

Company number: 02002508  
Charity Number: 294535



# Islington Mind

Report and financial statements

For the year ended 31 March 2024

## **Charity Information**

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  
Roman Podolczuk  
Lisa Haywood  
Brenda Kabaseke  
Annette Verebelyi (appointed January 2023)

### **Key management personnel:**

Sigal Avni – CEO  
Gemma Watts – Head of Service and Quality  
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  
110 Golden Lane  
London  
EC1Y 0TG

The trustees present their report and the audited financial statements for the year ended 31 March 2024.

Reference and administrative information set out on Page 1 forms part of this report. The financial statements comply with current statutory requirements, 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 vision, purpose, values, objectives and activities every year, referring to the Charity Commission's general guidance on public benefit. The trustees consider how planned activities contribute to the aims and objectives.

### **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 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, reconnect 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 adults (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 poverty often accompanying mental ill health, and 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 the 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.

**To achieve the charity's aims and objectives, as in the charity's 2022 – 2025 strategy, Islington Mind's management and trustees have set up the following priorities and goals for the reporting period 2023 – 2024:**

### **1. Equity, Diversity and Inclusion (EDI)**

We continued to focus on identifying and responding to the needs of the most disadvantaged and underrepresented residents, working to progress equity and inclusion in Islington and the wider London area. This year we:

- appointed an EDI Champion;
- continued to deliver the Islington Progressing Equalities Toolkit in partnership with Healthwatch Islington, supported by a steering group whose members included mental health commissioners and LBI EDI officers.
- developed the toolkit's LGBTQI+ chapter through research, consultation, analysis, and writing.
- co-delivered and hosted the EDI Islington-wide Pledges Events.

We:

- have pledged to:
  - Increase representation of people from ethnically diverse backgrounds in the workforce,
  - Ensure the voices of our team and service users from ethnically, diverse backgrounds inform change and influence strategy,
  - Create a workplace culture that is inclusive in all aspects.

- continued to develop and run specialist services which respond to the needs of underrepresented people with protected characteristics.
- updated our Equal Opportunities, Equality and Diversity Policy, focusing on language use and sexual harassment;
- carried out an Equality, Diversity, and Inclusion questionnaire to all staff
- initiated consultations with BME staff to enhance Black History events and foster inclusion;
- delivered trans and non-binary awareness training internally;
- collaborated with Harringay Mind's Black Thrive team for best practices and storytelling initiatives;
- explored easy-read translations for maximum accessibility;
- advertised therapists' positions on BAATN to diversify the therapist team;

Our clients demographics in the reporting period show that we continued to expand our reach – in the year 2023/24, 812 clients (47%) were from ethnically diverse communities and 536 clients (31%) identified as LGBTQ+. 30% were young adults aged under 35.

## 2. Strength Based Approach and Co-Production

We assigned our Head of Service to facilitate our strategic Co-production group (CPG) which brings together clients, volunteers and staff members to look at strategic operational decisions and actions across the organisation.

Members of the group were offered a programme of training supported by National Mind, including Communication, Confidence building, Motivational Interviewing and Safeguarding Awareness training sessions. One-to-one support and coaching were also offered on taking part in meetings, assertiveness, active listening and minute-taking.

"I learnt something really useful, that I have been wondering how to do for ages, that is: being able to speak out a thought that arises in conversation with someone, at the time of the conversation itself. It feels amazing to me that I could learn D's suggestion of adjusting my body position and then speak out my thought, AND put it into practice"

(- a CPG member, following Motivational Interview training)

CPG's activities this year included:

- Organising and participating in a community art exhibition supporting peers to display and sell art as well as hosting community organisations.
- Organising and participating in Islington Annual Event open to staff, volunteers, clients, and hosting the Islington Mayor with a total of 60 people participating. CPG members took active roles, presenting their experience of co-production. They said they felt "truly listened to" and that Islington Mind is taking a "radical approach to Co-production".

Other co-production methods used include:

- 50% of our board of trustees have lived experience of mental health service use, 70% of the board and 70% of staff and volunteers are individuals with lived experience of mental health concerns
- Co-production as a standing item on our Board's meetings' agenda
- Regular Service User meetings for each and every project, encouraging clients to get involved in the development, delivery and continued improvements of projects

- Peer volunteering programmes, flexible to individual's needs, empowering clients to share their skills and expertise.
- Suggestion boxes, feedback forms and an Open Door Policy
- A clear Complaint and Compliment Policy
- An Annual Survey (see below).

**Our 2024 Annual Survey** showed that 87% of our clients were 'satisfied' or 'very satisfied' with the overall support, with almost 50% of people who use our lunch service considering it to be 'very important' to them. This year, the Counselling Service, Mother to Mother, The Women-Only Space and Chance4Young received satisfaction ratings of 100%. This year the survey collected the views of 81 clients.

Clients said:

"I will be grateful to [Islington Mind Staff Member] forever for her help with DWP. Talking to her makes me feel more stable."

"Islington mind really helps me personally to be more comfortable, confident, independent and really gave me the time I required to express myself. They gave me the confidence that I lacked. I have the safe space to talk and to listen."

Following the survey we published a 'You Said/We Will' document available to all service users, which included:

What You Told Us:	What We Will Do:
More effort should be put into the Chance4Young group, trips, events, topics to discuss within the group setting.	We have recently secured funding for Chance4Young and this will have a significant impact on what we can deliver.
You could have skills classes (such as cooking or computer use) at the day centres.	We provide computer classes both at our day centres and through our one-to-one tuition. Other skills classes are provided by professional volunteers.  We are excited to be planning cooking classes at our Out of Hours session this year.

### 3. Quality of services

We continued to utilise 'Test and Learn' approach, building on regular data analysis of individuals' and projects'/service outcomes, KPI performance, achievements and challenges, help identify key learnings and develop improvement plans.

Quarterly and annual reports and improvement plans agreed by management and Board. Three-year implementation plan for co-produced strategy, monitored regularly. Robust legislation-informed policies within Mind's Quality Mark Framework. Staff/volunteers feedback mechanisms including team meetings, clinical/nonclinical supervision, and the above mentioned client feedback mechanisms.

Our main service continued to be the Mental Health Recovery Pathway, which operates from three council buildings and runs alongside our additional wrap-around specialist services and our Counselling and Talking Therapies Service (see below).

#### **4. Financial sustainability at times of uncertainty**

We adjusted our fundraising priorities to address local needs and service gaps, whilst working with our Live Funding Risk Log to ensure much needed essential services continue to operate.

We have provided community mental health services since 1985. If we lose the contact, we will hire alternative spaces to continue our projects. We maintain a robust reserves policy and conduct regular cashflow forecasting.

## **This Year's Performance and Achievements**

We received 1362 referrals to Islington Mind this year (1% higher than 1346 referrals in 23/24). We supported a total of 1728 individuals between April 2023 and March 2024.

We offered in-person services across four sites: Isledon Road and Ashley Road centres in the central of the Islington and Despard Road and Wedmore Street in the North of the borough.

### **Performance and Achievements: The Mental Health Recovery Pathway**

The Mental Health Recovery Pathway service model began on the 1st of June 2019, and the current contract is due to expire at the end of October 2024. We continued to develop and expand the service model, refining and adapting our approach with clients through co-production work, ensuring all our services are client-led.

The model consists of two elements:

#### **1. The Integrated Community Support Service (ICS) – Day Opportunities**

Day opportunities were offered from Isledon Road, Despard Road and Ashley Road between 10:00am-4:00pm, offering community-based early intervention and prevention support that Islington residents could access at early stage. Opportunities included:

- daily, open access, open ended, therapeutic drop-in sessions
- a daily program of activities to improve wellbeing and enhance skills
- daily nutritious communal subsidised hot lunch
- outings to community spaces
- ad-hoc one-to-one mental health support and advice.

