm within East London's communities.

We continued to work closely with our Corporate Partners: Prudential, 22 Broadgate, Financial Life Management and Leyton Orient FC.

Over 150 runners raised nearly £100,000 for us at the London Landmarks Half Marathon in March and Hackney Half Marathon in May, raising vital funds and increasing awareness of our work

**WELL BEING & RECOVERY**

The Wellbeing Network is a unique offer as it supports clients with goal setting, case work, therapeutic, social and creative groups that support mental health, physical health, daily living and relationships. Clients could access this support for up to two years with input from 8 different local VCSE organisations.

We were delighted to win the tender for the City & Hackney Wellbeing Network due to begin in July 2023 and began planning the new service in line with the specification. Network Coordinators and SPOE worked to conclude their roles and the work they had done with clients over the past 8 years. Alongside the Wellbeing Network partner organisations, they supported nearly 9000 people to have better mental health through preventative, wellbeing and recovery work from 2015-2023.

We held client information sessions and celebrations to support client dignity in the endings of the service and to link clients into other opportunities in the community.

Managerially, there was a significant number of operations and management planning to consider client feedback and input and design new pathways for the service.

On average across the year, clients demonstrated a 57% reliable improvement in the Short Warwick Edinburgh Mental Wellbeing Scale, 87% self-reported improvement in areas of mental health, physical health, daily living and social networks. Of those participating in Talking Therapy 64% demonstrated reliable improvement in measures of depression and anxiety.

The Young Black Men's specific programming welcomed IRIE Mind as a service delivery partner and also contributed to an increase in young black men accessing the service.

**Trustees' Report**

**For the year ended 31 March 2023**

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**RAINBOW**

January 2023 saw the launch of the Rainbow Mind (RM) Strategy North Star. The strategy laid out a focus for supporting One Rainbow Mind approach for services and infrastructure development across the two RM Hubs, i.e. the Southern Hub at Mind City, Hackney and Waltham Forest, as well as the Northern Hub up at Mind in Salford. One RM has focused on creating joint infrastructure, processes and whenever possible services across the two hubs.

The North Star strategy identified key areas of services development and our fundraising efforts have been focused on supporting these strategic directions and priorities. We have been successful in securing three new programme areas, which are aligned to strategic priorities:

1 – Developing mental health services with Black, Asian and People of Colour (BAPOC) LGBTQ+ people – we secured ILGA Europe funding to run a programme to explore current mental health landscapes for BAPOC LGBTQ+ people and how provision and practice can be enhanced to meet need. RM is collaborating with key BAPOC led LGBTQ+ organisations to promote the programme.

2 – Young People Programme Rainbow Room - LEGO has provided RM funding to continue the provision of young people specific programme drop-in sessions as well as extending to collaborating with London and Manchester based Uni LGBTQ+ societies and clubs to offer workshops

3 – Growth of In-person programmes – RM secured a small funding pot from Sport England for an activity programme that focuses on building in-person Wellbeing activities programme that includes walking, dancing, swimming, tennis, boxing and mindfulness offers. This programme includes a community building element incorporating food, cooking, nutrition as well as dancing to some gatherings.

4 – Practitioner Training routes for health inequalities communities - Rainbow Mind established a new partnership with Mindful Peak Performance and their Award winning innovative programme called Boxing and Mindfulness BAM! Together with Irie Mind. This collaboration has delivered a BAM! Practitioner Training Programme through which 15 Rainbow and Irie staff, peers and clients graduated as practitioners. Next these new practitioners will be rolling out BAM! Workshops and programmes within the Mind services. Further joint bids will be developed in order to give longevity to this new service offer

**IRIE**

We have held Speak Your Mind (YBM) Open Mic events which were well attended, and in total we reached 65 participants of which 60% were young black men from the Community.

We partnered with BSIX Sixth Form College, Father 2 Father and Haggerston School to deliver Mental Health First Aid Lite and Street Wise Therapy designed to build Emotional Resilience to the students. All programmes were delivered by 5 of our Community Mentors/young black men from our Speak Your Mind Peer Leadership programme.

Three of our existing Peers have gone to full time employment and our partnerships have further developed with some of the more Grassroots organisations, which have increased our presence within the community.

We have a more established IAPT Team. We have centralised all three IAPT services (Psychological therapies, Rainbow Mind and IRIE Mind) and already we have seen an increase access and recovery rates, better processes and enhanced efficiency across the services in spite of the transitional challenges.

Over the period we have seen:

- 79% of Clients reported an increase in self-confidence and Self-Esteem
- 97% of Clients reported an Increased sense of belonging and connecting with other people
- 63% of Clients reported an Increased ability to cope with Stress

**Trustees' Report**

**For the year ended 31 March 2023**

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**Partnership** is core to how we work. Mental Health is everyone's business. Our approach to partnership is underpinned by our values of Connected, Fair and Brave, and informed by the escalating distress experienced by an increasing number of people in our communities- working together is a must. For the benefit of our communities, we work formally with c 50 organisations each year, and work with many more as part of a movement for solidarity and inclusion. Our partnership consists of developing and delivering activities together, campaigning in partnership and developing and capacity building partnerships- supporting organisations to develop relationships and skills to address rising mental health need. In 2022/ 2023 , with support from the Waltham Forest Place Based Partnership, we were delighted to convene and co-found the Waltham Forest Voluntary Sector Leadership group with 7 other Waltham Forest Charities- WF Community Hub, WF Parents Forum, Waltham Forest Carers First, Crest WF, Age UK WF, WF Women's Network, Leyton Orient Trust and Healthwatch Waltham Forest. We also co-founded the North East London Voluntary and Community Sector Leadership Group with charities across North East London. The aim of these partnerships is to bring organisations closer, to enable collaboration to effectively support people with complex needs, and to reduce health inequalities.

**EMPLOYMENT**

With funds from our Prudential's 'Charity of the Year' the Employment Service supported 58 clients; 14 into paid work, 21 into voluntary work, 3 into further education and we prevented 8 people from losing their jobs. We also continued our work with community and NHS partners through chairing the City and Hackney Supported Employment Network

The service helped people to prepare for, locate, and retain meaningful jobs. Services include vocational assessment, employment preparation including CV writing, interviewing skills, and job search techniques, and ongoing support during the first three months of employment. All services are customized to reflect job readiness, interests, and skills, while focusing specific client recovery needs

A successful intervention utilised by the Service that promotes both economic inclusion and good mental health is the Individual Placement and Support (IPS) model. IPS is an evidence-based approach that helps people with severe mental illness find and keep competitive employment that matches their preferences and abilities. IPS has been shown to improve employment outcomes, quality of life, and self-esteem for people with mental illness, as well as reduce hospitalizations and health care costs.

We facilitated job retention services, not only supporting people to remain in work but also helping employers retain their valuable staff by supporting employees to manage their mental health and stay in work.

We also offered fortnightly evening 'in-work' support group where 12 people new into employment regularly met for mutual support.

**EDUCATION SERVICE**

Mind CHWF's Educational Service offers opportunities for students to gain skills and qualifications in English, Maths and Information Communication technology (ICT). The service also facilitates courses for English for Speakers of other languages (ESOL). These accredited courses increase peoples' employability and life chances and improves their confidence and self-esteem.

