

Company number: 02002508
Charity Number: 294535

Islington Mind

Report and financial statements

For the year ended 31 March 2022

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For the year ended 31 March 2022

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Company number: 02002508

Charity Number: 294535

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:

Gwen Williams – Chair

Anna Macgillivray – Secretary

Rob Jessett – Treasurer

PJ Samuels

Mehdi Samadzadeh

Roman Podolczuk (appointed 28 April 2021)

Lisa Haywood (appointed 9 June 2021)

Errol Brown (resigned 28 April 2021)

Key management personnel:

Sigal Avni – CEO

Anna Ware – Head of Service and Quality (resigned February 2022)

Pat O’Driscoll – Integrated Community Support Manager

Ossi Ron – Structured Intervention Support Manager

Gerry Turley – Head of Finance, HR and Resources

Bankers: Lloyds Bank
273-275 Kentish Town
London
NW5 2LP

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

The trustees present their report and the audited financial statements for the year ended 31 March 2022.

Reference and administrative information set out on page 2 forms part of this report. The financial statements comply with current statutory requirement, the memorandum and articles of association, the requirement of a directors' report as required under company law, and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives And Activities

The trustees review the charity's aims, objectives, and activities every year. This year the trustees reviewed the charity's Vision, Purpose, Values and Objectives as part of developing the organisation's Strategy for 2022-2025:

Our Vision

We want everyone in Islington to get the respect and support they need to improve their mental health and wellbeing.

Our Purpose

- We are Islington Mind, an independent charitable organisation, part of the Mind network.
- We help people connect to themselves, to each other and to their support networks and communities
- We empower people by providing mental health support focused on strengths and assets, not on diagnoses
- We promote community cohesion

Our Values

- Respect - we listen with care and respect, and provide reassurance to everyone we encounter
- Equality - we are committed to easy and equal access to mental health services and support for everyone in Islington
- Strength orientated – we help people find their voice, connect to their strengths, and use their skills and assets
- Co-Production – we strive to develop and deliver services with the people we support
- Challenging Stigma and Discrimination - we seek to influence and improve mental health services in Islington, raising awareness surrounding mental health
- Community Cohesion - we actively seek opportunities for collaboration when developing services.

Our objectives

We believe that everyone has a right to good mental health. We are here to safeguard and promote the mental health and wellbeing of all adult (18+) Islington residents, and to offer support to residents who experience mental distress, so they:

- Improve self-esteem and confidence and live independently in their communities
- Reduce the need to access secondary mental health services, so that mental health crisis and hospital admissions are reduced
- Reduce the isolation that often accompanies mental illness by offering immediate access to integrated recovery pathways that enable people to live full and enriching lives, and by promoting community integration
- Improve their capacity to represent their own needs, and make their voices heard
- Improve independence, financial security, and resilience – reducing the poverty often accompanying mental ill health, as well as the risk of destitution and homelessness.

We also aim to contribute to a stronger and more cohesive community and to raise awareness surrounding mental health problems, making a significant contribution to local integrated care.

This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Our objectives for this year were to:

- Increase reach and inclusion, ensuring we engage with:
 - People from minority groups, people who experience multiple disadvantages and who are underserved by existing services (e.g. LGBTQ+ individuals from racialised communities, people with learning difficulties and mental health problems).
 - Young adults (aged 18-35)
 - People who have been/are most severely impacted by the Covid-19 pandemic (e.g., older people with long term health conditions and mental health problems who cannot access face to face support.)

- Continue to provide dynamic, sensitive, and high-quality services, which improve the quality of life of people with mental health problems and their carers.
- Build relationships with relevant stakeholders, specifically external to our organisation in order to promote our work and gain wider engagement and support for our strategic priorities.
- Improve staff and volunteers' wellbeing.
- Improve financial strength and viability.

National Mind's strategic development priorities are also embedded in this year's objectives. These are:

1. Responding to poverty & social deprivation,
2. Becoming an anti-racist organisation,
3. Supporting young people with a focus on trauma

Our strategy for achieving our aims and objectives

We continued to develop and expand the Mental Health Recovery Pathway programme, refining and adapting our approach with service users through co-production work, ensuring services are developed in collaboration with the people who access them, focusing on responding to the changing needs of our disadvantaged target groups.

Throughout 2021/22, we developed flexible delivery models designed to adapt smoothly to changes in the Covid-19 virus risk and government guidelines.

We engaged with fundraising efforts and recruited additional staff members to offer Covid-19-recovery related support. While adapting to frequently changing Covid-19 regulations and guidelines, we continued to provide training, support, and equipment to staff and volunteers to maximise the effectiveness of home working. Our 'hybrid' approach to service delivery (developed in 2020 in response to the first lockdown period) continued to combine in-person and online mental health support to boost engagements and support to people less able to access our services.

Through the employment of dedicated, highly skilled, trained and well-supported and supervised staff, alongside continued efforts to increase the use of trained and supported volunteers, we continued to provide high quality dynamic services and projects. These services empowered and enabled many residents to access appropriate treatments and services that they need, improve their wellbeing and self-management strategies, enhance skills, and gain volunteering and/or employment opportunities.

To ensure our service users access the specialist support that they need, we draw on established working relationships with 70+ local statutory and voluntary mental health and other community support providers. These include specialist agencies (such as LGBTQ+ support provisions, immigration agencies, faith groups, community centers, etc.). We continued to have a prominent role as a center for community involvement and mental health volunteering.

Our Services

The Mental Health Recovery Pathway

The Mental Health Recovery Pathway operates across four sites in the London Borough of Islington: Despard Road in the north of the borough; Ashley Road and Isledon Road in the middle of the borough and our main office at Wedmore Street in the north of the borough. This service model began on the 1st of June 2019. This 3-year contract with Islington CCG/LBI has been extended for a further 2 years in May 2022.

The support offered by the Mental Health Recovery Pathway is underpinned by a strength-based philosophy. The model consists of two elements:

- **The Integrated Community Support Service** supports individuals with mild/preventative mental health needs. It offers day opportunities including social spaces and access to peer support in safe, therapeutic drop-in sessions, activities to improve wellbeing and enhance skills, communal lunches, outings, and ad-hoc one-to-one support.
- **The Structured Intervention Support Services** offer individual, psychosocial one-to-one support. This can include regular individualised sessions, Enablement Support (see below), the Reablement Service (supporting people in transition e.g. from hospital and/or crisis houses to community re-integration) and talking therapies for people with complex / acute mental health needs.

The Crisis Café – Out of Hours Service

The Crisis Café – Out of Hours Service supports Islington residents at risk of crisis, helping them to prevent mental health crisis and hospitalisation. It also provides an out of hours drop-in space and activities for residents who need extra support during hours when services are closed.

The Crisis Café – Out of Hours Service opens every evening and at the weekend.

The Chance4Young Project

This year we have focused our resources to establish our Chance4Young service, a part of our Mental Health Recovery Pathway designed to provide targeted support to younger service users under 35 years old.

Our newly developed Chance4Young Strategy focuses on maximising reach to young adults aged 18–35 who are facing multiple disadvantages combined with ongoing complex mental health problems and financial difficulties, and who are underserved by mental health services.

The Women Only Space

The Women Only Space offers safe, therapeutic women only spaces one day a week.

CovidRecovery Enablement Service

The CovidRecovery Enablement Service provides a unique combination of practical and emotional, psychosocial support to address challenges and barriers arising from the Covid 19 pandemic.

Service users co-produce and work within a tailored support plan, following an introductory meeting where they are matched with a supervised volunteer. This year we focused on tackling practical issues emerging from the Covid-19 crisis, which include healthcare, housing, community engagement, education, and employment.

This recovery-oriented model focuses on strengths and assets rather than on problems or barriers, helping people to build self-management and independence, and reduce dependence on statutory services.

The Talking Therapies Clinic / Counselling Service

Our Talking Therapies Clinic / Counselling Service provides a space to self-reflect and to explore difficulties and concerns with a trained counsellor or counsellor in training. The counsellors help the client explore what is troubling them, and to work towards a resolution.

The Psychosis Therapy Project (PTP)

The PTP offers opportunities for psychotherapeutic treatment with a team of psychoanalytically trained practitioners working in the area of psychosis. The project is committed to strategies of stabilisation and the management of persistent symptoms.

The therapeutic work offered by PTP is long-term, giving clients time and space to articulate distressing experiences and to cultivate robust and enduring solutions.

Outcome – LGBTQ+

Outcome is a London-Wide LGBTQ+ service run by staff and volunteers from the LGBTQ+ community.