Our Day Opportunities supported 981 individuals with mild/preventative mental health needs this year. We continued to offer daily subsidised nutritious, hot communal meals at our day centres. 4911 meals were served this year.

Our program of activities this year included: Drama Therapy, Music therapy groups, Knit and Natter sessions, film clubs, peer-support groups (for support with issues such as anxiety, bereavement, hoarding and hearing voices), visual art and creativity sessions, group seaside and nature trips, gardening and herb-growing projects, bingo, quizzes, board games, yoga and meditation groups. A total of 879 individuals accessed these activities. Clients tell us that open access day opportunities are crucial in preventing mental health decline, crisis and hospitalisation. They said:

"The conversations that happen during lunches are very special"

"The art and music facilities are vital to my wellbeing and development"

"Helped me to navigate situations that I did not know how to deal with"

## 2. The Structured Intervention Support services

These services offered tailored one-to-one support, including:

- **The Reablement Service**

This service helped 185 individuals to re-settle in their homes and re-engage with their communities. 61% of people were supported in their homes. Clients were supported with housing and tenancy sustainment, food access, finding appropriate physical and mental health support, and connecting with their community.

- **Structured Psychosocial Support (PSS)**

This service offered regular key working one-to-one programmes of up to 12 months supporting 49 clients to identify and manage challenges at an early stage e.g. housing, money, food, family, employment, anti-social behaviour, and to help achieve emotional, social and practical goals.

- **Our National Lottery-funded Enablement Service**

This project supported 248 clients to re-engage with community resources, treatments, training/education and voluntary/employment opportunities. Clients were supported to better manage day-to-day living and develop self-reliance and management strategies.

The service offers an 8-week program of targeted practical and emotional support to help clients engage with community resources and connect with their own existing strengths and assets. Sessions are facilitated by staff (or closely supervised volunteers) who work with clients on their action plans in one-to-one meetings.

This year the Enablement Service played a significant role in tackling cost-of-living challenges, supporting Islington residents to address immediate problems and develop personal toolkits for longer-term resilience.

- **Mind the Gap Enablement Housing (supported by Islington Giving)**

Enablement Housing runs one day a week from our Wedmore Street head office, providing service users with eight weekly one-to-one sessions aimed at finding solutions to housing issues. The service hosts four sessions per week, helping people to:



- tackle issues leading to risk of homelessness (e.g. debt and gambling)
- access referrals to specialist support
- settle into a home – setting up utility bills, furniture/white goods grants, registration with health services, exploring local resources
- address issues e.g., clutter, hoarding, repairs, decorating, etc.

○ **The Cost of Living Support Project**

Through a Cost-of-living grant from National Mind, 35 clients received tailored, person-centred one-to-one support through weekly sessions for 6 to 8 weeks, helping clients with mental health problems to understand and access their options for financial support and resources.

The project provided effective short-term support to service users in urgent need or at risk of crisis. 24 service users were supported to receive emergency cost-of-living grants through this project. The project also provided help with longer-term financial support.

○ **General cost of living support**

By addressing acute and immediate problems in the first instance, we ensure that we prioritise Structured Intervention Support clients' urgent health and wellbeing needs before moving on to longer-term planning.

This year:

- At least 31% of clients were supported directly with housing issues, including tenancy sustainment or exploring housing options, tackling issues such as hoarding/cluttering, and signposting accordingly, with several more being helped indirectly to maintain their tenancies.
- 55% of clients were provided help with welfare benefits exploration and support, poverty and risk of destitution - including exploring access to grants, food banks, free or affordable electrical goods, and support for debt and gambling issues. 25% of clients were supported to access emergency welfare grants, 55% of clients were given help with finance exploration and support.
- 20 clients were supported to access our Cloudesley Partnership grants for essential goods such as clothing and furniture.
- 67% of clients were supported to access health services, including arranging health checks, and accompanying clients to key appointments and GP visits.
- 97% of clients were supported to access the best services for their needs.
- 60% were supported with the development of strategies to support ADL, including learning to cook a basic meal, cleaning their home, personal hygiene, etc.

○ **The Cloudesley-funded Counselling Service/Talking Therapies Clinic (TTC)**

Our project offers a combination of 10- or 20-week courses of 50-minute talking therapy sessions. Clients are supported to navigate and manage low mood, anxiety and worry, traumatic memories, bereavement, loneliness and isolation. We focus on supporting residents from diverse backgrounds who struggle to access mainstream mental health services. Over 60% of clients reported that Talking Therapies sessions significantly helped them manage stress and anxiety and relieve the symptoms of depression and trauma.

“Excellent 1:1 counselling sessions when I was really struggling with becoming a carer after my partner's stroke. Ten free sessions were really helpful. I am very grateful.”  
(a Talking Therapies client)

- **The Psychosis Therapy Project (PTP)**

PTP offered 42 individuals an opportunity to engage with 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 the PTP offers is long-term, giving clients time and space to articulate distressing experiences and cultivate robust and enduring solutions.

- **Core team Central – VCSE key-working**

Subcontracted by Age UK Islington we provided the VCSE key working element in Core Team Central. Our 2 keyworkers supported approximately 60 clients with their psychosocial needs alongside clinical team, including support with housing, finance/grants, and integration into community services across the borough, with several clients linked into Islington Mind groups and activities for ongoing open access support, e.g. specifically drop-in, creative therapies, specialist services.

This year the Core Team improved its pathway of inward referrals from Mind clients; five client referrals from SIS service were made via the clear and direct referral route.

- **Supported Self Help (SSH)**

In the first six months of operation, 55 individuals across the UK were able to use SSH sessions as an entry point into further, ongoing support with an interest in therapy and counselling often being the focus.

Tailoring our approaches to suit sociocultural diversity of clients has been important and has led to better working alliance between practitioner and SU, as well as influencing positive outcomes in delivery. This includes racialised communities, LGBTQI+ people, and older men.

All structured Intervention Support services utilise our internal referral pathways to Day Opportunities and specialist services to help clients ‘step down’ from structured intervention support to longer-term prevention support.

## **Performance and Achievements:** **Additional Services**

### **The Crisis Café – Out of Hours Service**

The Crisis café is currently part of the Mental Health Recovery Pathway contract with LBI. It runs every weekday evening and weekend from our Despard Road Centre. The Crisis café provided support to 159 Islington residents who experienced risk of mental health crisis, helping to prevent mental health crisis and hospitalisation. It also offers an out of hours drop-in space.

This year, the team developed close working relationships with the North London Mental health NHS Partnership's/Camden and Islington Foundation Trust's Crisis Team.

Activities included:

- visual art and creativity sessions, with specialist art therapy offered
- music listening session
- group board games, quizzes
- a Living Well group discussing accessible diet, mindfulness and exercise strategies to maintain mental and physical health

Supported by a grant from B&Q, the Crisis Café team developed a Sensory Room with relaxing light and sound installations. Service users at risk of crisis can use this space to relax and refocus.

Five psychotherapists in placements offered a therapeutic space to the Crisis Café's clients. 12 to 18 clients per week benefited from the PTP therapists' support in the Crisis Café. Three art therapists worked with the Crisis Café to provide support to service users.