Learners also had access to Information Advice and Guidance (IAG) and employment support to consider volunteering, employment paid and unpaid. Highly personalised programming ensured the ongoing development of social, work and personal development remained at the heart of the curriculum and learner experience. Improving students' mental health, wellbeing and resilience is core.

In the last academic year, the service provided over 150 learning opportunities with over 1350 learning hours delivered by our team of Tutors.



**Trustees' Report**

**For the year ended 31 March 2023**

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Our provision tackles barriers to learning for people with poor mental/physical health, those who are digitally excluded, lack basic skills, low qualifications, low confidence, with limited employment histories. We cater for displaced workers requiring learning opportunities to up-skill/transition to different jobs, provision to gain the basic skills needed in various employment sectors, skills/qualifications that directly link to employment.

The service has a marked focus on supporting people with no qualifications to build functional skills. e.g., providing learners with foundational functional skills for higher qualifications that lead to better employment opportunities by facilitating courses in English and Mathematics.

Given our track-record of ESOL delivery (we've expertise in supporting refugees, migrants, asylum seekers), the service contributes to improving residents' English language skills for those with English as a second/additional language. We work with residents furthest from the labour market – we prepare learners with no/low levels of English or qualifications to take their first steps in further learning, training, or employment. We pilot a range of embedded ESOL/Functional Skills programmes to support ESOL & Functional Skills and for Learners to improve employability e.g., ESOL with Maths, ESOL and ICT. The pandemic and lockdowns exposed the extent of the digital divide in Hackney and how this drives inequalities. Our curriculum hugely improves digital skills for adults as we offer a suite of ICT courses at different levels including Digital Employability, which was successfully delivered over the last 2 years. All courses facilitate logical progression routes- non-accredited to accredited, Entry Levels 1, 2, 3 and Levels 1, 2 and 3.

Hackney has the highest rate of working-age adults who have no qualifications. Our current offer reaches communities, groups and individuals deemed hardest to reach and furthest from the labour market with low level or no qualifications and those with low English skills (or none at all) and those with next to no digital skills- yet funding to deliver ICT training (compared to other courses) is shockingly low.

Our client group- people in the most disadvantaged socio-economic groups in Hackney are most likely unemployed, not have English as a first language, less likely to have academic qualifications or good levels of literacy/numeracy/digital skills.

We focus on preparing students for recovery and ultimately work. All students gain skills relevant to employment and provision includes purposeful work-related learning.

Students benefit from initiatives providing work experience in our closely supported environment with our corporate partners before moving to external opportunities- highly effective in providing students with a variety of experiences teaching them about the world of work, promoting expectations of employment as an outcome.

**WELFARE RIGHTS**

Mind CHWF's Welfare Rights Service facilitates expert, unbiased advice for Hackney residents. Outcomes attest to the expertise, dedication of staff, reputation, and value of the service within the community, with residents considering it a safe, supportive, professional and welcoming advice service.

This year the service provided 908 hours of support to 194 clients, holding 504 face-to-face client consultations.

Advice work is undertaken from Mind CHWF HQ and within the North and South Hackney Recovery Teams. Advisers provide free, unbiased advice for residents and are specialists in supporting clients with mental ill-health and disabilities. The service also works across outreach locations - GP Surgeries, Neighbourhood

**Trustees' Report**

**For the year ended 31 March 2023**

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Teams and Foodbanks to allow better access for people in their communities and facilitates appropriate and accurate advice, as well as holistic support for wellbeing and welfare.

Working holistically, the team made a marked difference to residents. This year:

People reported being better off financially – the service achieves 95% success in new financial claims, resulting in clients being, on average, £50 p/week better off and we generated £500,000+ for clients in benefits back-

Clients reported great satisfaction and would recommend the service to people they know. They reported taking more responsibility for their own welfare having been furnished with the knowledge, skills and confidence to support their future selves.

Holistic assessments play an important aspect of providing high quality advice, focused on meeting a person's unique needs. Assessments consider the overall situation of clients, including their health, physical, psychological, social wellbeing.

Advisers adopt a person-centred approach affording people compassion, dignity, and respect:

**Coordinated support:** especially for people using multiple services in the borough.

**Personalised support:** treating the person as a human being, not simply 'someone with a benefits issue', considering someone's emotional, social, and practical needs, and often those of their family or carers.

**Enabling support:** supporting people to recognise and develop their own strengths and abilities and develop resilience so as to live independent and fulfilling lives.

**Improved wellbeing outcomes:** People less likely to use emergency mental health support.

**Public Benefit**

All our charitable activities benefit the public by their nature, because we directly support people experiencing , or at risk of mental distress, and their relatives and friends in the City of London, and the London Boroughs of Hackney and Waltham Forest. Our approach is based on the understanding that anyone can experience mental illness- so us all learning how to protect our mental health is a public good. We also know that some people's circumstances mean they are more at risk of mental illness, and will face barriers to recovery, and we've chosen to focus our resources on supporting people at greater risk. We support our clients so that they can manage their mental health effectively and are thereby able to participate and contribute more fully in society as opposed to being marginalised and excluded. This also benefits the public as a whole through the improved engagement of our clients with society and their enhanced ability to contribute as members of the wider public.

Our volunteers also contribute to our public benefit. Last year volunteers in our Talking Therapies services provided over 4,000 clinical hours. Many of our volunteers are either students taking their first steps as mental health professionals, or are people who have benefitted from our services themselves. Our services are widely available throughout the City, Hackney and Waltham Forest. Our clients can self-refer or come to us through a variety of agencies. The majority of our services are free, and any contribution expected from clients is in line with their ability to pay. Nobody is excluded from accessing our services on a financial basis.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

**Trustees' Report**

**For the year ended 31 March 2023**

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**FINANCIAL REVIEW**

**TREATMENT OF PTA FUNDS**

Mind CHWF is the lead partner for the PTA consortium, and receives and disburses funds to other partner member organisations in the alliance. As Mind CHWF does not have a controlling interest in the selection and allocation of funds to partners, the income and expenditure associated with this activity has been removed from the accounts.

The total funds received and disbursed in the current and previous financial years are shown in our accounts along with the funds currently being held on behalf of the Alliance.

**REVIEW**

We are reporting a surplus of £43k for this year,

We have seen an increase in our revenue of £478k to £4,260k (2022 £3,782k) which is partly offset by an increase in our payments to sub-contractors of £103k

The Net MIND income increase of £375k is driven by additional funds for our work for the Psychological Therapies Wellbeing Alliance, additional work for the Hackney Council for Wellbeing and increases in our Rainbow Mind services

We have been successful in the tender for our largest contract – the WellBeing Network – and we now have this until June 2025 with an option to renew for a further two years.

This forms the backbone of our service delivery, and in the current contract we have developed strong relationships with our subcontractors and delivery partners enabling us to flex delivery to meet local need whilst meeting contract outputs in full.

We continue to have sought to diversify income, and income on the Well Being Network project is 31% of the total now (30% last in 2022, 40% in 2021), with other large projects as listed:

Community Connectors	£448k	4 years
Substance misuse	£384k	2 years
Suicide Prevention	£380k	
PTWA Alliance	£356k	1 year - likely to be renewed

Next reporting year we are expecting an increase of 2.6% to our net income (from £3.1m to £3.2m). We have surplus of £43k for this year, however due to cost of living increases not being fully matched by the total income increase, we predict a short-term deficit position at the end of the next reporting year. This short-term budgeted deficit position is discussed below in “reserves” section.