It is a 1-day a week open access project which provides a sanctuary for LGBTQ+ people - somewhere safe where they can be themselves, socialise free from discrimination, receive

therapies to improve their mental health, and join peer support groups (such as a women only group). Outcome offers specialist activities such as creative writing, an art and crafts

Group, a walking group, a running group, a film club, ICT training and board games, and acquire knowledge to improve their quality of life.

The Freedom From Fear To Love Project (FFFTL)

FFFTL is a specialist project within Outcome, which supports LGBTQ+ asylum seekers and refugees.

Years of persecution linked to sexual and/or gender identity, and the challenging process of transitioning to life in the UK as a newly 'out' person, puts these individuals at greater risk of mental health decline, social exclusion, and destitution.

The project provides support through two challenging transition periods:

1. The complex asylum process, which presents emotional and practical challenges.
2. The Move On period for LGBTQ+ refugees who have just been granted status on the grounds of sexual/gender identity.

Our support combined emotional support with practical help, including access to basic goods, housing solutions, employability/employment related activities, welfare benefits, therapy and social and (LGBTQ+ and generic) cultural platforms.

The Mental Health Welfare Benefits Clinic (WBC)

The WBC provides specialist support to our service users to access Employment Support Allowance (ESA), Personal Independence Payment (PIP) and Universal Credit welfare benefits. The service includes online registrations, form completion, gathering/assembling documentation, DWP liaison, supporting letters, assisting with Mandatory Reconsiderations and appeals, and representation/emotional support at assessments and tribunals.

This volunteer-based project is unique in providing practical guidance with experienced mental health support within a trusted therapeutic environment. Each service user is offered

3 appointments in support of their benefit application, which allows the time to manage a complicated and challenging process.

The LDTogether Project

The LDTogether is a new project piloted last year, which has now received enough funding to run for a further 12 months. It provides a specialised support for people who have learning difficulties combined with mental health problems. LDTogether provides a space for this client group to come together, socialise in a safe space, and access activities which match their needs and interests.

The Mother-To-Mother Women Carers' Project

Supported by Islington Giving / Cripplegate Foundation this project brings together Islington mothers of people with mental health problems. It offers peer support, a space to socialise, access to activities and outings, and communal lunches.

Advice and Information

The staff in our offices respond to daily telephone calls from people seeking advice and information about mental health issues in general and mental health services in the borough.

This can range from signposting to appropriate statutory mental health services or inviting people to use one of our own services.

Through the provision of the above services the issues we aimed to tackle were:

- Loneliness and isolation
- Poor mental health
- Poverty and deprivation
- Employability
- Stigma of living with a mental health problem
- Distress associated with being a carer
- Over-dependence on statutory services
- Information, signposting, advice

The impact of the COVID-19 pandemic

The Covid-19 crisis continued to present a key challenge and have a significant impact upon Islington Mind. The number of referrals as well as the level of complexity were rising as the pandemic crisis continued to impact on residents' mental health. While resources and capacity remained the same, delivery models had to be adapted and re-adapted regularly in response to continuing changes in the level of spread and to government guidelines. The

pandemic also had an accumulated impact on our staff and volunteers' personal lives, some experienced loss, bereavement, long-term illness, and emotional distress including anxiety and fears. Regular staff shortages due to sickness and self-isolation also increased our burden and stretched our capacity.

We have provided additional support to staff including additional staff meetings, team briefings, one-to-one supervision sessions, reflective spaces and clinical supervision. Even so, all of the above challenges impacted on retention and increased staff turnover, much like the experience of other charities across the country including our colleagues at other local Mind associations.

We developed our Covid Safety Policy And Procedures to ensure we provide the team with clear guidance for Covid safety measures in the buildings, access to PPE, and testing routines and monitoring. All PPE and testing kits were provided throughout the year by the Department of Health and Social Care (DHSC) on request.

Since August 2020 we gradually returned to providing services from our buildings. We started by offering on-site one-to-one support to the most vulnerable and we gradually re-introduced the on-site social space and group activities by appointments throughout the year.

As of April 2021, we have followed our Covid Recovery Roadmap, increasing site-based provisions according to government guidelines.

All our staff are equipped and trained to work remotely, and we have offered a hybrid program in all services - combining remote (through digital meetings and/or phone calls) with face-to-face support in one-to-one and in group settings throughout the year, changing the balance between remote and face-to face according to changes in the spread of the virus and government guidelines.

This Year's Performance and Achievements

Islington Mind supported 1,243 individuals between April 2021 and March 2022. Referrals to Islington Mind for this year were 12% higher than just before the pandemic, as our vulnerable target groups were adversely disadvantaged by anxiety, illness, isolation, reduced community opportunities, and service disruptions which continued after the lockdown period ended.

The Mental Health Recovery Pathway's Day Opportunities offered daily on-site socialising opportunities, activities and peer support groups combined with digital activities. These included Zoom drop-in sessions, peer support groups (e.g. Hearing Voices Group, Men's Group, Decluttering, Self-Care Group, and Hoarding and De Cluttering Group) and activities to improve wellbeing and acquire and enhance skills (e.g. Creative Writing, Arts Appreciation, Yoga, etc.). These group activities helped people tackle social isolation and maintain wellbeing during lockdowns. They continued to support people who felt too anxious to socialise even when measures were relieved, as well as those with mobility issues.

Daily nutritious hot meals were provided throughout the year to 74 individuals, including sit-in and take away lunches from our 3 centres: Isledon Road, Despard Road and Ashley Road.

A total of 630 individuals accessed our day opportunities last year.

We developed the 'Point of Contact' system – ensuring everyone who accesses Day Opportunities at Islington Mind has a point of contact within the team.

Our Crisis Café also provided hybrid offer to 125 people experiencing a mental health crisis but who were not deemed in need of statutory crisis services. The team developed close working relationships with Islington crisis team who used the service for 83 referrals during the year. Seven PTP therapists in placement – one every day - joined the crisis café team in March this year – offering the café's service users opportunities to engage with ad-hoc therapy space.

Structured Intervention Support was offered through online meetings, phone calls, and on-site appointments, and included:

- Reablement service helped 150 individuals to re-settle in their homes and re-engage with their communities. Support was offered throughout the year in people's homes, and/or in our centres and or online depending on people's needs and references.
- Counselling was provided to 63 individuals
- Psychotherapy was provided by the Psychosis Therapy Project to 24 individuals experiencing complex needs, through on-site and remote one-to-one service and peer-support groups.
- Structured psychosocial support was provided to 537 individuals.
- CovidRecovery Enablement Service provided recovery planning and support to 187 service users.

With the generous support of trusts and foundations such as the National Lottery, Comic Relief, Cloudesley and Islington Giving / Cripplegate Foundation, The Pears Foundation, The Goldsmith Company and National Mind as well as the generosity of private donors, we were able to continue to offer welfare grants helping individuals to access essential goods such as food, fuel or household appliances as well as basic IT equipment, including tablets, smartphones, and laptops and internet access. A total of 94 **welfare grants** were awarded to our service users this year.

Regular ICT training and support provided in house to our service users along with grants for IT equipment helped promote digital inclusion. It enabled our service users to access our online services, and to connect to further external support, social opportunities and information online.

All our **specialist services** offered a hybrid program combining face-to-face with online social spaces, therapies and activities, including communal lunch offer.

Our London-wide LGBTQ+ project, Outcome, supported 314 individuals. The increased risk of homelessness, destitution and domestic abuse experienced by our LGBTQ+ asylum seekers and refugees was addressed through remote and face to face support. 105 LGBTQ+ asylum seekers and refugees were supported this year.

We were grateful to The Pears Foundation and National Mind for their support of our Freedom From Fear To Love Talking Therapies Clinic which provided 11 individuals with access to talking therapies.

We continued to provide sports and physical activity sessions through our RainbowSports@Mind project funded by Comic Relief – the London Together programme.

We ran 48 therapeutic groups for mothers of people with mental health problems. 27 women accessed our Women Only Space.

Self-referrals and referrals from local professionals to our new LDTogether project for people with learning difficulties and mental health problems were increasingly rising and we identified a significant gap in support provision for this specific group. We supported a total of 14 individuals with learning difficulties through this project this year, and focused fundraising efforts to be able to continue the project (see below.)

Our Welfare Benefits Clinic (WBC) supported 46 individuals to access their welfare benefit entitlements, at a time when Universal Credit and Disability Living Allowance systems were disrupted by the pandemic. Over 90% of WBC participants were successful in their applications and appeals, with many being awarded increased levels of payment. The WBC Team also provided evidence to the Work and Pensions Select Committee inquiry on Health Assessments, contributing to National Mind's submission to the Government's Health and Disability Green Paper consultation. This data will be used to give evidence to the Work and Pensions Select Committee.