### **Outcome LGBTQ+ Support**

Outcome is a London-Wide LGBTQI+ service run by staff and volunteers from the LGBTQI+ community. It is a weekly, 1-day, open access service which offers a safe space for LGBTQI+ people to socialise. Attendees can also receive therapies to improve mental health, join specialist peer support groups such as the Trans, Non-binary, and Gender-queer/fluid and women-only groups, access activities such as creative writing, art, walking, yoga, gardening and nail painting, and find information to help improve their quality of life. This year Outcome supported 368 individuals, facing increased risk of social exclusion, domestic abuse, homelessness, and destitution. The services six-weekly 'house meetings' are an essential part of the Outcome service, wherein members can direct the ways in which Outcome is run.

At the end of the year we were successful in securing funding from the Department of Health and Social Care to run a new **Rainbow Suicide Prevention** programme for one year, providing psychotherapy space to the most vulnerable within the LGBTQI+ community: trans and non-binary people, asylum seekers/refugees and young people.

Other activities this year included nature outings in collaboration with Islington Ecology Centre, a Women's Day celebration within the project celebrating the achievements of LGBTQI+ women, and trips to local attractions such as Kew Gardens and Kenwood House. They also included:

- a trip to Southend-on-Sea
- a pride in London LGBTQI+ open day with performances and talks from service users
- weekly art therapy sessions
- culturally inclusive communal meals cooked by clients.
- monthly collaboration with the bike project

The service collaborated with NHS CLASH to provide accessible, in-house sexual health advice, and Solace Women's Aid who provided in-house advice and LGBTQI+ informed referral pathways to women at risk of domestic abuse. The service also offered transgender awareness training through a collaboration with Gendered Intelligence.

In March, the Outcome team were delighted to welcome Islington Council's Executive Member for Health and Social Care Cllr. Nurullah Turan and the Executive Member for Equalities, Culture and Inclusion Cllr. Roulin Khondoker to the service.

### **Freedom From Fear To Love (FFFTL)**

Within Outcome, The FFFTL project provided targeted, specialist support to 121 LGBTQ+ asylum seekers and refugees in their challenging journeys to escape years of persecution owing to sexual and/or gender identity, and serious threats to their safety, and to transition to life in the UK as a newly 'out' individual.

The project provided 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 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 project offered 180+ weekly peer support groups and activities (e.g., LGBTQ+ women asylum seekers and refugee group, yoga, therapy group), and one-to-one appointments (one-off and/or up to 20 weekly sessions) to 143 individuals.

Islington Mind has secured a £482,789 award from the National Lottery Community Fund and a £59,997 award from the Sir Halley Stewart Foundation to sustain and develop the Outcome and FFFTL projects over the next five years.

### **The Chance4Young Project**

Part of the Mental Health Recovery Pathway, the Chance4Young Project is designed to provide targeted support to under 35s who experience mental health concerns through tailored one-to-one support and activities chosen by clients. The project supported 34 young adults this year. The group made trips to Kew Gardens and Woodberry Wetlands.

At the end of the year we were successful in securing funding from the Compass Wellbeing to extend the Chance4Young to three-days a week interventions and community outreach throughout next year, targeting ethnically diverse communities, Care Leavers, LGBTQI+, SEND.

### **The Women Only Space**

Our specialist women-only weekly space offered a safe, therapeutic women-only social group and activities one day a week to 31 self-identifying women.

### **The Mental Health Welfare Benefits Clinic (WBC)**

The WBC project, funded by the Fishmongers Company helped 57 Islington Mind clients navigate the welfare benefit system – often their only source of income.

Each beneficiary received three 1-hour one-to-one appointments, for guidance, form completion, gathering required evidence and support during assessment interviews and representation at tribunals. Service users were assisted with Personal Independence Payment (PIP) forms, Mandatory Reconsiderations or to log an Appeal, alongside being provided with practical and emotional one-to-one support before, during and after phone-based PIP health assessments. The additional income

from all welfare benefits application and appeal outcomes received during the year was over £200,000.

Additionally, the WBC Team Leader identified and raised a persistent issue relating PIP Mandatory Reconsiderations with National Mind to identify whether this is something that can be raised directly with the DWP.

### **The Mother to Mother Project**

Supported by Islington Giving/Cripplegate Foundation, the Mother to Mother project provided therapeutic sessions including a therapy group, peer support groups, a program of activities, a communal lunch, outings and ad-hoc emotional and practical support to 17 women parents and female guardians of people with mental health problems. This year, the Mother to Mother group took three trips to Kew Gardens in March, May and October.

The women said:

“Therapy group has been very helpful; lunch is very important, as is the interaction”

“The group therapy was amazing. Being among a supportive group that understands has really helped me feel less alone. The others at the group have been brilliant.”

### **The Hand in Hand Project**

The Hand in Hand project is a Volunteer Peer Buddy scheme that recruits, trains and supports volunteers with lived experience of mental health concerns to accompany residents with mental health problems to other locations in the borough for appointments, courses and training, services, green spaces, activities and events. It was delivered this year in collaboration with Manor Gardens Welfare Trusts, the Camden & Islington NHS Foundation Trust and the Side By Side Network.

This project is vital for connecting our clients to services, treatments and community resources offered by external providers. 65 individuals benefitted from the Hand in Hand project this year.

### **Advice and Information**

Our offices took an average of 26 calls from clients, carers and members of the community every day – over 12,000 calls in the year. Many of these calls are from people seeking advice and information about mental health issues in general, and about mental health services in the borough. 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
- the distress associated with being a carer
- over dependence on statutory services
- information, signposting, advice

### **Grants to Individuals**

Through partnership arrangements (e.g. the Cloudesley Partners grants), and the generous support of trusts and foundations such as the National Lottery, Islington Giving/Cripplegate Foundation, and

National Mind (as part of the Cost-of-Living fund) as well as the generosity of private donors, we were able to offer Cost-of-Living welfare grants to help individuals access essential goods such as food, fuel or household appliances. A total of 89 welfare grants were awarded to our clients this year with a total value of £15,961.

## **Performance and Achievements:**

### **Further Achievements**

#### **Campaigning, Events, and Outings this Year Included:**

- Our Annual Gathering: 49 people - clients, staff, volunteers and members of the public attended our Annual Gathering this year, celebrated in conjunction with the London Great Mental Health Day in January. The event was organised by our Co-production group, and opened by our CEO with an update on services and appreciation of our committed, hardworking teams. Managers and team leaders presented updates on various services. We were honoured to host the Mayor of Islington Cllr Gary Heather who told us fascinating facts about the borough and his role. The evening closed with an amazing buffet prepared by our chef.
- Our Christmas celebrations (supported by Islington councillors' Local Initiative Fund) included games, music and festive meals at our centres. We hosted specialist projects such as Mother to Mother and Outcome.
- LGBTQI+ awareness through Pride Month (July), LGBTQI+ History Month open-day Feb events, and an LGBTQI+ Women Only Day in May celebrating all LGBTQI+ women. These events welcomed approximately 50 other service professionals and new clients.
- A Mental Health Awareness Week open day at our Isledon Road day centre
- A celebration of Black History Month at our day centres

#### **Collaborative and Engagement Work**

We collaborate with hundreds of local partners, including our commissioners and statutory and voluntary sector local health and care providers to support Islington residents with mental health problems. Additionally, we've worked with the Mind network to strengthen our local voice and gain wider support for our strategic priorities.

Our formal working partnerships include:

- Subcontracting arrangements with Age UK Islington to deliver together the VCS key working role within the North London Mental Health NHS Partnership / Camden and Islington NHS Foundation Trust's three mental health Core Teams across Islington.
- Subcontracting arrangements with Age UK Islington to deliver a counselling service for their Carers' Hub clients.
- Joint working with Health Watch Islington in developing and promoting the Islington Progressing Equalities Toolkit; Islington Mind responsible for developing the LGBTQI+ Chapter.