Our involvement as fundholder for the Psychological Therapies Wellbeing Alliance allow us to have a strong cashflow position, and this will continue for at least the next year

**Going Concern**

The trustees have reviewed the charity's current and future funding prospects in the light of the current economic and funding situation and have reassured themselves of the charity's ability to continue as a going concern.

Our planning processes, including financial projections, have taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We hold high

**Trustees' Report**

**For the year ended 31 March 2023**

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cash levels and the new Wellbeing Network contract is confirmed until June 2025 and other major contracts for periods up to five years.

We believe that there are no other material uncertainties that call into doubt the charity's ability to continue in existence. The accounts have therefore been prepared on the basis that the charity is a going concern.

**Investments Policy** The charity's cash balances in excess of day-to-day operations are held in an instant access cash deposit account accruing interest at a variable interest rate. The policy governing investments is reviewed by the trustees periodically. The invested funds held on deposit achieved an average rate of 1.8%, with a noticeable increase in rate over the last five months.

**Reserves Policy**

The trustees have set a reserves policy that requires reserves be maintained at a level that enables our activities to continue during times of unforeseen difficulties. We hold reserves for a number of reasons:

- to enable activities to continue should grant renewal be delayed or unsuccessful
- to manage any day-to-day cash flow fluctuations, for example, caused by income being received in arrears
- to enable activities to continue should results-based payments be delayed or withheld
- to invest in and pilot future opportunities as they arise whilst funding streams are secured
- to fund work required on the Tudor Road building under the terms of the lease
- to ensure Mind CHWF can meet its obligations should activities need to be ceased.

The trustees assess the level of reserves required on an annual basis and as required, should unforeseen difficulties present themselves. The Trustees calculate that Mind CHWF requires a minimum value of free reserves of £350,000. This is the absolute minimum required to ensure our ongoing ability to meet routine payments to staff and suppliers as they fall due and represent payment obligations relating to our building, contracted services supplied and back-office staff that may need to be retained when overall contract volumes fluctuate or temporarily decrease.

Our current forecast for 2023/24 and 2024/25 is for a total two-year deficit approaching £150k.

We had been planning for a transitional phase after the award of the new wellbeing network contract, and had increased our reserves level in anticipation of this.

The Board are committed to returning towards a balance budget over the following two years, and this is planned to be achieved without going below the reserve levels required by the organisation

Our current free reserves total £591,308 (2022: £496,133). Even after allowing for the losses anticipated in the next two years, we will still be higher than our minimum level of reserves by circa £100k.

Our high cash levels give reassurance that we are in a strong financial position.

**Remuneration Policy**

Mind in the City, Hackney and Waltham Forest Ltd are committed to equality of access to employment opportunities. Our aims are to:

- recruit talented people with the skills and personal attributes to contribute to a thriving, diverse and inclusive organisation
- have practices that are free from unfair discrimination to recruit fairly and well, everyone involved in recruitment needs the right knowledge and skills
- offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and deliver the charity's aims.

**Trustees' Report**

**For the year ended 31 March 2023**

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Salaries are considered to be fair, competitive within the charity sector and proportionate to the complexity of each role. We benchmark internally and periodically do so externally. For key management personnel we may seek external advice on salary levels especially for roles with technical expertise.

All salary increases within scale ranges must be approved by the Chief Executive. All salary increases that involve a change of scale must first be approved by the Chief Executive, then the Finance Committee for final approval, this includes key management personnel (except the Chief Executive, see below \*).

All roles are benchmarked internally and periodically, externally. Other factors considered are the charity's ability to pay, the complexity of the role, the type and range of activities undertaken, geographical location and client groups.

An annual salary review must be approved by the Finance Committee and the overall budgeted cost must be approved by the Finance Committee.

Ultimately salaries must be approved by the Board of Trustees as part of setting the budget for the organisation.

\*In the case of the Chief Executive any salary increase must be approved by the People Sub Committee.

**Risk Management**

Trustees have overall responsibility for risk management and to ensure that risks are monitored and reviewed on a regular basis. The SMT review risks as a monthly standing meeting agenda item, and the Finance Sub Committee monitors, reviews and updates the risk register at its meetings throughout the year, with key issues being reported to the Board. The Trustee Board reviews the full risk register on an annual basis. Risks are considered in six key areas: financial; business and service delivery; reputational; governance; personnel; and infrastructure. External and Regulatory risks are accounted for within these categories where most appropriate. All identified risks are assessed for both the probability of occurrence and its potential impact on service delivery to give a gross risk. Existing controls are considered and any further mitigating actions specified, identifying the responsible person and the deadline for implementation. The risk management strategy forms part of the annual planning process. We have also developed community and unrestricted funding opportunities. The Finance and Business Development team work in an integrated way in approaching new opportunities to ensure we develop bids that reflect client need, funders expressed preferences and are modelled on sustainable structures. This has taken time to establish and historically we have entered contracts below full cost recovery or that were not in line with our strategy.

We now follow a clear forward plan and a specific fundraising strategy

Our board includes members with Finance, service delivery, Fundraising, Pension and Legal skills.

We have implemented budgets and management accounts reporting by individual project lines enabling us to see more quickly the performance of each of our delivery areas and identify and financial pressure points and take quick remedial action.

We have a specific role to oversee and develop our partners and subcontractors and we perform regular due diligence to ensure we are working with the best possible partners and to identify subcontractors who may no longer be able to deliver reliably.

We have in place an Employee Assistance Programme that has been well received by staff and have developed an internal programme of support including Mindfulness and yoga for staff. We have improved HR systems and processes and are integrating Wellbeing Plans into our Appraisal processes.

We have invested in full cloud-based IT systems to support flexibility and collaboration have taken steps to improve our cyber security. The trustees are satisfied that these and all other risks in the register have been adequately assessed and that appropriate steps are taken to mitigate risk. The Board can therefore provide

**Trustees' Report**

**For the year ended 31 March 2023**

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reasonable assurance that the major risks to which the Charity is exposed have been reviewed and systems have been established or planned, to manage those risks.

All new projects are subject to a Risk Assessment as part of their implementation. Project Managers are responsible for implementing mitigating actions identified in this plan. The Facilities Manager is responsible for drawing up a Health and Safety Risk Assessment, which covers non-service specific risks that impact on the entire organisation's staff. We have support from external specialist Health and Safety services including regular audits to ensure compliance with latest recommendations.

Key risks identified for the year and ongoing are:

- Impact of cost of living/ inflation on fundraising activities, Service Delivery, and staff and volunteers.
- Engaging in competitive tenders including an increase in payments in arrears and by activity/outcome as well as the associated risk of funding that is below full cost recovery;
- Ensuring budgetary control is maintained in a climate of growth and change;
- Managing inflationary pressures
- Meeting minimum service levels on contracts and ensuring contracts serve the needs of our clients and account for their needs and preferences;
- Managing subcontractors and associated service delivery and reputational risks;
- The risks in servicing our historical defined benefit multi-employer pension scheme;
- Maintaining the appropriate balance between minimum reserves and investing in the organisation • The impact of these changes on our staff, the need to create a supportive staff environment and identify programmes to support our staff's wellbeing;
- Ensuring our premises can deliver accessible, community focused services and the need to ensure effective and up-to-date technology infrastructure.
- Ongoing compliance with data management policies and information governance.