We took an average of 30 calls from clients and carers every day in our different sites – over 16,000 calls in the year.

In October 2021 we organised a hybrid World Mental Health Day event, and an online Black History Month Celebration for all including themed food and a quiz.

In December 2021, an average of 30 people each day accessed our day opportunities, and we were ready to open our drop-in sessions. With the generous help of Highbury West, Highbury East, Hillrise, Junction, Tollington, St Georges, Finsbury Park, and Holloway wards through the Local Initiative Fund – 5 on-site Christmas parties for users of our generic services were planned (including for our specialist services) to celebrate Christmas and the end of our Covid-

19 Road Map. Unfortunately, the Omicron Covid-19 variant hit the country before we could host these parties, meaning that our Covid safety measures had to be increased once again. Instead of on-site parties, we provided a 3-course take-away Christmas meal to service users accessing our generic day opportunities and small in-person events to our smaller specialist groups.

Hampers with food and toys were donated for families in need, tackling food poverty. Day opportunities remained open during the Christmas and New Year period, offering one to one ad-hoc support to the most vulnerable and in need.

Throughout the year we have been working closely with our 70+ local partners, including our commissioners and statutory and voluntary sector local care providers, to ensure Islington residents who experience mental health problems are adequately supported.

We are active members of Islington All Adult Mental Health Partnership Board (AAMHPB) and the Fairer Together Islington initiative, being key members of the AAMHPB's Inequalities subgroup, which worked to improve representation of minoritized and marginalised groups in mental health services. We participated in multiple consultation and steering groups, influencing the development of local mental health transformation plans.

We are part of the Mind in London and Mind in North Central London networks, aiming to work together in our Integrated Care System area.

Our 2021/2022 Annual survey shows that 82% of our service users were 'satisfied' or 'very satisfied' with our overall support and 88% found our remote offer during the pandemic 'helpful' or 'very helpful.'

Service users said:

'Islington Mind plays a very important role in my life. They help me cope and deal with my emotions. Also with the practical side of my life. I would be left on my own if Islington Mind did not exist.'

In the year 2021/2022, 583 service users (46%) were from racialised communities. 383 service users (31%) identified as LGBTQ+. The number of young adults aged between 18 and 35 increased from 258 in 2020/2021 to 314 in 2021/2022.

Role and contribution of volunteers (and an estimate of the value of the contribution)

Our volunteers provide valuable support in one-to-one and group service user support. They each bring their unique set of skills, experience, and expertise which they are eager to share. Their enthusiasm inspires, energises and enriches all our services.

The disruption to volunteer availability and changes to delivery caused by Covid-19 has meant that we have reduced our volunteer intake during the pandemic. Numbers of volunteers are now starting to increase.

We supported 40 volunteers during the year across our services, providing an average of 7 hours per week each. This is an approximate value of £148,512 a year if employed staff undertook the same task.

Financial review

There has been no significant reduction in the value of any of our contracts or charitable grants as a result of the pandemic, however, there have been additional costs to the organisation. This includes IT equipment for staff, service users and for our sites, and the costs of additional supervision and emotional support to staff, and of cover for increased sick/compassionate leave, and employment adjustments and flexibility.

Reserves policy

Our reserves policy states that we should aim to secure 6 months' running costs for the organisation should a substantial amount of our statutory funding cease. 6 months running are estimated to be £732,642. We currently hold £625,261 in free unrestricted reserves, an increase of 20% from the end of 20/21. We will budget for a surplus each year until the reserve target is reached.

We also have £122,052 of restricted funds for a range of charitable activities.

Principal funding sources and how expenditure in the year under review has supported the key objectives of the charity

Our principal funding sources have been Islington Clinical Commission Group/London Borough of Islington.

Our Successful Fundraising

During the year 2021/2022, we were fortunate in being awarded a number of grants from various grant making organisations. We are grateful to the following trusts and foundations for their generous support of Islington Mind's work:

- London Catalyst
- The Pears Foundation
- National Mind
- The Austin and Hope Pilkington Trust
- Cloudesley

- Peter Stebbings Memorial Charity
- Cripplegate Foundation & Islington Giving
- Central District Alliance Islington Community Fund
- National Lottery Awards For All England
- The GLA Sports Unites Fund

Additionally, Islington Mind was grateful to receive a donation of £29,645 from London consulting firm OC&C, and a gift of £20,000 from the legacy of Miss Christine Jennifer Chambers.

Principal risks and uncertainties

We anticipate that the long-term impact of the Covid-19 crisis will continue to present a key challenge next year. Challenges include the continued disruption to statutory services, a persisting high level of need from new and existing service users, and a high staff turnover in line with that experienced by other charities and LMAs since 2020.

We will:

- Utilise our successful delivery arrangements developed in the last 2 years
- Continue to review the Covid-19 situation and implement adaptations to delivery models accordingly.

Our continued close links with the community benefit us with the opportunity to develop support services with a consistent focus on recovery using personalised, person-centred planning tools.

Other risks:

- **Income / Funding Environment changes in commissioning and funding environment, and increased competition**

Our main contract – the Mental Health Recovery Pathway expires in June 2024.

The proportion of funding from statutory sources has reduced in the past four years. In financial year 2017/18, 87% of our income came from the statutory sector, comprising Islington Council and NHS Camden, while 13% came from elsewhere. In 2018/19 and 2019/20, 70% of our income came from the statutory sector and 30% from other sources. For 2020/21 65% of our income came from the statutory sector and 35% from other sources. For 2021/22 72% of our income came from the statutory sector and 28% from other sources.

In 2022/2023 we will recruit a part time Fundraising Manager. They will lead on developing our 2022-2023 Fundraising Strategy, focusing on diversifying income and reducing reliance on statutory income and on fundraising and income generating activities. In doing so, they

will utilise the confidence we have already gained from major local and national trusts and foundations, and the reputation we have built in the last four years. Our sound monitoring and evaluation systems will provide evidence for the need and the impact of the services we are seeking funding for.

- **Our reserves are not in line with our reserves policy**

Our fundraising campaign in the last four years aims to increase our unrestricted reserves through social media campaigns and other possible methods of attracting more generalised donations to the organisation. In the last four years our income has grown steadily – our total yearly income in March 2022 shows a £121,201 decrease from 2021, a £189,042 increase from 2020 and a £343,510 increase from 2019. We are aiming to maintain this increase through an elevated fundraising approach incorporating a more diverse selection of income streams.

- **Increased demand**

Lack of capacity to meet a large increase in demand post Covid-19 crisis, the required adaptations to delivery models e.g. the need for both face to face and remote services, and existing service users' expectations.

We will:

- Develop clear priorities and eligibility criteria, prioritising Islington residents from the following minoritised and underserved groups:
- People from minority groups, people who experience multiple disadvantages and who are underserved by existing services (e.g. LGBTQ+ individuals from racialised communities, people with learning difficulties and mental health problems).
- Young adults (aged 18-35)
- People who have been/are most severely impacted by the Covid-19 pandemic (e.g. older people with long term conditions and mental health problems who cannot access face to face support).
- Further develop smooth referral and signposting systems, ensuring service users 'step up' and 'step down' when required and that everyone gains access to the specialist services they need.
- Create a comprehensive list of bank workers available to cover staff absence by offering trained volunteers, volunteering for Islington Mind for over 6 months, to be added to our bank worker list.

- **Staffing**

The pandemic had a significant and lasting impact on staff morale and wellbeing, in Islington Mind, at other local Mind associations, and the voluntary sector as a whole.

These challenges led to a high risk of burnout and high employee turnover against a background of significant difficulties in recruitment, and an increase in HR challenges.

In 2022/2023 we will work to improve our staff wellbeing and capacity. We will:

- Work to improve internal communications
- Monitor staff wellbeing, respond to difficulties, and offer adaptations when possible
- Identify and address the needs of staff from diverse groups
- Ensure staff are supported and supervised regularly
- review and embed appraisal processes
- Offer Development Programmes to all staff
- Improve our reputation as an employer
- Review, update and embed all HR policies and procedures
- Link employment contracts to length of funding
- Develop flexible/generic job descriptions which can be adapted if funding streams change

Fundraising Policy

All fundraising practices are framed within the values and principles of the organisation. Where expenditure is required to generate income, there is an analysis of the return on investment to ensure the organisation can make informed decisions regarding activities. Islington Mind's Fundraising Policy is reviewed and approved by the Board of Trustees annually. Islington Mind is the brand name for the majority of the fundraising activities for the Association. Supporters of Islington Mind are a key element in the fundraising activities, and we are committed to employing a transparent and ethical approach to all our fundraising activities. As such we are committed to ensuring that our fundraising practices go above and beyond all regulations that we rigorously monitor and adhere to.