We work jointly with many other organisations e.g.:

- Nafsiyat Intercultural Therapy Centre exchanging premises use with specialist workforce training

- the Stuart Low Trust – delivering a Poetry Group together etc.

We continued to benefit from our membership of strategic platforms and groups (see below).

### **Our Team**

This year Islington Mind employed 36 staff members (23.6 FTE), and supported 97 volunteers in placement. We provide regular one-to-one supervision sessions, team meetings and debriefs to each member of staff. We have an Employee Assistance Programme in place. We have improved HR systems and processes and are integrating wellbeing check and plans into our supervision and appraisal processes.

Each staff member has a personal development program which combines mandatory and voluntary training sessions. Mandatory training includes safeguarding and health and safety training/annual refresher (provided by London Borough of Islington), fire awareness, manual handling and DSE. This year we also offered:

- Motivational Interviewing (C&I Recovery College)
- Health and Safety e-learning (Peninsula)
- Autism Awareness Training (National Autistic Society).

### **The Role and Contribution of Volunteers**

Our volunteers provide valuable support in one-to-one and group settings. Their enthusiasm enriches all our services. We supported 97 volunteers in total, proving an average of seven hours per week each. This is an approximate value of £352,971 a year if employed staff undertook the same task.

### **Our Mind Quality Mark (MQM) Review**

In The Mind Quality Mark Review 2021 – 2024 Islington Mind was commended for effective services. National Mind told us:

“Intersectionality is a prominent feature in service design and delivery at Islington Mind, putting the individual and their unique needs at the forefront [...] Service users expressed that they have choice and control in setting their goals, with continuous engagement available if needed and wanted. Staff and volunteers were described as caring, welcoming, supportive, and empathetic, and Islington Mind described as a home away from home and like ‘having extra family’.”

## **Financial Review**

There has been no significant reduction in our contracts or grants this year. However, the review of the Mental Health Recovery Pathway contract, which is ending in October 2024 has instilled within us feelings of instability and uncertainty.

We continue to seek other funding opportunities, though they are competitive and often short-term.

The cost-of-living crisis remains a challenge, increasing our expenses and impacting clients, staff and volunteers.

We are responding to the rising demand for early, community-based mental health support. Volunteer recruitment and retention remain challenging as community members seek paid opportunities.

### **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 costs would be £801,693. We currently hold £652,780 in free unrestricted reserves, an increase of 8.9% from the end of 22/23. We also have £146,557 of restricted funds for a range of charitable activities.

### **Principal Funding Sources**

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

### **Successful Fundraising**

During the year 2023/2024, we were fortunate in being awarded a number of grants from various grant making organisations covering the current and future years.

<b>Organisation</b>	<b>Confirmation Date</b>	<b>Award</b>
Women Empowered: Heal	11 <sup>th</sup> Feb 2024	£4,666
Islington Council: Local Initiative Fund (Christmas Celebrations)	1 <sup>st</sup> December 2023	£1,000
Percy Bilton Foundation	13 <sup>th</sup> Sept 2023	£3,816
Islington Council: Local Initiative Fund (Summer Trips)	1 <sup>st</sup> August 2024	£1,000
Islington Council: Mind The Gap Fund	27 <sup>th</sup> June 2023	£29,862
The Fishmongers' Company	9 <sup>th</sup> June 2023	£70,124

Additionally, Islington Mind was grateful to receive the following donations:

- We received over £3,000 in private individual donations
- We partnered with the Islington Art Society for their fundraising exhibition in December, raising £705 towards our art room equipment
- We received £2,000 from the Second Chances charity shop in Archway.

### **Risks and Uncertainties**

Trustees have overall responsibility for risk management. Senior Management Team review the organisation's Risk Register quarterly, and the Finance Committee monitors, reviews and updates the risk register at its quarterly meetings, with key issues being reported to the Board. The full Board reviews the full risk register on an annual basis.



Risks are considered in seven key areas: Governance and policy, HR, operational, finance, external, personal, and safety premises and facilities, crisis and emergency. All identified risks are assessed for both the likelihood and severity. Existing controls are considered, and any further mitigating actions specified, identifying the responsible person and the deadline for implementation.

Key risks identified for the year and ongoing are:

- **Financial Risk / Uncertainty / Instability**

The main risk for the organisation this year is the end of our main source of income – the Mental Health Recovery Pathway (MHRP) contract with the London Borough of Islington and the Camden and Islington CCG in October 2024.

This uncertainty impacted everyone at Islington Mind – service users, staff and volunteers, creating a sense of instability.

We now know that we successfully secured the new MHRP contract. However, several funding streams for specialist projects are coming to an end, and the new MHRP contract involves a reduction in both services and budget.

At the same time, the worsening Cost of Living Crisis is driving up operational costs, while we face an increasingly competitive and constrained funding landscape. This presents challenges for the charity's budget, particularly in our ability to offer salary increases that align with market inflation.

To address these challenges, we have engaged a consulting agency to enhance our fundraising efforts. We will leverage the strong relationships we have built with major local and national trusts and foundations, as well as the solid reputation we have established over the past five years. Our robust monitoring and evaluation systems will further demonstrate the need for and impact of the services for which we are seeking funding.

- **Increased Demand and Need Versus Resources**

The cost-of-living crisis has intensified financial hardship and isolation among our target group, worsening mental health issues. Increased referrals, complex needs, staff turnover and slow recruitment have added additional pressure.

We anticipate continued high demand and complexity of needs and need for specialist services, alongside decreased funding and resources throughout 2024/2025. We collaborate with other statutory and voluntary sector local service providers to enhance integrated care and ensure access to specialise services, further developing referral and signposting pathways.

We use peer support, community volunteers and internal services (drop-ins, activities) for clients on the waiting list. Our screening and triage systems, managed by our Structure Intervention Support manager provides emergency and group support, signposting to local services and ensuring regular communication with clients awaiting support.

- **Staff and Volunteer Recruitment, Turnover, and Retention:**

Increased demand and limited resources led to a high risk of burnout.

We reviewed our Recruitment Policy to encourage applications from minoritised communities and those with lived experience of mental health concerns. We improved our internal communication with newsletters and events, and offered several all-staff training opportunities throughout the year.

We ensure fair employment opportunities with competitive salaries, benefits and support. Going forward, we will also engage our local partners to promote vacancies, aiming to reach a more diverse range of communities and attract volunteers with lived experience.

- **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. We maintain an elevated fundraising approach incorporating a more diverse selection of income streams.

### **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 fundraising activities. To help guarantee the availability of continuing funds, we aim to maintain a broad base of funding sources.

The regulatory landscape for fundraising is evolving and we will continue to monitor and adapt with these changes. When working 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 2024 no complaints about fundraising activities have been received.

Our Ethical Fundraising and Investment Policy guides the organisation in the extent to which it might accept donations 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.

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.

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 have an ambitious Operational Plan in place to progress our strategic priorities.

To progress **strategic priority 1, Beneficiaries – improving access for people from minoritised communities**, we will:

- partner with grassroot organisations who work with and represent minoritised communities to help us proactively outreach to most underrepresented
- collaborate with faith/worship/cultural spaces (IBA/Islington Faiths Forum (IFF)
- Partner with disability groups (Disability Action Islington/Elfrida)
- continue to progress our organisational pledge to improve representation of people from minoritised ethnic communities in our workforce
- recruit a Neurodiversity Champion to further improve Equity, Diversity (EDI) together with our DEI Champion across the organisation
- Conduct an EDI workforce Survey will be conducted. Results will be analysed by EDI and Neurodiversity Champion who will submit a report with recommendations to SMT
- Provide at least one annual EDI training open to all Islington Mind's staff and volunteers
- further develop and expand our work with young adults through our chance4young service
- engage with LGBTQI+ education, awareness raising, campaign and influencing activities
- sustain and further develop our specialist services.