We have initiated a Bid Decision Matrix to respond to tenders in a co-ordinated way and identify trust and grant funding to complement our core contracts. In partnership with the SMT the team has stabilised our income base and continued to secure replacement funding for projects coming to an end

**Information Governance**

Mind in the City, Hackney and Waltham Forest Ltd is a data controller in its own right. Close attention is paid to dynamic data protection risks across the whole organisation as a reflection of our concern for clients, and for the reputation of the charity. We submit a compliant IG Toolkit to the NHS each year as part of our compliance for delivery as an NHS IAPT provider. We continue to monitor compliance with legal requirement and to provide support to our members to ensure confidentiality remains a foundation of the charity. We constantly review our policies, procedures and practices to reflect GDPR and other information governance requirements.

**Fundraising Strategy and Approaches**

The need for our work continues to increase, so we operate a strategy to identify ways to increase funding for our work. Work to develop this strategy included reaffirming our organisational values and assessing opportunities and risks for fundraising. We increased our fundraising projections, making sure we provide support to everyone who raises money for us. We have a range of approaches to raising unrestricted funds, which supports our organisational resilience, and over the last 5 years have successfully diversified our funding.

Additionally approaches included:

Workplace wellbeing and commercial training: We entered the second year of our 'Mind in the City'- our corporate training and Wellbeing service targeted at City of London businesses. We also facilitated a record number of online mental health workplace wellbeing, training and consultancy to external organisations,

**Trustees' Report**

**For the year ended 31 March 2023**

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receiving payment for these services and added mental health workplace consultations and surveys to our offer.

We are a partner with National Mind for two retail outlets. Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Mind in the City Hackney and Waltham Forest does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day-to-day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees. The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Mind CHWF complies with the Code of Fundraising Practice set out by the Fundraising Regulator. We have not received any complaints in relation to our fundraising practice for the year under review.

**PLANS FOR FUTURE PERIODS**

The demand for services is increasing while local authorities and clinical commissioning groups are demanding more responsive and higher quality services but have less funding available. At the same time there is an increased impetus to direct payments and personalised services, creating a new market for voluntary sector providers to deliver services that were previously provided by the statutory sector. In 2023 we look forward to launching a refreshed Wellbeing Network, focused on holistic support for complex mental health needs with a new range of partners. We also look forward to developing further early support to all age groups, and expanding our IRIE service to meet rising needs for our Black Communities.

**Future Needs**

The core themes of our new strategic plan are:

Grow- our own staff, and , building on the success of Radical Self-care, develop further therapeutic supports for people from minoritised communities

Resource- invest in our digital resources and physical environment, continue to build our unrestricted income

Reach- capacity building other organisations and working in partnership to address rising mental health need, working in partnership to launch the Muslim Mind Collaborative

Include- providing wraparound , trauma informed support to people with complex or multiple needs, particularly those facing poverty or exclusion

By 2027 we will have

1. A flourishing social enterprise that nurtures mental health professionals from a wide range of backgrounds to therapeutically support people who face exclusion and discrimination. This will be based on the unique training programme we will develop for our own people, based on our communities' needs
2. Have refreshed (or new) premises
3. Have a specific support offer for Muslim Communities
4. All of our services will include lived experience leadership and support tailored to peoples' economic circumstances
5. Working with other organisations to build capacity to respond to increasing mental health need

We will continue to learn from best practice, be innovative and lead the way forward guided by the views of our clients. We are positive, confident and optimistic about what we do and the future. It currently is a very challenging funding environment for and we are therefore all working very hard to protect services for our clients. We must continue to innovate and improve and demonstrate our impact. The Department of

## Trustees' Report

**For the year ended 31 March 2023**

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Health Mental Health Strategy makes clear that as funding is reduced, the most effective services will get the most funding.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution**

Mind in the City, Hackney and Waltham Forest Ltd is a company limited by guarantee and a registered charity. It was incorporated on 2 October 1981 and the guarantee of each member is limited to £1. It was established under a Memorandum of Association which sets out its objects and is governed under its Articles of Association. On 3 November 2016, the charitable company changed its name from City and Hackney Association for mental health (CHAMH) Limited to Mind in the City, Hackney and Waltham Forest Ltd.

#### **Organisational Structure**

The Board of Trustees comprises a minimum of 8 and a maximum of 15 trustees including three honorary Officers of Chair, Vice Chair and Treasurer who are elected at the Annual General Meeting. Our board has a diverse range of experience, skills, backgrounds and identities. 4 members of our Influence and Involvement Group (people who are actively supported by our services) also attend each board meeting. A quarter of the trustees retire every year at the AGM and are eligible for re-election. The Board of Trustees meets on average 6 times a year including the Annual General Meeting. The Chief Executive of the charitable company also acts as Company Secretary.

#### **Sub-Committees**

The Board of Trustees is supported by three Sub-Committees the Finance Sub-Committee which meets up to 6 times per year, and the Impact and Assurance Committee and People Committees which meet up to twice a year. Our Memorandum and Articles of Association and our Scheme of Delegation were revised in 2021

#### **Management**

Trustees are responsible for decisions regarding strategic direction and policy formation. Day-to-day management of the charity is delegated to full-time employees who operate within defined terms of reference and authority. The Chief Executive reports to the Board of Trustees. The Chief Executive is supported by a Senior Management Team.

#### **Governance**

We have developed a new 5-year strategic plan (2022-2027) to focus our work in the post COVID Landscape, and refreshed our Values as being Connected, Fair and Brave

The Core Themes are:

- Grow – including develop further therapeutic supports for minoritized communities,
- Resource – Invest in digital resources, build further unrestricted income,
- Reach – capacity building to address rising mental health need, and
- Include – Providing support to people with complex or multiple needs.



**Trustees' Report**

**For the year ended 31 March 2023**

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**Affiliations & Partnerships**

Mind is an independently funded charitable company, affiliated as a local associate to the National Association for Mental Health ("National Mind"). Membership enables us to access a nationwide network of charities working towards similar goals with shared values, and to engage in national issues and campaigns concerning mental health. We are also evaluated every 3 years under National Mind's 'Quality Manage (MQM) mark. We were last evaluated in 2020, and received two awards in the Mind Excellence

Awards- for Leadership and Governance, and for Equality and Diversity

We work with a number of partner organisations as principal, subcontractor, or in partnership as part of a network of service providers. We are increasing our collaborative work with other organisations to pool skills and resources and to deliver outstanding interventions. Our range of partners is extensive and includes local & national charities, local statutory services and educational and research organisations

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**

The Trustees (who are also directors of Mind in the City, Hackney and Waltham Ltd for the purposes of company law) are responsible for preparing the Board of 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. 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). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the result of the company for that period.