To help guarantee the availability of continuing funds to fund the work of Islington Mind we aim to maintain a broad base of funding sources. The purpose of the policy is to ensure clarity and openness to all our stakeholders. Islington Mind does not pressure supporters to make gifts and respects decisions to stop giving.

The regulatory landscape for fundraising is evolving and we will continue to monitor and adapt with these changes. When we work with suppliers and agencies, we ensure that they are fully registered with all the appropriate regulatory bodies and reviewing all their policies as part of our robust procurement due-diligence process. As of 31 March 2022, no complaints have been received.

Our Ethical Fundraising and Investment Policy guides the organisation in the extent to which it might accept donations and other forms of finance support, guides the way fundraising

initiatives the organisation might engage with, and ensures that any investments are in keeping with the ethics of the organisation.

Islington Mind is registered with the Fundraising Regulator and is committed to abiding by its Code of Fundraising Practice. Islington Mind senior managers with the CEO are responsible for ensuring that our fundraising efforts adhere to this code.

We accept voluntary donations from individuals, companies and other organisations, and make every effort to apply these donations in a manner consistent with donors' wishes, accounting for the operational constraints and strategic priorities of Islington Mind, and ensuring the conditions attached to donations are reasonable.

Our Policies, including our Fraud Prevention and Bribery Prevention Policies, ensure that we comply with all relevant legislation including money laundering laws, the Bribery Act and Charity Commission guidance, including terrorism and political activity.

We monitor and record any complaints resulting from our fundraising practices, and an annual report is provided to our trustees. We also ensure vulnerable people are protected

through our safeguarding policy and that staff continue to be aware of the need to raise concerns if they suspect someone is vulnerable by utilising the procedures laid down in our safeguarding policy.

The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Plans for the future

We expect that increased demand for our services will continue throughout 2022/23, as vulnerable individuals in our community continue to face critical challenges as a result of the pandemic.

We will work to maximise reach to minorities and marginalised groups who were most impacted by the Covid-19 pandemic yet are underserved by mental health services, for example individuals from racialised and/or LGBTQ+ communities.

We will

- Engage in consultations and research to gain understanding and identify who these groups are and how can they be supported
- Recruit an Equality Officer who will lead on ensuring our services reach and are accessible to all

- Develop and embed an outreach plan to target and respond to the needs of under-served people
- Work to become inclusive to all – and *a truly anti-racist organisation*
- Continue developing and embedding the Chance4Young strategy and plans to outreach and offer support that addresses the needs of young adults
- Continue to pursue funding to:
 - increase resources, sustain, and develop specialist project/groups
 - explore potential for digital support for people who cannot attend our centres
 - sustain our welfare benefit support to tackle poverty
- Develop smooth signposting systems to ensure people access the best specialist support to meet their needs
- Target local organisations, community groups, businesses, and corporations whose staff may have been more vulnerable to mental health challenges in the last two years
- Develop offers of wellbeing training, workshops, and presentations to local agencies

We plan to continue to provide the same level of direct service provision in the forthcoming year.

The Mental Health Recovery Pathway is funded until April 2024. The CovidRecovery Enablement Project is funded until 2026. The Freedom From Fear to Love project has funding for the next 2 years and we will continue to actively seek funding to sustain and expand this service.

Our small counselling service operated at its full capacity with its waiting lists full and closed to new referrals most of the year round. We have identified a gap in availability of accessible, individualised community talking therapies relevant to the needs and experiences of people from minoritized groups, who face multiple disadvantages, risks, and health inequalities. We are grateful to Cloudesley for their support of our counselling service; through the Cloudesley Principal Grant we will be able to sustain and expand our talking therapies offer in the next 3 years, allowing us to offer high quality talking therapy sessions free of charge to residents. We have been also subcontracted to offer talking therapy sessions to AgeUK Carers Hub clients next year.

We also secured funding for the LDTogether project for at least one more year.

We aim to expand our work with younger people with mental health problems, and we are actively fundraising to meet this objective.

Structure, governance and management

The organisation is a charitable company limited by guarantee, incorporated on 20 March 1986. We were registered as a charity on 21 October 1982.

The company was established under a memorandum of association that established the objects and powers of the charitable company and is governed under its articles of association. These articles of association were updated on 18 February 2019.

Islington Mind is governed by a board of Trustees who are elected at our AGM. All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

The Trustees are responsible for the policy direction of the organisation and key personnel decisions, the employment of new staff and disciplinary procedures. The day-to-day operational issues are delegated to the CEO who in turn delegates operational issues to individual Project Managers.

Appointment of trustees

New trustees are recruited from a variety of sources. We maintain a complement of 50% of our trustees having lived experience of mental health problems and of using mental health services. We advertise for trustees in the local press and through other voluntary project networks. The trustees decide which skills are needed on the committee and people with those skills are targeted for recruitment. Each prospective Board / Management Committee member is asked to attend three management committee meetings after which they can be co-opted on to the committee by the existing management committee. They can then stand for election at our AGM.

Trustee induction and training

Each new trustee is provided with an induction pack and an induction programme, which introduces them to our various projects and our staff team. Each new trustee is inducted into the legal responsibilities of their role and training about such roles is provided either from external training organisations or from the organisation's key staff. Training needs are reviewed regularly, and trustees are offered training where necessary, particularly in relation to changing policy regulations.

Related parties and relationships with other organisations

Islington Mind is an independent charitable organisation affiliated to "Mind, the Mental Health Charity". Membership depends upon meeting the Mind Quality Mark's standards, which include standards of service delivery, personnel management, and appropriate policy implementation. Our quality standards were last reviewed in July 2018.

Islington Mind procures service contracts from Islington Clinical Commission Group / London Borough of Islington and Camden Clinical Commissioning Group / London Borough of Camden, which are accompanied by rigorous monitoring procedures related to service delivery, staff welfare, equal opportunities, and vulnerable adult protection procedures.

Remuneration policy for key management personnel

Islington Mind adopts the NJC for national local government pay scales to determine rates of pay for key management personnel. The grades are evaluated based on agreed, organisation-wide criteria that determine the grade and salary for all posts.

In line with the Hutton Fair Pay Review recommendation on executive pay; the salary of the highest paid employee is no more than four times the median salary of the organisation.

Statement of responsibilities of the trustees

The Trustees (who are also the Directors of Islington Mind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable 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 charitable company's auditor is unaware. 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 the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

We thank all Islington Mind's dedicated staff and volunteers for working above and beyond their roles to support our service users during a year of challenges and uncertainty. We also thank our funders who supported us in providing the vital services that we offer.

Auditor

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The Trustees' Annual Report has been approved by the Trustees on 8 December 2022 and signed on their behalf by

Anna Macgillivray

Trustee

Opinion

We have audited the financial statements of Islington Mind (the 'charitable company') for the year ended 31 March 2022 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 2022 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 Islington Mind'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 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. 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 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. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Noelia Serrano (Senior statutory auditor)
15 December 2022
for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Statement of Financial Activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

| | Note | Unrestricted £ | Restricted £ | 2022 Total £ | 2021 Total £ |
|------------------------------------|------|-------------------|-----------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations and legacies | 3 | 64,533 | 3,000 | 67,533 | 9,001 |
| Charitable activities | 4 | | | | |
| Support Services | | 1,094,884 | 18,963 | 1,113,847 | 1,108,801 |
| COVID | | – | 20,890 | 20,890 | 240,245 |
| COVID Enablement | | – | 106,501 | 106,501 | 10,000 |
| PTP | | – | – | – | 12,000 |
| Outcome Support Groups | | – | 112,033 | 112,033 | 96,460 |
| Welfare Benefits Clinic | | – | 15,000 | 15,000 | 34,500 |
| Mother 2 Mother Group | | 221 | 22,000 | 22,221 | 22,006 |
| CRCE | | – | – | – | 108,053 |
| Miscellaneous projects | | 98 | 80,520 | 80,618 | 18,778 |
| Total income | | 1,159,736 | 378,907 | 1,538,643 | 1,659,844 |
| Expenditure on: | | | | | |
| Raising funds | | 35,337 | – | 35,337 | 35,250 |
| Charitable activities | | | | | |
| Support Services | | 982,112 | 15,788 | 997,900 | 811,306 |
| COVID | | 23,992 | 26,270 | 50,262 | 242,923 |
| COVID Enablement | | – | 113,757 | 113,757 | – |
| PTP | | – | – | – | 22,937 |
| Outcome Support Groups | | – | 173,022 | 173,022 | 115,295 |
| Welfare Benefits Clinic | | – | 15,419 | 15,419 | 23,086 |
| Mother 2 Mother Group | | – | 18,765 | 18,765 | 21,176 |
| CRCE | | 14,234 | 15,298 | 29,532 | 121,551 |
| Miscellaneous projects | | – | 31,292 | 31,292 | 13,968 |
| Total expenditure | 5 | 1,055,675 | 409,611 | 1,465,286 | 1,407,492 |
| Net income for the year | | 104,061 | (30,704) | 73,357 | 252,352 |
| Net movement in funds | | 104,061 | (30,704) | 73,357 | 252,352 |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 521,200 | 152,756 | 673,956 | 421,604 |
| Total funds carried forward | | 625,261 | 122,052 | 747,313 | 673,956 |

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 16 to the financial statements.