To progress **strategic priority 2, Services - high quality dynamic, and safe services**, we will:

- ensure Co-production is embedded and underpins all activities, procedures and decision making. We will further develop Co-production methods including expanding our Co-Production Group, and co-developing and conducting an annual survey
- review internal pathways and collaboration between different teams, and improve our internal integrated work
- review our outcome tool, adopt DIALOG+ outcome tool, Care Plan/Self-Care Safety Plan templates that are used by the North London Mental Health NHS Partnership Core Teams in order to build integrated care framework across the borough. DIALOG+ measures satisfaction from own quality of life and experience of care received, providing regular impact feedback across domains.
- further review all health and safety procedures and implement actions
- further develop accessible promotion material for each project/service
- continue to develop peer led volunteering programs.

To progress strategic **Priority 3, External Engagement – improving Islington Mind's visibility, engagement, and collaborative / joint working**, we will:

- continue to participate in local strategic platforms/boards, advocating for the needs of residents with mental health concerns
- continue to ensure SMT engages with partnership work/activities/meeting regularly
- form a Community Mental Health Providers Network (MHPN) (13 committed partners), working operationally and strategically to:
  - improve reach/target support for underrepresented communities;
  - promote cross-organisational working, adding value and improving effectiveness/efficiencies, sharing skills, resources, learning, and referral pathways;
  - widen participation and influence strategic platforms (e.g. All Adult MH Partnership Board/Locality Leadership teams/VCFSE Advisory Group/Suicide Prevention Partnership)
- participate in monthly CT Multidisciplinary meetings (HOYD, AUKI, IPR, IM, HWI and CT clinical leads)
- continue to participate in the Bright Lives Alliance Partnership, co-lead the alliance mental health subgroup, providing support and advice and host Alliance Cost-of-Living events.
- support the Access Islington Hubs through monthly surgeries, providing expertise, floating support, advice and referral point, coaching colleagues and assisting multidisciplinary case reviews
- continue to ensure staff engagement with the Mind network (MiL, Mind in NCL, NM)
- further develop our promotion and communication systems, exploring social media options, improving our website, and producing a regular newsletter.

To progress strategic **Priority 4**, *Our People – ensuring staff, volunteers' and trustees' wellbeing, engagement, and involvement*, we will:

- strengthen governance and ensure effective use of trustees specialist skills across the Board of trustees' sub-committees
- improve EDI recruitment protocols:
  - diversity and Lived Experience banners in advertisements;
  - accessible material and processes (plain English, adjustments);
  - representative interview panels, involving diverse communities and clients
- ensure every staff and every volunteer have access to regular, scheduled, structured supervision sessions, wellbeing and stress at work to be a standing item of each individual supervision
- organise regular all staff meetings, away days, events, training
- continue producing internal all staff newsletter with information of changes, developments, achievements
- review volunteer recruitment process, induction and support offer
- provide 40 weekly supervised volunteering placement opportunities, prioritising local students/professionals

To progress strategic **Priority 5**, *Financial Strength*, we will:

- increase the capacity of fundraising team
- work to further diversify income streams, reduce reliance on our statutory funding
- work with a consulting agency
- prioritise the funding causes that serve our priority groups and the projects which are at financial risk.

To progress strategic **Priority 6, Organisational Capacity**, we will review, update and embed all our operating policies and procedures, ensuring policies meet safety requirements.

## 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 Our Memorandum and Articles of Association and our Scheme of Delegation were revised and updated in 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 Commissioning 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**

Islington Mind is committed to equality of access to employment opportunities.

We aim to recruit talented people with the skills, experience and personal qualities which will contribute to a thriving, diverse and inclusive organisation. Our recruitment practices aim to be fair and inclusive to all.

Islington Mind's salaries are benchmarked internally and externally annually.

All salary increases must be approved by the Chief Executive (and in the case of the Chief Executive any salary increase must be approved by the Chair of the Board of Trustees).

Annual salaries review and uplifts are approved by the Finance Committee, the CEO and the Board of Trustees as part of setting the budget for the organisation.

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 including the Strategic 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 clients 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 AGM this year and have expressed their willingness to continue in that capacity.

The Trustees' Annual Report has been approved by the Trustees on 12 December 2024 and signed on their behalf by

Gwen Williams

Chair

## Opinion

We have audited the financial statements of Islington Mind (the 'charitable company') for the year ended 31 March 2024 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 group's and of the parent charitable company's affairs as at 31 March 2024 and of the group's 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 group financial statements section of our report. We are independent of the group and parent 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, including the strategic report, other than the group 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 group 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 group 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 group 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, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The trustees' annual report, including the strategic 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report, including the strategic 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 by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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.

## 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 parent 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 group's and the parent 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 group or the parent 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 and the finance and audit committee, which included obtaining and reviewing supporting documentation, concerning the group'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 group 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 group from our professional and sector experience.
  - We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
  - We reviewed any reports made to regulators.
  - We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
  - We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
  - In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

## 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)

DATE 16 December 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

# Islington Mind

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

For the year ended 31 March 2024

	Note	Unrestricted £	Restricted £	2024 Total £	2023 Total £
<b>Income from:</b>					
Donations and legacies	3	10,840	–	10,840	7,721
Charitable activities	4				
Support Services		1,187,478	63,770	1,251,248	1,190,586
Age UK		–	62,074	62,074	–
COVID Enablement		–	132,323	132,323	95,701
Outcome Support Groups		–	88,607	88,607	59,380
Welfare Benefits Clinic		–	25,762	25,762	15,800
Mother 2 Mother Group		1,438	22,000	23,438	22,543
Miscellaneous projects		–	97,437	97,437	95,634
<b>Total income</b>		<b>1,199,756</b>	<b>491,973</b>	<b>1,691,729</b>	<b>1,487,365</b>
<b>Expenditure on:</b>					
Raising funds		42,580	–	42,580	35,273
Charitable activities					
Support Services		1,076,206	70,618	1,146,823	1,146,843
Age UK		–	68,748	68,748	2,078
COVID Enablement		–	109,248	109,248	117,973
Outcome Support Groups		–	31,048	31,048	72,966
Welfare Benefits Clinic		2,034	34,278	36,312	18,186
Mother 2 Mother Group		29,516	24,104	53,620	31,051
Miscellaneous projects		–	114,408	114,408	96,460
<b>Total expenditure</b>	5	<b>1,150,336</b>	<b>452,452</b>	<b>1,602,788</b>	<b>1,520,830</b>
<b>Net income /(expenditure) for the year</b>		<b>49,420</b>	<b>39,521</b>	<b>88,941</b>	<b>(33,465)</b>
<b>Net movement in funds</b>		<b>49,420</b>	<b>39,521</b>	<b>88,941</b>	<b>(33,465)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		606,812	107,036	713,848	747,313
<b>Total funds carried forward</b>		<b>656,232</b>	<b>146,557</b>	<b>802,789</b>	<b>713,848</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 16 to the financial statements.