In preparing these financial statements, the directors are required to: -

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting 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;
- observe the methods and principles in charity SORP; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware: -

- there is no relevant audit information of which the company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

The company is limited by guarantee without a share capital. Every member has undertaken to contribute to the assets of the company in the event of it being wound up, to an amount not exceeding £1

## **Mind in the City, Hackney and Waltham Forest Ltd**

### **Trustees' Report**

#### **For the year ended 31 March 2023**

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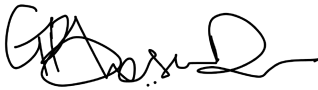
The number of trustees at 31 March 2023 was 9 (2022: 12)

The Charitable Company is controlled by the Board of Trustees.

This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Approved by the board on 28 November 2023 and signed on its behalf

Gayatri Darke  
Chair

A handwritten signature in black ink, appearing to read 'Gayatri Darke', with a stylized flourish at the end.

## **Independent auditor's report**

### **To the members of**

### **Mind in the City, Hackney and Waltham Forest Ltd**

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#### **Opinion**

We have audited the financial statements of Mind in the City, Hackney and Waltham Forest Ltd (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, 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 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 2023 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 Mind in the City, Hackney and Waltham Forest Ltd'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 trustees' 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, except to the extent otherwise explicitly stated in our report, 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

## **Independent auditor's report**

### **To the members of**

#### **Mind in the City, Hackney and Waltham Forest Ltd**

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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.

#### **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' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of the 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 trustees' annual 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 directors 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 trustees' annual report and from the requirement to prepare a strategic report.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes 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.

## **Independent auditor's report**

### **To the members of**

#### **Mind in the City, Hackney and Waltham Forest Ltd**

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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 are set out below.

#### **Capability of the audit in detecting irregularities**

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, Finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## **Independent auditor's report**

### **To the members of**

### **Mind in the City, Hackney and Waltham Forest Ltd**

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#### **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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior statutory auditor)

**Date**

for and on behalf of Sayer Vincent LLP, Statutory Auditor  
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

DRAFT

**Mind in the City, Hackney and Waltham Forest Ltd**

**Statement of financial activities** (incorporating an income and expenditure account)

**For the year ended 31 March 2023**

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
<b>Income from:</b>							
Donations and legacies	3	145,925	–	<b>145,925</b>	142,961	–	142,961
Charitable activities							
Employability	4	168,212	126,960	<b>295,172</b>	165,564	197,776	363,340
Wellbeing & Recovery	4	3,125,500	479,629	<b>3,605,129</b>	2,557,686	576,285	3,133,971
Rainbow MIND	4	10,187	131,385	<b>141,572</b>	20,000	67,412	87,412
Other Income	5	67,859	–	<b>67,859</b>	54,574	–	54,574
Investments		4,489	–	<b>4,489</b>	408	–	408
<b>Total income</b>		<b>3,522,172</b>	<b>737,974</b>	<b>4,260,146</b>	<b>2,941,193</b>	<b>841,473</b>	<b>3,782,666</b>
<b>Expenditure on:</b>							
Raising funds	6	57,913	–	<b>57,913</b>	66,478	–	66,478
Other Trading Activities	6	18,652	–	<b>18,652</b>	15,526	–	15,526
Charitable activities							
Advocacy and Advice	6	–	–	<b>–</b>	–	–	–
Employability	6	191,343	137,225	<b>328,568</b>	150,570	195,465	346,035
Rainbow MIND	6	28,544	144,621	<b>173,165</b>	17,656	68,335	85,991
Wellbeing & Recovery	6	3,158,898	479,403	<b>3,638,301</b>	2,557,366	574,323	3,131,689
<b>Total expenditure</b>		<b>3,455,350</b>	<b>761,249</b>	<b>4,216,599</b>	<b>2,807,596</b>	<b>838,123</b>	<b>3,645,719</b>
<b>Net (expenditure) / income for the year</b>	7	<b>66,822</b>	<b>(23,275)</b>	<b>43,547</b>	<b>133,597</b>	<b>3,350</b>	<b>136,947</b>
Transfers between funds		–	–	–	(1,530)	1,530	–
<b>Net movement in funds</b>		<b>66,822</b>	<b>(23,275)</b>	<b>43,547</b>	<b>132,067</b>	<b>4,880</b>	<b>136,947</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		639,395	38,959	<b>678,354</b>	507,328	34,079	541,407
<b>Total funds carried forward</b>		<b>706,217</b>	<b>15,684</b>	<b>721,901</b>	<b>639,395</b>	<b>38,959</b>	<b>678,354</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19a to the financial statements.

Mind in the City, Hackney and Waltham Forest Ltd

Balance sheet

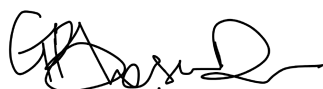
Company no. 1589150

As at 31 March 2023

	Note	£	2023 £	£	2022 £
<b>Fixed assets:</b>					
Tangible assets	12		<u>74,910</u>		<u>86,222</u>
			<b>74,910</b>		<b>86,222</b>
<b>Current assets:</b>					
Debtors	13	884,401		1,711,605	
Cash at bank and in hand		<u>1,346,978</u>		<u>1,410,307</u>	
		<b>2,231,379</b>		<b>3,121,912</b>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	14	<u>(1,413,983)</u>		<u>(2,365,033)</u>	
<b>Net current assets</b>			<u><b>817,396</b></u>		<u><b>756,879</b></u>
<b>Total assets less current liabilities</b>			<b>892,306</b>		<b>843,101</b>
Defined benefit pension scheme liability	16		<b>(2,864)</b>		<b>(6,664)</b>
Provisions for liabilities	17		<u><b>(167,541)</b></u>		<u><b>(158,083)</b></u>
<b>Total net assets</b>			<u><u><b>721,901</b></u></u>		<u><u><b>678,354</b></u></u>
<b>The funds of the charity:</b>	19a				
Restricted income funds			<b>15,684</b>		<b>38,959</b>
Unrestricted income funds:					
General funds		591,308		496,133	
Designated funds		<u>114,909</u>		<u>143,262</u>	
Total unrestricted funds			<u><b>706,217</b></u>		<u><b>639,395</b></u>
<b>Total charity funds</b>			<u><u><b>721,901</b></u></u>		<u><u><b>678,354</b></u></u>

Approved by the trustees on 28 November 2023 and signed on their behalf by

Devora Wolfson  
Chair





Statement of cash flows

For the year ended 31 March 2023

	2023		2022	
	£	£	£	£
<b>Cash flows from operating activities</b>				
Net income for the reporting period (as per the statement of financial activities)	43,547		136,947	
Depreciation charges	11,312		11,314	
Dividends, interest and rent from investments	–		–	
(Increase)/decrease in debtors	827,204		(902,864)	
Increase/(decrease) in creditors	(954,850)		432,769	
<b>Increase/(decrease) in provisions</b>	<b>9,458</b>		<b>43,683</b>	
<b>Net cash provided by / (used in) operating activities</b>	<b>(63,329)</b>		<b>(278,151)</b>	
<b>Cash flows from investing activities:</b>				
Purchase of fixed assets	–		–	
Interest Income	–		–	
<b>Net cash provided by / (used in) investing activities</b>	<b>–</b>		<b>–</b>	
<b>Change in cash and cash equivalents in the year</b>	<b>(63,329)</b>		<b>(278,151)</b>	
Cash and cash equivalents at the beginning of the year	1,410,307		1,688,458	
Change in cash and cash equivalents due to exchange rate movements	–		–	
<b>Cash and cash equivalents at the end of the year</b>	<b>1,346,978</b>		<b>1,410,307</b>	

Notes to the financial statements

For the year ended 31 March 2023

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**1 Accounting policies**

**a) Statutory information**

Mind in the City, Hackney and Waltham Forest Ltd is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is 8-10 Tudor Road, Clapton, LONDON, E9 7SN.