Islington Mind

Balance sheet

Company no. 2002508

As at 31 March 2022

| | Note | 2022 £ | 2021 £ |
|--|------|------------------------------|------------------------------|
| Fixed assets: | | | |
| Tangible assets | 11 | <u>10,084</u> | <u>13,413</u> |
| | | 10,084 | 13,413 |
| Current assets: | | | |
| Debtors | 12 | 133,397 | 107,354 |
| Cash at bank and in hand | | <u>859,726</u> | <u>954,374</u> |
| | | 993,123 | 1,061,728 |
| Liabilities: | | | |
| Creditors: amounts falling due within one year | 13 | <u>(255,894)</u> | <u>(401,185)</u> |
| Net current assets | | <u>737,229</u> | <u>660,543</u> |
| Total assets less current liabilities | | <u>747,313</u> | <u>673,956</u> |
| Total net assets | | <u><u>747,313</u></u> | <u><u>673,956</u></u> |
| The funds of the charity: | 16 | | |
| Restricted income funds | | 122,052 | 152,756 |
| General funds | | <u>625,261</u> | <u>521,200</u> |
| Total unrestricted funds | | <u>625,261</u> | <u>521,200</u> |
| Total charity funds | | <u><u>747,313</u></u> | <u><u>673,956</u></u> |

Approved by the trustees on 8 December 2022 and signed on their behalf by

Anna Macgillivray
Trustee

Statement of cash flows

For the year ended 31 March 2022

Reconciliation of net income to net cash flow from operating activities

| | 2022 £ | 2021 £ |
|---|-----------------|----------------|
| Net income for the reporting period (as per the Statement of Financial Activities) | 73,357 | 252,352 |
| Depreciation charges | 6,101 | 5,877 |
| Increase in debtors | (26,043) | (7,493) |
| (Decrease)/increase in creditors | (145,291) | 175,052 |
| Net cash provided by operating activities | (91,876) | 425,788 |

| | Note 17 | 2022 £ | £ | 2021 £ | £ |
|--|------------|----------------|-----------------|-----------|----------------|
| Cash flows from operating activities | | | | | |
| Net cash (used in)/provided by operating activities | | | (91,876) | | 425,788 |
| Cash flows from investing activities: | | | | | |
| Purchase of fixed assets | | (2,772) | | – | |
| Net cash used in investing activities | | | (2,772) | | – |
| Change in cash and cash equivalents in the year | | | (94,648) | | 425,788 |
| Cash and cash equivalents at the beginning of the year | | | 954,374 | | 528,586 |
| Cash and cash equivalents at the end of the year | | | 859,726 | | 954,374 |

Analysis of cash and cash equivalents and of net debt

| | At 1 April 2021 £ | Cash flows £ | At 31 March 2022 £ |
|--|-------------------------|-----------------|--------------------------|
| Cash at bank and in hand | 954,374 | (94,648) | 859,726 |
| Total cash and cash equivalents | 954,374 | (94,648) | 859,726 |

1 Accounting policies

a) Statutory information

Islington MIND is a charitable company limited by guarantee and is incorporated in England & Wales. The registered office address is Unit 4, Archway Business Centre, 19–23 Wedmore Street, Islington, London, N19 4RU.

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.

c) Public benefit entity

The charitable company 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 charitable company's ability to continue as a going concern.

The Trustees do not consider that there are any 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.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has received the service, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the Trustees' Annual Report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) 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.

1 Accounting policies (continued)

h) 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.

i) 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 charitable company 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, other activities undertaken to further the purposes of the charity and their associated support costs

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

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity.

Support and governance costs are re-allocated to each of the activities on the basis of the proportion of each project's funding which is specifically for core costs.

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.

k) Operating leases

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

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. 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.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

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:

- Computer equipment and website design 5 years
- Office furniture and equipment 5 years
- Day Centre furniture and equipment 5 years

m) 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.

n) 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. Cash balances exclude any funds held on behalf of service users.

o) 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.

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

Four staff members previously employed by the NHS are in the NHS defined benefit pension scheme. Further detail of this is given in note 19. All our other qualifying staff are enrolled in a Friends Life defined contribution scheme.

Notes to the financial statements

For the year ended 31 March 2022

2 Detailed comparatives for the statement of financial activities

| | Unrestricted £ | Restricted £ | 2021 Total £ |
|--|-------------------|-----------------|--------------------|
| Income from: | | | |
| Donations and legacies | 9,001 | – | 9,001 |
| Charitable activities | | | |
| Support Services | 1,083,221 | 25,580 | 1,108,801 |
| COVID | 6,773 | 233,472 | 240,245 |
| COVID Enablement | – | 10,000 | 10,000 |
| PTP | 12,000 | – | 12,000 |
| Outcome Support Groups | 9,995 | 86,465 | 96,460 |
| Welfare Benefits Clinic | – | 34,500 | 34,500 |
| Mother 2 Mother Group | 6 | 22,000 | 22,006 |
| CRCE | – | 108,053 | 108,053 |
| Miscellaneous projects | – | 18,778 | 18,778 |
| Total income | 1,120,996 | 538,848 | 1,659,844 |
| Expenditure on: | | | |
| Raising funds | 35,250 | – | 35,250 |
| Charitable activities | | | |
| Support Services | 783,508 | 27,798 | 811,306 |
| COVID | 13,308 | 229,615 | 242,923 |
| PTP | 22,937 | – | 22,937 |
| Outcome Support Groups | 10,000 | 105,295 | 115,295 |
| Welfare Benefits Clinic | – | 23,086 | 23,086 |
| Mother 2 Mother Group | – | 21,176 | 21,176 |
| CRCE | – | 121,551 | 121,551 |
| Miscellaneous projects | 2,855 | 11,113 | 13,968 |
| Total expenditure | 867,858 | 539,634 | 1,407,492 |
| Net income for the year and net movement in funds | 253,138 | (786) | 252,352 |
| Reconciliation of funds: | | | |
| Total funds brought forward | 268,062 | 153,542 | 421,604 |
| Total funds carried forward | 521,200 | 152,756 | 673,956 |

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | 2022 Total £ | Unrestricted £ | Restricted £ | 2021 Total £ |
|-------|-------------------|-----------------|----------------------|-------------------|-----------------|--------------------|
| Gifts | 64,533 | 3,000 | 67,533 | 9,001 | – | 9,001 |
| | <u>64,533</u> | <u>3,000</u> | <u>67,533</u> | <u>9,001</u> | <u>–</u> | <u>9,001</u> |

4 Income from charitable activities

| | Unrestricted £ | Restricted £ | 2022 Total £ | Unrestricted £ | Restricted £ | 2021 Total £ |
|---|-------------------------|-----------------------|-------------------------|-------------------|-----------------|--------------------|
| Islington & Camden CCG/LBI | 1,085,783 | 6,130 | 1,091,913 | 1,073,783 | – | 1,073,783 |
| Other income from Support Services | 9,101 | 12,833 | 21,934 | 9,438 | 25,580 | 35,018 |
| Sub-total for Support Services | <u>1,094,884</u> | <u>18,963</u> | <u>1,113,847</u> | <u>1,083,221</u> | <u>25,580</u> | <u>1,108,801</u> |
| COVID emergency funding | – | 20,890 | 20,890 | 6,773 | 233,472 | 240,245 |
| COVID Enablement | – | 106,501 | 106,501 | – | 10,000 | 10,000 |
| Psychosis (PTP) project | – | – | – | 12,000 | – | 12,000 |
| Outcome Support Groups | – | 112,033 | 112,033 | 9,995 | 86,465 | 96,460 |
| Mother 2 Mother Support Group | 221 | 22,000 | 22,221 | 6 | 22,000 | 22,006 |
| Welfare Benefits Clinic | – | 15,000 | 15,000 | – | 34,500 | 34,500 |
| CRCE Project | – | – | – | – | 108,053 | 108,053 |
| Miscellaneous projects | 98 | 80,520 | 80,618 | – | 18,778 | 18,778 |
| Total income from charitable activities | <u>1,095,203</u> | <u>375,907</u> | <u>1,471,110</u> | <u>1,111,995</u> | <u>538,848</u> | <u>1,650,843</u> |