# Islington Mind

## Balance sheet

Company no. 02002508

As at 31 March 2024

	Note	2024 £	2023 £
<b>Fixed assets:</b>			
Tangible assets	11	3,452	7,356
		<u>3,452</u>	<u>7,356</u>
<b>Current assets:</b>			
Debtors	12	103,396	70,438
Cash at bank and in hand		880,693	773,727
		<u>984,089</u>	<u>844,165</u>
<b>Liabilities:</b>			
Creditors: amounts falling due within one year	13	(184,752)	(137,673)
		<u></u>	<u></u>
<b>Net current assets</b>		<b>799,337</b>	<b>706,492</b>
<b>Total net assets</b>		<b>802,789</b>	<b>713,848</b>
		<u><u>802,789</u></u>	<u><u>713,848</u></u>
<b>The funds of the charity:</b>	16		
Restricted income funds		146,557	107,036
General funds		656,232	606,812
		<u>656,232</u>	<u>606,812</u>
<b>Total unrestricted funds</b>		<b>656,232</b>	<b>606,812</b>
<b>Total charity funds</b>		<b>802,789</b>	<b>713,848</b>
		<u><u>802,789</u></u>	<u><u>713,848</u></u>

Approved by the trustees on 12 December 2024 and signed on their behalf by

Gwen Williams  
Chair of trustees

## Statement of cash flows

For the year ended 31 March 2024

## Reconciliation of net income to net cash flow from operating activities

	2024 £	2023 £
<b>Net income/ (expenditure) for the reporting period (as per the Statement of Financial Activities)</b>	<b>88,941</b>	(33,465)
Depreciation charges	3,904	5,564
(Decrease)/increase in debtors	(32,958)	62,959
Increase/(decrease) in creditors	47,079	(118,221)
<b>Net cash provided by/(used in) operating activities</b>	<b>106,966</b>	(83,163)

	2024 £	2023 £
<b>Cash flows from operating activities</b>		
<b>Net cash provided by/(used in) operating activities</b>	<b>106,966</b>	(83,163)
<b>Cash flows from investing activities:</b>		
Purchase of fixed assets	-	(2,836)
<b>Net cash used in investing activities</b>	-	(2,836)
<b>Change in cash and cash equivalents in the year</b>	<b>106,966</b>	(85,999)
Cash and cash equivalents at the beginning of the year	773,727	859,726
<b>Cash and cash equivalents at the end of the year</b>	<b>880,693</b>	773,727

## Analysis of cash and cash equivalents and of net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	773,727	106,966	880,693
<b>Total cash and cash equivalents</b>	<b>773,727</b>	<b>106,966</b>	<b>880,693</b>

**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.

**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:

- |                         |         |
|-------------------------|---------|
| ● Fixtures and fittings | 5 years |
| ● Website redesign      | 5 years |
| ● Computer equipment    | 5 years |

**1 Accounting policies (continued)**

**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.

**2 Detailed comparatives for the statement of financial activities**

	Unrestricted £	Restricted £	2023 Total £
<b>Income from:</b>			
Donations and legacies	7,721	–	7,721
Charitable activities			
Support Services	1,148,865	41,721	1,190,586
COVID	–	–	–
COVID Enablement	–	95,701	95,701
Outcome Support Groups	–	59,380	59,380
Welfare Benefits Clinic	–	15,800	15,800
Mother 2 Mother Group	543	22,000	22,543
Miscellaneous projects	416	95,218	95,634
<b>Total income</b>	<b>1,157,545</b>	<b>329,820</b>	<b>1,487,365</b>
<b>Expenditure on:</b>			
Raising funds	35,273	–	35,273
Charitable activities			
Support Services	1,108,316	38,527	1,146,843
COVID	2,078	–	2,078
COVID Enablement	19,528	98,445	117,973
Outcome Support Groups	5,136	67,830	72,966
Welfare Benefits Clinic	–	18,186	18,186
Mother 2 Mother Group	–	31,051	31,051
Miscellaneous projects	2,663	93,797	96,460
<b>Total expenditure</b>	<b>1,172,994</b>	<b>347,836</b>	<b>1,520,830</b>
<b>Net income for the year</b>	<b>(15,449)</b>	<b>(18,016)</b>	<b>(33,465)</b>
Transfers between funds	(3,000)	3,000	–
<b>Net income for the year and net movement in funds</b>	<b>(18,449)</b>	<b>(15,016)</b>	<b>(33,465)</b>
<b>Reconciliation of funds:</b>			
Total funds brought forward	625,261	122,052	747,313
<b>Total funds carried forward</b>	<b>606,812</b>	<b>107,036</b>	<b>713,848</b>

**3 Income from donations and legacies**

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Gifts	10,840	–	10,840	7,721	–	7,721
	–	–	10,840	7,721	–	7,721

**4 Income from charitable activities**

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Islington & Camden CCG/LBI	1,187,478	–	1,187,478	1,123,493	4,762	1,128,255
Other income from Support Services	–	63,770	63,770	25,372	36,959	62,331
Sub-total for Support Services	1,187,478	63,770	1,251,248	1,148,865	41,721	1,190,586
Age UK	–	62,074	62,074	–	–	–
COVID Enablement	–	132,323	132,323	–	95,701	95,701
Outcome Support Groups	–	88,607	88,607	–	59,380	59,380
Mother 2 Mother Support Group	1,438	22,000	23,438	543	22,000	22,543
Welfare Benefits Clinic	–	25,762	25,762	–	15,800	15,800
Miscellaneous projects	–	97,437	97,437	416	95,218	95,634
Total income from charitable activities	1,188,916	491,973	1,680,889	1,149,824	329,820	1,479,644

## 5a Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities							Governance costs £	Support costs £	2024 Total £	2023 Total £
		Support Services £	Age UK £	COVID Enablement £	WBC £	M2M £	Outcome £	Misc. £				
Salaries (note 7)	42,580	532,932	53,690	66,840	25,094	25,272	41,712	92,470	–	182,655	1,063,245	924,294
Agency	–	19,809	–	–	–	2,426	–	–	–	14,655	36,890	28,674
Recruitment	–	668	–	–	–	–	–	–	–	–	668	19,620
Volunteers	–	4,634	–	–	–	–	265	–	–	1,047	5,946	4,961
Training	–	5,662	1,853	–	–	–	–	–	–	4,758	12,273	12,050
Activities	–	–	–	–	–	–	–	–	–	–	–	10,034
Travel	–	8	22	–	–	–	–	–	–	60	90	63
Catering	–	47,417	–	121	–	1,651	1,361	–	–	865	51,415	40,139
Premises	–	224,542	–	21,122	–	–	–	–	–	40,220	285,884	341,447
Equipment/maintenance	–	24,296	–	216	–	–	–	–	–	1,001	25,513	31,826
Depreciation	–	–	–	–	–	–	–	–	–	3,905	3,905	5,564
Phone and internet	–	18,585	–	–	–	–	–	–	–	8,308	26,893	16,823
Printing, postage and stationery	–	2,935	–	–	–	–	–	–	–	4,329	7,264	5,985
IT maintenance/software	–	25,377	–	–	–	–	–	–	–	6,274	31,651	26,324
Publications & subs	–	420	–	–	–	–	–	–	–	7,268	7,688	5,180
Professional fees	–	–	–	–	–	–	–	–	9,000	14,006	23,006	19,179
Sundry expenditure	–	3,675	–	–	–	–	–	–	–	820	4,495	8,294
Grants to users	–	15,961	–	–	–	–	–	–	–	–	15,961	20,373
	42,580	926,921	55,565	88,299	25,094	29,349	43,338	92,470	9,000	290,171	1,602,787	1,520,830
Support costs	–	213,289	12,786	20,318	5,774	6,753	9,972	21,278	–	(290,171)	–	–
Governance costs	–	6,613	397	631	179	210	310	661	(9,000)	–	–	–
<b>Total expenditure 2024</b>	<b>42,580</b>	<b>1,146,823</b>	<b>68,748</b>	<b>109,248</b>	<b>31,048</b>	<b>36,312</b>	<b>53,620</b>	<b>114,408</b>	<b>–</b>	<b>–</b>	<b>1,602,787</b>	
Total expenditure 2023	35,273	1,146,843	2,078	117,973	18,186	31,051	72,966	96,460	–	–		1,520,830