**b) Basis of preparation**

The financial statements have been prepared 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 (FRS 102) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

**c) Public benefit entity**

The charity meets the definition of a public benefit entity under FRS 102.

**d) Going concern**

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Over the next twenty one months (Apr23–Dec24) we are expecting to have a net deficit of around £120k, but this had been expected as part of the initial effect of the reduction in net income from the well being network, alongside the rising cost of living costs. We had built up our free reserves in the previous two years in anticipation of this, and we will use these for this transitional period. By December 2024 we will still have the full level of reserves that is required by our Trustees, and we are forward planning to make sure that we move back to a financially balanced budget as soon as is possible for subsequent years.

There are no issues foreseen relating to our cash flows.

The trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**e) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

**f) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**g) Fund accounting**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Notes to the financial statements

For the year ended 31 March 2023

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**1 Accounting policies (continued)**

**h) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**i) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on share of total income received, of the amount attributable to each activity:

• Raising funds	3%
• Advocacy and Advice	0%
• Wellbeing and Recovery	85%
• Employability	7%
• Rainbow MIND	4%
• Trading activities	2%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

**j) Operating leases**

Rental charges are charged on a straight line basis over the term of the lease.

**k) Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Mind CHWF has entered into an agreement with National Mind to invest in 1/3 of the costs of fit-out of two shops. The net book value of this contribution to assets is recoverable in the event of termination of the agreement, and the assets remain the property of National Mind. We have capitalised our expenditure and depreciate the assets on a straight line basis 15% per annum.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

• Leasehold improvements	over the period of the lease
• Fixtures & Fittings	4 years
• Equipment	3 years
• National Mind shops – fixtures and fittings	15% per annum

Notes to the financial statements

For the year ended 31 March 2023

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**1 Accounting policies (continued)**

**l) 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.

**m) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**n) Creditors and provisions**

Creditors and provisions are recognised where the charity 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.

**o) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**p) Pensions**

Current eligible employees of the charity were entitled to join an Aegon pension scheme which is funded by contributions from employee and employer. The scheme offered is a defined contribution pension scheme. Contributions are recognised as they fall due.

The charity has a historical multi-employer defined benefit scheme. 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. Long term liabilities include agreed deficit contributions to the scheme. See note 22 for the calculation basis.

**q) Provision for maintenance of leasehold property**

Each year, the trustees assess the requirement to set aside monies for periodic redecoration and repairs under the terms of the lease. A charge is made annually to the income and expenditure account over the life of the lease to account for accumulating dilapidations obligations.

**r) Provision for redundancy**

We have set aside funds for known redundancies as at year end. These are for two staff members totalling £9k

**r) Taxation**

As a registered charity, the Charitable Company is exempt from the payment of income and corporation tax in respect of its charitable activities. All the charities activities are charitable.

**s) Employee benefits**

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

## Notes to the financial statements

## For the year ended 31 March 2023

**2 Conduit funding received and disbursed for Psychological Therapy Alliance (PTA) partners**

Mind CHWF is the lead partner for the PTA consortium, and receives and disburses funds to other partner member organisations in the alliance. As Mind CHWF does not have a controlling interest in the selection and allocation of funds to partners, the income and expenditure associated with this activity has been removed from the accounts.

The total funds received and disbursed in the current and previous financial years are shown below, with the aggregated income and expenditure for Mind CHWF, including the conduit funding.

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Conduit income	–	772,694	<b>772,694</b>	–	2,072,796	2,072,796
Total income from SOFA	3,522,172	737,974	<b>4,260,146</b>	2,941,193	841,473	3,782,666
<b>Total income including conduit</b>	<b>3,522,172</b>	<b>1,510,668</b>	<b>5,032,840</b>	<b>2,941,193</b>	<b>2,914,269</b>	<b>5,855,462</b>
Conduit expenditure	–	1,744,591	<b>1,744,591</b>	–	1,693,716	1,693,716
Total expenditure from SOFA	3,455,350	761,249	<b>4,216,599</b>	2,807,596	838,123	3,645,719
<b>Total expenditure including</b>	<b>3,455,350</b>	<b>2,505,840</b>	<b>5,961,190</b>	<b>2,807,596</b>	<b>2,531,839</b>	<b>5,339,435</b>

The balances of funds held by Mind CHWF for onward disbursement to PTA partners is shown in Note 13 Creditors, and detailed below.

	2023 Total £	2022 Total £
PTA partner funds held in trust	<b>374,969</b>	1,233,476
The 2023 conduit fund total is made up of:		
PTWA funds C/F 22/23	261,579	
PTWA Creditors	113,390	

**3 Income from donations, legacies and other income**

Voluntary income comprises unsolicited donations, income from fundraising events, donations from service users and corporate giving.

	2023 Total £	2022 Total £
Fundraising events	<b>91,926</b>	88,008
Donations from service users	–	–
Donations received through portals	<b>15,451</b>	11,418
Larger individual and corporate donations	<b>25,438</b>	38,576
Emergency grants for Covid-19	–	–
Other donations	<b>13,110</b>	4,959
<b>Total donations, legacies and other income</b>	<b>145,925</b>	142,961

## Notes to the financial statements

For the year ended 31 March 2023

## 4 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
<b>Education &amp; Employment</b>						
London Borough of Hackney	58,577	–	<b>58,577</b>	75,137	–	75,137
Hospital Trusts	44,585	–	<b>44,585</b>	29,585	–	29,585
Big Lottery: Talent Match	–	–	–	–	–	–
Big Lottery: Way Ahead	–	–	–	–	18,046	18,046
Big Lottery: Building Better	–	–	–	–	–	–
Grant Giving Funders	–	126,960	<b>126,960</b>	–	109,980	109,980
National MIND	–	–	–	–	69,750	69,750
Other Income	65,050	–	<b>65,050</b>	60,842	–	60,842
<b>Sub-total Education &amp; Employment</b>	<b>168,212</b>	<b>126,960</b>	<b>295,172</b>	<b>165,564</b>	<b>197,776</b>	<b>363,340</b>
<b>Wellbeing &amp; Recovery</b>						
London Borough of Hackney	1,677,682	2,744	<b>1,680,426</b>	1,619,373	–	1,619,373
Central Government Funds	–	–	–	–	–	–
Clinical Commissioning Groups	356,089	–	<b>356,089</b>	243,197	–	243,197
Hospital Trusts	599,127	372,368	<b>971,495</b>	261,316	455,129	716,445
Grant Giving Funders	384,010	–	<b>384,010</b>	400,215	–	400,215
National MIND	95,792	67,193	<b>162,985</b>	33,585	111,157	144,742
Other Income	12,800	37,324	<b>50,124</b>	–	9,999	9,999
<b>Sub-total Wellbeing &amp; Recovery</b>	<b>3,125,500</b>	<b>479,629</b>	<b>3,605,129</b>	<b>2,557,686</b>	<b>576,285</b>	<b>3,133,971</b>
<b>Rainbow MIND</b>						
Central Government Funds	–	–	–	–	–	–
Grant Giving Funders	–	–	–	–	–	–
National MIND	10,187	131,385	<b>141,572</b>	–	67,412	67,412
Other Income	–	–	–	20,000	–	20,000
<b>Sub-total Rainbow MIND</b>	<b>10,187</b>	<b>131,385</b>	<b>141,572</b>	<b>20,000</b>	<b>67,412</b>	<b>87,412</b>
Total income from charitable activities	<b>3,303,899</b>	<b>737,974</b>	<b>4,041,873</b>	<b>2,743,250</b>	<b>841,473</b>	<b>3,584,723</b>