5a Analysis of expenditure (current year)

| | Cost of raising funds £ | Charitable activities | | | | | | | | Governance costs £ | Support costs £ | 2022 Total £ | 2021 Total £ |
|----------------------------------|----------------------------|-----------------------|---------------|-----------------------|---------------|---------------|----------------|---------------|---------------|-----------------------|--------------------|------------------|-----------------|
| | | Support Services £ | COVID £ | COVID Enablement £ | WBC £ | M2M £ | Outcome £ | CRCE £ | Misc. £ | | | | |
| Salaries (note 7) | 35,337 | 422,023 | 40,043 | 75,112 | 12,468 | 14,104 | 125,816 | 21,727 | 15,235 | - | 157,764 | 919,629 | 878,333 |
| Agency | - | 22,423 | 180 | - | - | - | 9,483 | - | - | - | 65 | 32,151 | 57,292 |
| Recruitment | - | 11,197 | - | - | - | - | - | - | - | - | 2,907 | 14,104 | 6,479 |
| Volunteers | - | 2,269 | - | 20 | - | 80 | 32 | - | - | - | - | 2,401 | 400 |
| Training | - | 4,037 | - | - | - | - | 4,105 | - | - | - | - | 8,142 | 2,236 |
| Activities | - | 472 | - | 250 | - | - | - | - | - | - | - | 722 | 3,859 |
| Travel | - | 195 | - | - | - | - | - | - | - | - | 26 | 221 | 68 |
| Catering | - | 15,191 | - | - | - | 292 | 2,846 | - | 649 | - | 1,286 | 20,264 | 3,206 |
| Premises | - | 250,352 | 121 | 17,239 | - | - | 4,777 | 7,804 | - | 5,619 | 37,890 | 323,802 | 295,434 |
| Equipment/maintenance | - | 26,276 | 1,533 | 428 | - | - | 3,360 | - | - | - | 5,672 | 37,269 | 38,359 |
| Depreciation | - | - | - | - | - | - | - | - | - | - | 6,100 | 6,100 | 5,878 |
| Phone and internet | - | 4,558 | 284 | 307 | 84 | - | 411 | (180) | - | - | 13,994 | 19,458 | 18,714 |
| Printing, postage and stationery | - | 3,969 | - | 46 | - | - | 777 | 181 | - | - | 3,811 | 8,784 | 6,341 |
| IT maintenance/software | - | 3,105 | 288 | - | - | - | - | - | - | - | 22,269 | 25,662 | 24,300 |
| Publications & subs | - | 92 | - | - | - | - | - | - | - | - | 3,488 | 3,580 | 3,592 |
| Professional fees | - | 877 | - | - | - | - | - | - | - | 8,300 | 8,352 | 17,529 | 17,927 |
| Sundry expenditure | - | 3,373 | - | - | - | - | 3 | - | - | - | 3,662 | 7,038 | 7,744 |
| Grants to users | - | 14,609 | 3,820 | - | - | - | - | - | - | - | - | 18,429 | 37,330 |
| | 35,337 | 785,018 | 46,269 | 93,402 | 12,552 | 14,476 | 151,610 | 29,532 | 15,884 | 13,919 | 267,286 | 1,465,285 | 1,407,492 |
| Support costs | - | 202,345 | 3,795 | 19,347 | 2,725 | 4,077 | 20,352 | - | 14,645 | - | (267,286) | 1 | - |
| Governance costs | - | 10,537 | 198 | 1,008 | 142 | 212 | 1,060 | - | 763 | (13,919) | - | - | - |
| Total expenditure 2022 | 35,337 | 997,900 | 50,262 | 113,757 | 15,419 | 18,765 | 173,022 | 29,532 | 31,292 | - | - | 1,465,286 | |
| Total expenditure 2021 | 35,250 | 811,306 | 242,923 | 22,937 | 23,086 | 21,176 | 115,295 | 121,551 | 13,968 | - | - | - | 1,407,492 |

5b Analysis of expenditure (prior year)

| | Cost of raising funds £ | Charitable activities | | | | | | | | Governance costs £ | Support costs £ | 2021 Total £ |
|----------------------------------|----------------------------|-----------------------|----------------|---------------|---------------|---------------|----------------|----------------|---------------|-----------------------|--------------------|------------------|
| | | Support Services £ | COVID £ | PTP £ | WBC £ | M2M £ | Outcome £ | CRCE £ | Misc. £ | | | |
| Salaries (note 7) | 35,250 | 393,594 | 148,344 | – | 16,668 | 18,751 | 91,143 | 72,405 | 7,507 | – | 94,671 | 878,333 |
| Agency | – | 18,429 | 8140 | 22,237 | – | – | 4,294 | – | 4,192 | – | – | 57,292 |
| Recruitment | – | 1,679 | – | – | – | – | – | – | – | – | 4,800 | 6,479 |
| Volunteers | – | 153 | 247 | – | – | – | – | – | – | – | – | 400 |
| Training | – | – | – | 700 | 246 | – | 1,290 | – | – | – | – | 2,236 |
| Activities | – | 635 | 3,099 | – | – | – | 125 | – | – | – | – | 3,859 |
| Travel | – | 110 | – | – | – | – | – | – | – | – | (42) | 68 |
| Catering | – | 2,886 | – | – | – | – | – | – | – | – | 320 | 3,206 |
| Premises | – | 226,173 | – | – | – | – | 1,488 | 33,347 | – | 4,915 | 29,511 | 295,434 |
| Equipment/maintenance | – | 11,961 | 22,275 | – | – | – | 2,161 | – | – | – | 1,962 | 38,359 |
| Depreciation | – | 3,272 | – | – | 379 | – | 520 | 104 | – | – | 1,603 | 5,878 |
| Phone and internet | – | 8,064 | 3,682 | – | 804 | – | 1,270 | 1,205 | 81 | – | 3,608 | 18,714 |
| Printing, postage and stationery | – | 1,220 | 2,132 | – | – | – | – | 209 | – | – | 2,780 | 6,341 |
| IT maintenance/software | – | 4,260 | 4,304 | – | 1,187 | – | 2,374 | 2,374 | – | – | 9,801 | 24,300 |
| Publications & subs | – | 24 | – | – | – | – | – | – | – | – | 3,568 | 3,592 |
| Professional fees | – | – | 2,306 | – | – | – | – | – | – | 7,920 | 7,701 | 17,927 |
| Sundry expenditure | – | 3,554 | – | – | – | – | – | – | – | – | 4,190 | 7,744 |
| Grants to users | – | 15,645 | 21,565 | – | – | – | – | – | 120 | – | – | 37,330 |
| | 35,250 | 691,659 | 216,094 | 22,937 | 19,284 | 18,751 | 104,665 | 109,644 | 11,900 | 12,835 | 164,473 | 1,407,492 |
| Support costs | – | 110,986 | 24,887 | – | 3,527 | 2,249 | 9,860 | 11,045 | 1,919 | – | (164,473) | – |
| Governance costs | – | 8,661 | 1,942 | – | 275 | 176 | 770 | 862 | 149 | (12,835) | – | – |
| Total expenditure 2021 | 35,250 | 811,306 | 242,923 | 22,937 | 23,086 | 21,176 | 115,295 | 121,551 | 13,968 | – | – | 1,407,492 |

Notes to the financial statements

For the year ended 31 March 2022

6 Net income for the year

This is stated after charging:

| | 2022 £ | 2021 £ |
|---|--------------|--------------|
| Depreciation | 6,101 | 5,877 |
| Operating lease rentals: | | |
| Property | 56,826 | 60,069 |
| Auditor's remuneration (excluding VAT): | | |
| Audit | 7,000 | 6,700 |
| | 7,000 | 6,700 |

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

Staff costs were as follows:

| | 2022 £ | 2021 £ |
|---|----------------|----------------|
| Salaries and wages | 822,100 | 793,174 |
| Social security costs | 77,092 | 65,857 |
| Employer's contribution to defined contribution pension schemes | 20,437 | 19,302 |
| | 919,629 | 878,333 |

One employee earned between £60,000 and £70,000 during the year (2021: one).