## 5b Analysis of expenditure (prior year)

	Cost of raising funds £	Charitable activities								Governance costs £	Support costs £	2023 Total £
		Support Services £	COVID £	COVID Enablement £	WBC £	M2M £	Outcome £	CRCE £	Misc. £			
Salaries (note 7)	35,273	521,059	2,078	77,183	13,638	26,554	54,353	-	68,215	-	125,941	924,294
Agency	-	27,916	-	-	-	124	537	-	97	-	-	28,674
Recruitment	-	19,620	-	-	-	-	-	-	-	-	-	19,620
Volunteers	-	3,828	-	346	94	31	572	-	90	-	-	4,961
Training	-	8,186	-	-	-	-	1,950	-	1,690	-	224	12,050
Activities	-	3,107	-	-	-	-	520	-	6,407	-	-	10,034
Travel	-	56	-	-	-	-	-	-	7	-	-	63
Catering	-	36,691	-	242	-	806	625	-	835	-	940	40,139
Premises	-	274,092	-	21,046	-	-	1,139	-	-	-	45,170	341,447
Equipment/maintenance	-	29,547	-	(6)	-	-	162	-	-	-	2,123	31,826
Depreciation	-	-	-	-	-	-	-	-	-	-	5,564	5,564
Phone and internet	-	6,271	-	1,258	850	-	1,288	-	419	-	6,737	16,823
Printing, postage and stationery	-	2,364	-	472	-	-	-	-	-	-	3,149	5,985
IT maintenance/software	-	8,750	-	2,596	1,298	-	2,666	-	1,186	-	9,828	26,324
Publications & subs	-	36	-	-	-	-	-	-	-	-	5,144	5,180
Professional fees	-	-	-	-	-	-	-	-	-	8,100	11,079	19,179
Sundry expenditure	-	2,286	-	-	-	3	25	-	-	-	5,980	8,294
Grants to users	-	19,993	-	-	-	150	-	-	230	-	-	20,373
	35,273	963,802	2,078	103,137	15,880	27,668	63,837	-	79,176	8,100	221,879	1,520,830
Support costs	-	176,519	-	14,307	2,224	3,262	8,804	-	16,763	-	(221,879)	-
Governance costs	-	6,522	-	529	82	121	325	-	521	(8,100)	-	-
<b>Total expenditure 2023</b>	<b>35,273</b>	<b>1,146,843</b>	<b>2,078</b>	<b>117,973</b>	<b>18,186</b>	<b>31,051</b>	<b>72,966</b>	<b>-</b>	<b>96,460</b>	<b>-</b>	<b>-</b>	<b>1,520,830</b>

## Notes to the financial statements

## For the year ended 31 March 2024

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

This is stated after charging:

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Depreciation	<b>3,904</b>	5,564
Operating lease rentals:		
Property	54,197	52,525
Auditor's remuneration (excluding VAT):		
Audit	<b>8,400</b>	8,000

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

Staff costs were as follows:

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Salaries and wages	956,230	827,572
Social security costs	84,907	77,529
Employer's contribution to defined contribution pension schemes	22,108	19,655
	<b>1,063,245</b>	924,756

One employee earned between £60,000 and £70,000 during the year (2023:1).

The total employee benefits including pension contributions of the key management personnel were £281,508 (2023: £272,930).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £Nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £Nil).

No trustees were reimbursed for travel expenses in the year (2023: £0).

**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:

	2024	2023
	No.	No.
	Head Count	Head Count
	(FTE)	(FTE)
Support Services	17.1 (12.4)	17.6 (13.1)
Covid Enablement	2.5 (1.9)	3.0 (2.6)
Outcome Support Groups	4.5 (1.5)	2.6 (1.1)
Mother2Mother Group	1.0 (0.2)	2.0 (0.5)
Welfare Benefits Clinic	1.0 (0.4)	1.0 (0.4)
Miscellaneous projects	3.8 (2.9)	2.0 (1.2)
Support	6.2 (4.3)	6.1 (4.2)
	<b>36.1 (23.6)</b>	<b>34.3 (23.1)</b>

**9 Related party transactions**

There are no related party transactions to disclose for 2024 (2023: 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 £
<b>Cost or valuation</b>				
At the start of the year	19,775	3,696	21,152	<b>44,623</b>
At the end of the year	19,775	3,696	21,152	<b>44,623</b>
<b>Depreciation</b>				
At the start of the year	15,657	3,634	17,976	<b>37,267</b>
Charge for the year	666	62	3,176	<b>3,904</b>
At the end of the year	16,323	3,696	21,152	<b>41,171</b>
<b>Net book value</b>				
At the end of the year	3,452	–	–	<b>3,452</b>
At the start of the year	4,118	62	3,176	<b>7,356</b>

All of the above assets are used for charitable purposes.

**12 Debtors**

	2024 £	2023 £
Other debtors	24,347	49,746
Prepayments	79,049	20,692
	<b>103,396</b>	<b>70,438</b>

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

	2024 £	2023 £
Taxation and social security	21,243	28,796
Other creditors	50,738	55,877
Deferred income	112,771	53,000
	<b>184,752</b>	<b>137,673</b>

**14 Deferred income**

Deferred income comprises grants received for projects that are being delivered in the following financial year.

	2024 £	2023 £
Balance at the beginning of the year	53,000	11,000
Amount released to income in the year	(53,000)	(11,000)
Amount deferred in the year	112,771	53,000
Balance at the end of the year	<b>112,771</b>	<b>53,000</b>



## Notes to the financial statements

For the year ended 31 March 2024

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

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	3,452	–	3,452
Net current assets	652,780	146,557	799,337
<b>Net assets at the end of the year</b>	<b>656,232</b>	<b>146,557</b>	<b>802,789</b>

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

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	7,356	–	7,356
Net current assets	599,456	107,036	706,492
<b>Net assets at the end of the year</b>	<b>606,812</b>	<b>107,036</b>	<b>713,848</b>

## 16a Movements in funds (current year)

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
<b>Restricted funds:</b>					
Richard Cloudesley Fund (for clients)	7,679	18,010	(20,911)	–	4,778
DWP adaptations	–	1,764	(1,764)	–	–
Mind – ELEDF grant	–	6,000	(6,000)	–	–
LBI Local Initiatives Funds	1,978	4,645	(4,645)	–	1,978
B & O Furniture grant	–	5,750	(5,750)	–	–
Percy Bilton software grant	–	3,816	–	–	3,816
Cripplegate Catalyst	6,977	3,000	(1,560)	–	8,417
CDA gardening grant	2,214	–	(875)	–	1,339
Cripplegate Cost of Living grant	2,900	–	(2,900)	–	–
Screwfix – for improvements	5,000	–	(5,000)	–	–
NHS Health Inequalities grant	–	20,785	(20,785)	–	–
Biq Lottery Fund (Covid Enablement)	–	96,500	(73,110)	–	23,390
Cripplegate Mind the Gap grant	–	15,823	(15,823)	–	–
Mind Cost of Living grant	–	20,000	(20,000)	–	–
City Bridge Trust	–	43,425	(15,527)	–	27,898
Sir Halley Stewart Trust	–	17,380	(4,345)	–	13,035
Netflix/ T Daley donation	–	1,773	(200)	–	1,573
Mind Psychotherapy grant	–	20,000	(5,026)	–	14,974
DHSC Suicide Prevention grant	–	6,029	(6,029)	–	–
Fishmongers	8,609	25,762	(34,371)	–	–
Cripplegate – Mother 2 Mother	2,226	22,000	(24,226)	–	–
Age UK Islington (Carers group)	6,830	10,612	(17,442)	–	–
Age UK Islington Core team grant)	–	51,462	(51,462)	–	–
GLA Sports grant	15,997	–	(15,997)	–	–
Mind Get Active Connect grant	–	22,780	(12,769)	–	10,011
Mind Series – Sports grant	9,928	–	(9,928)	–	–
R Cloudesley – counselling	15,227	20,000	(20,000)	–	15,227
Mind SelfHelp grant	–	17,502	(17,502)	–	–
Islington PCT – Hand in Hand	7,533	37,155	(26,110)	–	18,578
LBI – LD Together	12,395	–	(12,395)	–	–
Mind – Drama Group	766	–	–	–	766
Pilgrim Trust	777	–	–	–	777
<b>Total restricted funds</b>	<b>107,036</b>	<b>491,973</b>	<b>(452,452)</b>	<b>–</b>	<b>146,557</b>
<b>Unrestricted funds:</b>					
<b>General funds</b>	<b>606,812</b>	<b>1,199,756</b>	<b>(1,150,336)</b>	<b>–</b>	<b>656,232</b>
<b>Total unrestricted funds</b>	<b>606,812</b>	<b>1,199,756</b>	<b>(1,150,336)</b>	<b>–</b>	<b>656,232</b>
<b>Total funds</b>	<b>713,848</b>	<b>1,691,729</b>	<b>(1,602,788)</b>	<b>–</b>	<b>802,789</b>