## 5 Other Income

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Fundraising events	–	–	–	–	–	–
Furlough recovery	–	–	–	1,513	–	1,513
Facilities room hire	252	–	<b>252</b>	–	–	–
Mind shops profit share	67,607	–	<b>67,607</b>	53,061	–	53,061
<b>Other Income</b>	<b>67,859</b>	<b>–</b>	<b>67,859</b>	<b>54,574</b>	<b>–</b>	<b>54,574</b>

## Notes to the financial statements

For the year ended 31 March 2023

## 6a Analysis of expenditure (current year)

	Charitable activities									
	Raising funds £	Advocacy & Advice £	Wellbeing & Recovery £	Rainbow MIND £	Employability £	Trading activities £	Governance costs £	Support costs £	2023 Total £	2022 Total £
Staff costs (Note 8)	16,408	–	1,814,994	122,713	239,854	–	–	360,309	2,554,278	2,115,593
Direct project costs	–	–	11,695	–	3,111	–	–	392	15,198	17,495
Subcontractors	–	–	1,136,665	23,823	23,445	–	–	–	1,183,933	1,080,535
Other staff related costs	–	–	16,973	560	103	–	–	28,836	46,472	49,875
Premises costs	–	–	561	–	–	–	–	166,852	167,413	179,427
Office & IT costs	317	–	47,458	226	168	–	–	104,581	152,750	142,320
Publicity & branding costs	18,470	–	500	122	–	–	–	1,872	20,964	24,690
Corporate costs	–	–	–	–	12,000	–	–	39,578	51,578	13,740
Audit, AGM & Trustee costs*	–	–	–	–	–	–	12,701	–	12,701	10,730
Depreciation	–	–	–	–	–	6,424	–	4,888	11,312	11,314
	35,195	–	3,028,846	147,444	278,681	6,424	12,701	707,308	4,216,599	3,645,719
Support costs	22,317	–	598,704	25,267	49,007	12,012	–	(707,307)	–	–
Governance costs	401	–	10,751	454	880	216	(12,702)	–	–	–
Total expenditure 2023	57,913	–	3,638,301	173,165	328,568	18,652	(1)	1	4,216,599	
Total expenditure 2022	66,478	–	3,131,689	85,991	346,035	15,526	–	–		3,645,719

## Notes to the financial statements

For the year ended 31 March 2023

## 6b Analysis of expenditure (prior year)

	Charitable activities								
	Raising funds	Advocacy & Advice	Wellbeing & Recovery	Rainbow MIND	Employability	Trading activities	Governance costs	Support costs	2022 Total
	£	£	£	£	£	£	£	£	£
Staff costs (Note 8)	23,777	-	1,455,341	68,758	262,099	-	-	305,618	2,115,593
Direct project costs	-	-	13,340	502	3,564	-	-	89	17,495
Subcontractors	-	-	1,068,780	-	11,755	-	-	-	1,080,535
Other staff related costs	-	-	15,079	446	775	-	-	33,575	49,875
Premises costs	-	-	47	-	-	-	-	179,380	179,427
Office & IT costs	673	-	41,582	255	442	-	-	99,368	142,320
Publicity & branding costs	18,446	-	-	100	-	-	-	6,144	24,690
Corporate costs	-	-	-	-	5,000	-	-	8,740	13,740
Audit, AGM & Trustee costs*	-	-	-	-	-	-	10,730	-	10,730
Depreciation	-	-	-	-	-	6,425	-	4,889	11,314
	42,896	-	2,594,169	70,061	283,635	6,425	10,730	637,803	3,645,719
Support costs	23,192	-	528,627	15,666	61,368	8,950	-	(637,803)	-
Governance costs	390	-	8,893	264	1,032	151	(10,730)	-	-
<b>Total expenditure 2022</b>	<b>66,478</b>	<b>-</b>	<b>3,131,689</b>	<b>85,991</b>	<b>346,035</b>	<b>15,526</b>	<b>-</b>	<b>-</b>	<b>3,645,719</b>



Notes to the financial statements

For the year ended 31 March 2023

**7 Net (expenditure) / income for the year**

This is stated after charging / (crediting):

	2023 £	2022 £
Depreciation	11,312	11,314
Operating lease rentals receivable:		
Property	98,125	95,625
Other	1,618	1,618
Auditor's remuneration (excluding VAT):		
Audit	12,100	10,000
Audit fee prior year overprovision	500	500

**8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel**

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	2,036,179	1,716,463
Social security costs	219,455	155,669
Pension costs	111,526	84,848
Agency staff costs	32,251	37,392
Locum staff and sessional staff costs	127,239	121,221
Redundancy costs	27,628	-
	<b>2,554,278</b>	<b>2,115,593</b>

Within redundancy costs £16,102 was outstanding to be paid at the year end.

The number of employees whose emoluments exceeded £60,000 was as follows:

	2023 No.	2022 No.
£60,000 – £69,999	-	1
£70,000 – £79,999	1	-

Key management personnel of the charity comprise of the trustees and management with direct involvement with the financials of the charity. Key management personnel earned £210,329 in 2023 (2022: £188,251) including Employer's NI and Pension contributions.

**9 Staff numbers**

The average monthly head count was 78 staff (2022: 67 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2023	2022
Direct charitable work	58	48
Administration & support	4	4
	<b>62</b>	<b>52</b>

Notes to the financial statements

For the year ended 31 March 2023

10 Related party transactions

No Trustees were employed by the charitable company or received remuneration for their services during the year (2022: £nil).

No trustee were reimbursed expenses (2022: £Nil) incurred in the performance of their duties as trustees.

The trustees are covered by professional indemnity insurance, the cost of which was £1,176 (2022: £1,018).

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Leasehold Improvements £	Fixtures and fittings £	Equipment £	National Mind shops £	Total £
<b>Cost</b>					
At the start of the year	284,555	36,489	165,947	42,834	529,825
Additions in year	–	–	–	–	–
At the end of the year	284,555	36,489	165,947	42,834	529,825
<b>Depreciation</b>					
At the start of the year	221,001	36,489	165,947	20,166	443,603
Charge for the year	4,888	–	–	6,424	11,312
At the end of the year	225,889	36,489	165,947	26,590	454,915
<b>Net book value</b>					
At the end of the year	58,666	–	–	16,244	74,910
At the start of the year	63,554	–	–	22,668	86,222

All of the above assets are used for charitable purposes.