The total employee benefits including pension contributions of the key management personnel were £268,369 (2021: £247,133).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

One trustee was reimbursed £4 for travel expenses in the year (2021: £nil).

8 Staff numbers

The average number of employees based on average head count of staff employed (full-time equivalent) during the year was as follows:

| | 2022 No. Head Count (FTE) | 2021 No. Head Count (FTE) |
|-------------------------|------------------------------------|------------------------------------|
| Support Services | 19.4 (13.5) | 17.6 (12.9) |
| Covid Enablement | 2.8 (2.4) | – |
| CRCE | 0.4 (0.4) | 1.2 (1.2) |
| Outcome Support Groups | 4.2 (2.3) | 2.7 (1.6) |
| Mother2Mother Group | 1.4 (0.3) | 2 (0.4) |
| COVID Funds | 0.4 (0.2) | 3.7 (2.9) |
| Welfare Benefits Clinic | 1.0 (0.4) | 1 (0.4) |
| Miscellaneous projects | 0.9 (0.2) | 1 (0.2) |
| Support | 5.3 (3.7) | 4.7 (3.6) |
| | 35.8 (23.4) | 33.9 (23.2) |

Notes to the financial statements

For the year ended 31 March 2022

9 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

10 Taxation

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

11 Tangible fixed assets

| | Fixtures and fittings £ | Website redesign £ | Computer equipment £ | Total £ |
|--------------------------|----------------------------|-----------------------|-------------------------|---------------|
| Cost or valuation | | | | |
| At the start of the year | 19,775 | 3,696 | 15,544 | 39,015 |
| Additions in year | – | – | 2,772 | 2,772 |
| Disposals | – | – | – | – |
| At the end of the year | 19,775 | 3,696 | 18,316 | 41,787 |
| Depreciation | | | | |
| At the start of the year | 11,598 | 2,156 | 11,848 | 25,602 |
| Charge for the year | 2,791 | – | 2,571 | 6,101 |
| Disposals | – | – | – | – |
| At the end of the year | 14,389 | 2,156 | 14,419 | 31,703 |
| Net book value | | | | |
| At the end of the year | 5,386 | 1,540 | 3,897 | 10,084 |
| At the start of the year | 8,177 | 1,540 | 3,696 | 13,413 |

All of the above assets are used for charitable purposes.

12 Debtors

| | 2022 £ | 2021 £ |
|---------------|----------------|-----------|
| Other debtors | 74,011 | 77,141 |
| Prepayments | 59,386 | 30,213 |
| | 133,397 | 107,354 |

13 Creditors: amounts falling due within one year

| | 2022 £ | 2021 £ |
|------------------------------|----------------|-----------|
| Taxation and social security | 28,539 | 17,295 |
| Other creditors | 216,355 | 372,890 |
| Deferred income | 11,000 | 11,000 |
| | 255,894 | 401,185 |

Notes to the financial statements

For the year ended 31 March 2022

14 Deferred income

Deferred income comprises Cripplegate money for the Mother2Mother Service (£11,000) for the following financial year.

| | 2022 £ | 2021 £ |
|---------------------------------------|-----------|-----------|
| Balance at the beginning of the year | 11,000 | 20,000 |
| Amount released to income in the year | (11,000) | (20,000) |
| Amount deferred in the year | 11,000 | 11,000 |
| Balance at the end of the year | 11,000 | 11,000 |

15a Analysis of net assets between funds (current year)

| | General unrestricted £ | Restricted £ | Total funds £ |
|-----------------------------------|------------------------------|-----------------|------------------|
| Tangible fixed assets | 10,084 | – | 10,084 |
| Net current assets | 615,177 | 122,052 | 737,229 |
| Net assets at the end of the year | 625,261 | 122,052 | 747,313 |

15b Analysis of net assets between funds (prior year)

| | General unrestricted £ | Restricted £ | Total funds £ |
|-----------------------------------|------------------------------|-----------------|------------------|
| Tangible fixed assets | 13,413 | – | 13,413 |
| Net current assets | 507,787 | 152,756 | 660,543 |
| Net assets at the end of the year | 521,200 | 152,756 | 673,956 |

Notes to the financial statements

For the year ended 31 March 2022

16a Movements in funds (current year)

| | At the start of the year £ | Income £ | Expenditure £ | At the end of the year £ |
|---------------------------------------|----------------------------------|------------------|--------------------|--------------------------------|
| Restricted funds: | | | | |
| Richard Cloudesley Fund (for clients) | 3,758 | 11,393 | (6,418) | 8,733 |
| Cripplegate Catalyst | 3,317 | 3,000 | (1,840) | 4,477 |
| LBI Local Initiatives Funds | 1,431 | 2,196 | (3,627) | - |
| Mind – Talking Therapies (Outcome) | - | (3,000) | - | (3,000) |
| Mind – Drama Group | 766 | - | - | 766 |
| Sir Halley Stewart Trust | 15,014 | 17,580 | (29,869) | 2,725 |
| Second Chance | - | 3,000 | - | 3,000 |
| City Bridge Trust | - | 41,750 | (39,025) | 2,725 |
| LBI workplace retention grant | - | 3,934 | (3,934) | - |
| Goldsmiths | - | 3,000 | - | 3,000 |
| Pilgrim Trust | 777 | - | - | 777 |
| Cripplegate | 8,042 | 22,000 | (18,765) | 11,277 |
| CDA gardening grant | - | 3,000 | - | 3,000 |
| Big Lottery Fund (Covid Enablement) | - | 96,501 | (93,757) | 2,744 |
| Mind (Pears grant) | - | 48,703 | (48,703) | - |
| LBI running grant | - | 1,000 | (1,000) | - |
| Fishmongers | 11,414 | 15,000 | (15,419) | 10,995 |
| Big Lottery Fund (CRCE) | 15,298 | - | (15,298) | - |
| Comic Relief/GLA | 54,425 | - | (54,425) | - |
| Active Londoners | 5,000 | - | - | 5,000 |
| Mind Series – Sports grant | - | 19,000 | - | 19,000 |
| Big Lottery Fund (LD Together) | - | 10,000 | (2,511) | 7,489 |
| LBI – LD Together | - | 25,000 | - | 25,000 |
| Sir Jules Thorn Trust | 369 | - | (369) | - |
| Baily Thomas | 12,261 | - | (12,261) | - |
| R Cloudesley (COVID Enablement) | 10,000 | 5,000 | (15,000) | - |
| Stebbing – Counselling | - | 10,000 | - | 10,000 |
| Islington PCT – Hand in Hand | - | 9,520 | (9,520) | - |
| Hobsons – Get2gether | - | 3,000 | (3,000) | - |
| London Catalyst – Get2gether | - | 2,000 | (2,000) | - |
| Mind – COVID Emergency | 1,940 | - | (1,940) | - |
| Schreier Foundation – Get2gether | - | 2,000 | (2,000) | - |
| Islington Council – infection control | - | 17,890 | (17,890) | - |
| GLA/Cripplegate – volunteering | 4,600 | - | (4,600) | - |
| Pilkington Trust | 4,344 | - | - | 4,344 |
| Pilkington Trust | - | 5,000 | (5,000) | - |
| Miscellaneous grants for clients | - | 1,440 | (1,440) | - |
| Total restricted funds | 152,756 | 378,907 | (409,611) | 122,052 |
| Unrestricted funds: | | | | |
| General funds | 521,200 | 1,159,736 | (1,055,675) | 625,261 |
| Total unrestricted funds | 521,200 | 1,159,736 | (1,055,673) | 625,261 |
| Total funds | 673,956 | 1,538,643 | (1,465,284) | 747,313 |

Notes to the financial statements

For the year ended 31 March 2022

16b Movements in funds (prior year)

| | At the start of the year £ | Income £ | Expenditure £ | At the end of the year £ |
|---------------------------------------|----------------------------------|------------------|--------------------|--------------------------------|
| Restricted funds: | | | | |
| Richard Cloudesley Fund (for clients) | 2,697 | 22,500 | (21,439) | 3,758 |
| Cripplegate Catalyst | 6,000 | 5,000 | (7,683) | 3,317 |
| LBI Local Initiatives Funds | - | 3,080 | (1,649) | 1,431 |
| Mind – Talking Therapies (Outcome) | 4,710 | - | (4,710) | - |
| Mind – Drama Group | 2,184 | - | (1,418) | 766 |
| Sir Halley Stewart Trust | - | 17,180 | (2,166) | 15,014 |
| Lloyds Foundation Trust | 6,000 | - | (6,000) | - |
| City Bridge Trust | 5,642 | 17,700 | (23,342) | - |
| People's Postcode Trust | 14,981 | - | (14,981) | - |
| Goldsmiths | 3,000 | 3,000 | (6,000) | - |
| Pilgrim Trust | 15,494 | - | (14,717) | 777 |
| Cripplegate | 7,218 | 22,000 | (21,176) | 8,042 |
| Sir Charles French Trust | - | 1,500 | (1,500) | - |
| Vintners | - | 5,000 | (5,000) | - |
| Mind (WBC) | - | 10,000 | (10,000) | - |
| Matrix Fund | - | 3,000 | (3,000) | - |
| Fishmongers | - | 15,000 | (3,586) | 11,414 |
| Big Lottery Fund (CRCE) | 28,796 | 108,053 | (121,551) | 15,298 |
| Comic Relief/GLA | 43,929 | 48,585 | (38,089) | 54,425 |
| Active Londoners | 5,000 | - | - | 5,000 |
| Richard Cloudesley (Chance4Youth) | 4,520 | - | (4,520) | - |
| Santander (Chance4Youth) | 1,621 | - | (1,621) | - |
| Sir Jules Thorn Trust | 750 | - | (381) | 369 |
| Baily Thomas | - | 13,778 | (1,517) | 12,261 |
| R Cloudesley (COVID Enablement) | - | 10,000 | - | 10,000 |
| Big Lottery Fund (CRCE) | - | 78,490 | (78,490) | - |
| Comic Relief/GLA | - | 33,000 | (33,000) | - |
| Cripplegate London Fund wave 1 | - | 5,000 | (5,000) | - |
| Cripplegate London Fund wave 2 | - | 32,452 | (32,452) | - |
| Mind – COVID Emergency | - | 5,000 | (3,060) | 1,940 |
| Mind Get2gether – COVID Emergency | - | 67,016 | (67,016) | - |
| Islington Council – infection control | - | 2,514 | (2,514) | - |
| GLA/Cripplegate – volunteering | - | 5,000 | (400) | 4,600 |
| W Edwards Foundation | 1,000 | - | (1,000) | - |
| Pilkington Trust | - | 5,000 | (656) | 4,344 |
| Total restricted funds | 153,542 | 538,848 | (539,634) | 152,756 |
| Unrestricted funds: | | | | |
| General funds | 268,062 | 1,120,996 | (867,858) | 521,200 |
| Total unrestricted funds | 268,062 | 1,120,996 | (867,858) | 521,200 |
| Total funds | 421,604 | 1,659,844 | (1,407,492) | 673,956 |

16 Movement in funds (continued)

Purposes of restricted funds

Richard Cloudesley Fund

This is a fund for needy clients which we administer.

Cripplegate Catalyst

This is a fund for needy clients which we administer.

LBI Local Initiatives Funds

These funds are for outings and events for Outcome and Community Support Services activities

Mind – Talking Therapies

This is a fund to provide therapy at Outcome and the PTP projects.

Mind – Drama Group

This is a fund to run a drama group.

Sir Halley Stewart Trust

This is a fund for an asylum seekers' group.

Second Chance

This is a fund for art activities at the Day Centre

LBI workplace retention grant

This is a fund to reward staff for extra work during the pandemic

Goldsmiths

This is a fund for an asylum seekers' group.

City Bridge Trust

This is a fund for an asylum seekers' group.

Pilgrim Trust

This is for a domestic violence support group.

Cripplegate Foundation

This is a fund to run a Mother2Mother support group.

CDA gardening grant

This is a fund to run a gardening club.

Big Lottery Fund (Covid Enablement)

This is a fund to run a Covid Enablement Service.

Mind – Welfare Benefits

This is a fund to run a welfare benefits clinic.

Mind – Pears Fund

This is a fund for an asylum seekers' group.

Fishmongers Company

This is a fund to run a welfare benefits clinic.

Big Lottery Fund (CRCE)

This is a fund to run the CRCE Enablement Service.

Comic Relief

This is a fund to run a LGBTQ sports group.

Active Londoners

This is a fund to run a sports group.

LBI Running grant

This is a fund to run a running group.

Mind Series

This is a fund to run a Sports group.

Big Lottery Fund (LD Together)

This is a fund to run a Learning Disability Support group.

LBI – LD

This is a fund to run a Learning Disability Support group.

Baily Thomas

This is a fund to run a learning disability group.

Richard Cloudesley Fund

This is a fund to run a COVID Enablement Service.

Big Lottery

This is a fund to provide a COVID Enablement service.

Baily Thomas

This is a fund to run a learning disability support group..

Stebbing

This is a fund to run a counseilling service.

Islington PCT (Hand in hand)

This is a fund to run a buddying project.

Mind – COVID Emergency

This is a fund to provide COVID emergency services.

Hobsons Charity

This is a fund to run virtual activities during lockdown..

Islington Council

This is a fund to provide infection control measures.

GLA/Cripplegate

This is a fund to work with volunteers

Schreier Foundation

This is a fund to run virtual activities during lockdown.

Pilkington Trust

This is a fund to run a Get2Gether older person's group

London Catalyst

This is a fund to run virtual activities during lockdown.

Notes to the financial statements

For the year ended 31 March 2022

17 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows:

| | Property 2022 £ | 2021 £ |
|--------------------|-----------------------|----------------|
| Less than one year | 237,460 | 229,800 |
| One to five years | 257,887 | 98,942 |
| | 495,347 | 328,742 |

18 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.

19 NHS Pension Scheme

A number of Islington Mind employees are covered by the provisions of the two NHS Pension Schemes. Details of the benefits payable and rules of the Schemes can be found on the NHS Pensions website at www.nhsbsa.nhs.uk/pensions. Both are unfunded defined benefit schemes that cover NHS employers, GP practices and other bodies, allowed under the direction of the Secretary of State for Health and Social Care in England and Wales. They are not designed to be run in a way that would enable NHS bodies to identify their share of the underlying scheme assets and liabilities. Therefore, each scheme is accounted for as if it were a defined contribution scheme: the cost to the NHS body of participating in each scheme is taken as equal to the contributions payable to that scheme for the accounting period.

In order that the defined benefit obligations recognised in the financial statements do not differ materially from those that would be determined at the reporting date by a formal actuarial valuation, the FReM requires that "the period between formal valuations shall be four years, with approximate assessments in intervening years". An outline of these follows:

a) Accounting valuation

A valuation of scheme liability is carried out annually by the scheme actuary (currently the Government Actuary's Department) as at the end of the reporting period. This utilises an actuarial assessment for the previous accounting period in conjunction with updated membership and financial data for the current reporting period, and is accepted as providing suitably robust figures for financial reporting purposes. The valuation of the scheme liability as at 31 March 2022, is based on valuation data as 31 March 2021, updated to 31 March 2022 with summary global member and accounting data. In undertaking this actuarial assessment, the methodology prescribed in IAS 19, relevant FReM interpretations, and the discount rate prescribed by HM Treasury have also been used.

The latest assessment of the liabilities of the scheme is contained in the report of the scheme actuary, which forms part of the annual NHS Pension Scheme Accounts. These accounts can be viewed on the NHS Pensions website and are published annually. Copies can also be obtained from The Stationery Office.

b) Full actuarial (funding) valuation

The purpose of this valuation is to assess the level of liability in respect of the benefits due under the schemes (taking into account recent demographic experience), and to recommend contribution rates payable by employees and employers.

The latest actuarial valuation undertaken for the NHS Pension Scheme was completed as at 31 March 2016. The results of this valuation set the employer contribution rate payable from April 2019 to 20.6% of pensionable pay. The 2016 funding valuation was also expected to test the cost of the Scheme relative to the employer cost cap that was set following the 2012 valuation. In January 2019, the Government announced a pause to the cost control element of the 2016 valuations, due to the uncertainty around member benefits caused by the discrimination ruling relating to the McCloud case.

HMT published valuation directions dated 7 October 2021 (see Amending Directions 2021) that set out the technical detail of how the costs of remedy are included in the 2016 valuation process. Following these directions, the scheme actuary has completed the cost control element of the 2016 valuation for the NHS Pension Scheme, which concludes no changes to benefits or member contributions are required. The 2016 valuation reports can be found on the NHS Pensions website at <https://www.nhsbsa.nhs.uk/nhs-pension-scheme-accounts-and-valuation-reports>.