13 Debtors

	2023 £	2022 £
Contract Debtors	388,573	1,242,706
Prepayments	160,807	94,191
Accrued Income	335,021	374,708
Other debtors	–	–
	884,401	1,711,605

Notes to the financial statements

For the year ended 31 March 2023

**14 Creditors: amounts falling due within one year**

	2023 £	2022 £
Trade creditors	145,272	240,436
Other taxes and social security	207,636	189,512
Pension creditor	34,100	20,213
Pension liability – one year	3,820	3,820
Deferred income (note 15)	461,965	378,160
Accrued expenses	180,665	296,438
Funds held in trust – Psychological Therapies Alliance	374,969	1,233,476
Other creditors	5,556	2,978
	<b>1,413,983</b>	<b>2,365,033</b>

**15 Deferred income**

Deferred income comprises of funds received in advance for contract work not yet completed.

	2023 £	2022 £
Balance at the beginning of the year	378,160	305,837
Amount released to income in the year	(378,160)	(305,837)
Amount deferred in the year	461,965	378,160
Balance at the end of the year	<b>461,965</b>	<b>378,160</b>

**16 Creditors: amounts falling due after one year**

	2023 £	2022 £
Pension Trust (Falling due in more than 1 year but not more than 2 years)	2,864	3,820
Pension Trust (Falling due in more than 2 years but not more than 5 years)	–	2,844
	<b>2,864</b>	<b>6,664</b>

From April 2023 the annual payments to The Pensions Trust will remain at £3,820 , based on the actuarial valuation at 30 September 2022.

**17 Provisions for liabilities**

Provisions for liabilities comprises provision for future premises major repair work.

	2023 £	2022 £
Balance at the beginning of the year	158,083	114,400
Charge for the year	–	43,683
Provision utilised during the year	9,458	–
Provision reversed during the year	–	–
Balance at the end of the year	<b>167,541</b>	<b>158,083</b>

## Notes to the financial statements

## For the year ended 31 March 2023

## 18a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	74,910	–	74,910
Net current assets	761,713	39,999	15,684	817,396
Provision for liabilities	(167,541)	–	–	(167,541)
Defined benefit pension asset / (liability)	(2,864)	–	–	(2,864)
<b>Net assets at 31 March 2023</b>	<b>591,308</b>	<b>114,909</b>	<b>15,684</b>	<b>721,901</b>

## 18b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	86,222	–	86,222
Net current assets	660,880	57,040	38,959	756,879
Provision for liabilities	(158,083)	–	–	(158,083)
Defined benefit pension asset / (liability)	(6,664)	–	–	(6,664)
<b>Net assets at 31 March 2022</b>	<b>496,133</b>	<b>143,262</b>	<b>38,959</b>	<b>678,354</b>

## 19a Movements in funds (current year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
<b>Restricted funds:</b>					
Education & Employment	21,991	126,960	(137,225)	–	11,726
Wellbeing & Recovery	1,962	479,629	(479,403)	–	2,188
Rainbow MIND	15,006	131,385	(144,621)	–	1,770
<b>Total restricted funds</b>	<b>38,959</b>	<b>737,974</b>	<b>(761,249)</b>	<b>–</b>	<b>15,684</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Fixed Assets	86,222	–	(11,312)	–	74,910
Maternity cover	27,040	–	(17,041)	–	9,999
Redundancy	30,000	–	–	–	30,000
<b>Total designated funds</b>	<b>143,262</b>	<b>–</b>	<b>(28,353)</b>	<b>–</b>	<b>114,909</b>
<b>General funds</b>	<b>496,133</b>	<b>3,522,172</b>	<b>(3,426,997)</b>	<b>–</b>	<b>591,308</b>
<b>Total unrestricted funds</b>	<b>639,395</b>	<b>3,522,172</b>	<b>(3,455,350)</b>	<b>–</b>	<b>706,217</b>
<b>Total funds</b>	<b>678,354</b>	<b>4,260,146</b>	<b>(4,216,599)</b>	<b>–</b>	<b>721,901</b>

The narrative to explain the purpose of each fund is given at the foot of the note below.

## Notes to the financial statements

For the year ended 31 March 2023

## 19b Movements in funds (prior year)

	At 31 March 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
<b>Restricted funds:</b>					
Education & Employment	19,680	197,776	(195,465)	-	21,991
Wellbeing & Recovery	(1,530)	576,285	(574,323)	1,530	1,962
Rainbow MIND	15,929	67,412	(68,335)	-	15,006
<b>Total restricted funds</b>	<b>34,079</b>	<b>841,473</b>	<b>(838,123)</b>	<b>1,530</b>	<b>38,959</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Fixed Assets	97,536	-	(11,314)	-	86,222
Maternity cover	-	-	-	27,040	27,040
Redundancy	-	-	-	30,000	30,000
<b>Total designated funds</b>	<b>97,536</b>	<b>-</b>	<b>(11,314)</b>	<b>57,040</b>	<b>143,262</b>
<b>General funds</b>	<b>409,792</b>	<b>2,941,193</b>	<b>(2,796,282)</b>	<b>(58,570)</b>	<b>496,133</b>
<b>Total unrestricted funds</b>	<b>507,328</b>	<b>2,941,193</b>	<b>(2,807,596)</b>	<b>(1,530)</b>	<b>639,395</b>
<b>Total funds</b>	<b>541,407</b>	<b>3,782,666</b>	<b>(3,645,719)</b>	<b>-</b>	<b>678,354</b>

**Purposes of restricted funds****General Fund**

The general fund represents the accumulated net surpluses of the charity which have neither been restricted by conditions imposed by donors, nor have been designated by the Board of Trustees for specific purposes.

**Fixed Assets Fund**

This fund represents the net book value of fixed assets purchased using general funds. Fixed asset purchases will be added to, and depreciation will be charged against the fund.

**Maternity Funds**

These are funds set aside for known future maternity costs and to create a provision for a reasonable expectation, based on our staff demographic, of expected maternity costs.

**Redundancy Funds**

We have designated funds of £30k for redundancy as our major contract is under tender in the coming year and it is extremely likely that there will be the need for redundancy payments to be made.

**Restricted Funds**

The charity receives restricted income from a large number of donors and it is not practical to disclose the opening balances, movements, transfers, and closing balances on every individual restricted fund. Restricted funds are disclosed in aggregate for each source except where the donor requires disclosure of a specific restricted fund in which case the details are included below.

**Education & Employment**

We have a variety of innovative education and employment services to develop clients skills including Aim4Work and Well@Work. The education services improve skills in English, Maths and English for Speakers of another language, as well as Information Communication technology.

**Wellbeing & Recovery**

We lead the City and Hackney Wellbeing Network, with seven partners focusing on mental health wellbeing, physical health, social networks, and daily living skills.

**Rainbow MIND**

We have secured a contract to develop, deliver and evaluate a culturally competent programme aimed at supporting the emotional and mental health needs of the LGBT community. This Government-commissioned research in this area seeks to reduce the health inequalities of the LGBT community.

**20 Operating lease commitments payable as a lessee**

Amounts receivable under non-cancellable operating leases are as follows for each of the following periods:

	Equipment		Property	
	2023	2022	2023	2022
	£	£	£	£
Less than one year	1,618	1,422	98,125	95,625
One to five years	–	–	79,375	173,594
Over five years	–	–	–	–
	<b>1,618</b>	<b>1,422</b>	<b>177,500</b>	<b>269,219</b>

**21 Legal status of the charity**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.