## Notes to the financial statements

For the year ended 31 March 2024

## 16b Movements in funds (prior year)

	At the start of the year £	Income £	Expenditure £	Transfers between funds £	At the end of the year £
<b>Restricted funds:</b>					
Richard Cloudesley Fund (for clients)	8,733	15,159	(16,213)	-	<b>7,679</b>
Cripplegate Catalyst	4,477	3,000	(500)	-	<b>6,977</b>
LBI Local Initiatives Funds	-	3,588	(1,610)	-	<b>1,978</b>
Mind – Talking Therapies (Outcome)	(3,000)	-	-	3,000	-
Second Chance	3,000	-	(3,000)	-	-
CDA gardening grant	3,000	-	(786)	-	<b>2,214</b>
LBI webhosting	-	1,174	(1,174)	-	-
Cripplegate Cost of Living grant	-	5,000	(2,100)	-	<b>2,900</b>
Screwfix – for improvements	-	5,000	-	-	<b>5,000</b>
Mind – Co-Production	-	2,800	(2,800)	-	-
Healthwatch – community research	-	2,500	(2,500)	-	-
Healthwatch – motivational training	-	3,000	(3,000)	-	-
Pilkington Trust	4,344	-	(4,344)	-	-
Miscellaneous grants for clients	-	500	(500)	-	-
Big Lottery Fund ( Covid Enablement)	2,744	95,701	(98,445)	-	-
Sir Halley Stewart Trust	2,725	17,380	(20,105)	-	-
City Bridge Trust	2,725	42,000	(44,725)	-	-
Goldsmiths	3,000	-	(3,000)	-	-
Fishmongers	10,995	15,800	(18,186)	-	<b>8,609</b>
Cripplegate	11,277	22,000	(31,051)	-	<b>2,226</b>
Mind – Drama Group	766	-	-	-	<b>766</b>
GLA Sports grant	-	15,997	-	-	<b>15,997</b>
Pilgrim Trust	777	-	-	-	<b>777</b>
R Cloudesley – counselling	-	35,000	(19,773)	-	<b>15,227</b>
Age UK Islington	-	10,107	(3,277)	-	<b>6,830</b>
Active Londoners	5,000	-	(5,000)	-	-
Mind Series – Sports grant	19,000	-	(9,072)	-	<b>9,928</b>
Big Lottery Fund ( LD Together)	7,489	-	(7,489)	-	-
LBI – LD Together	25,000	-	(12,605)	-	<b>12,395</b>
Stebbing – Counselling	10,000	-	(10,000)	-	-
Islington PCT – Hand in Hand	-	34,114	(26,581)	-	<b>7,533</b>
<b>Total restricted funds</b>	<b>122,052</b>	<b>329,820</b>	<b>(347,836)</b>	<b>3,000</b>	<b>107,036</b>
<b>Unrestricted funds:</b>					
<b>General funds</b>	<b>625,261</b>	<b>1,157,545</b>	<b>(1,172,994)</b>	<b>(3,000)</b>	<b>606,812</b>
<b>Total unrestricted funds</b>	<b>625,261</b>	<b>1,157,545</b>	<b>(1,172,994)</b>	<b>(3,000)</b>	<b>606,812</b>
<b>Total funds</b>	<b>747,313</b>	<b>1,487,365</b>	<b>(1,520,830)</b>	<b>-</b>	<b>713,848</b>

**16 Movement in funds (continued)****Purposes of restricted funds**

<b>Richard Cloudesley Fund</b>	This is a fund for clients in need which we administer.
<b>DWP Grant for adaptations</b>	This is a fund to pay for adaptations for a staff member.
<b>Mind ELEDf grant</b>	This is a fund to enable clients to more fully participate in the service.
<b>LBI Local Initiatives Funds</b>	These funds are for outings and events.
<b>B &amp; Q grant</b>	This is a fund for buy furniture for our Day Centres.
<b>Percy Bilton Charity</b>	This is a fund for buy computers and software.
<b>Cripplegate Catalyst</b>	This is a fund for clients in need which we administer.
<b>CDA gardening grant</b>	This is a fund to run a gardening club.
<b>Cripplegate Cost of Living grant</b>	This is a fund to help clients with the cost of living.
<b>Screwfix grant</b>	This is to fund improvements to the boiler and radiators at Ashley Road.
<b>NHS Health Inequalities grant</b>	This is a fund to research inequalities in mental health services.
<b>Big Lottery Fund (Covid Enablement)</b>	This is a fund to provide a COVID Enablement service.
<b>Cripplegate Mind the Gap grant</b>	This is a fund to provide an Enablement Housing service.
<b>Mind Cost of Living grant</b>	This is a fund to help clients with the cost of living.
<b>City Bridge Trust</b>	This is a fund for an asylum seekers' group.
<b>Sir Halley Stewart Trust</b>	This is a fund for an asylum seekers' group.
<b>Netflix/ Tom Daley donation</b>	This is a fund to provide travel expenses for an asylum seeker's group.
<b>Mind Psychotherapy grant</b>	This is a fund for an asylum seekers' group.
<b>DHSC Suicide Prevention grant</b>	This is a fund to provide counselling and suicide prevention outreach.
<b>Fishmongers Company</b>	This is a fund to run a welfare benefits clinic.
<b>Mind Cost of Living grant</b>	This is a fund to help clients with the cost of living.
<b>Cripplegate Mother 2 Mother grant</b>	This is a fund to run a Mother2Mother support group.
<b>Age UK Islington – Carers grant</b>	This is a fund to run a carers group.
<b>Age UK Islington – Core Team grant</b>	This is a fund to employ keyworkers to provide community support.
<b>GLA Sports grant</b>	This is a fund to promote sporting activities.
<b>Mind Get Active Connect grant</b>	This is a fund to
<b>Mind Series – Sports grant</b>	This is a fund to run a Sports group.
<b>Richard Cloudesley – counselling</b>	This is a fund to run a counselling service.
<b>Mind Self-Help grant</b>	This is a fund to run a counselling service.
<b>Islington PCT (Hand in hand)</b>	This is a fund to run a buddying project.
<b>LBI – LD Together</b>	This is a fund to run a Learning Disability Support group.
<b>Mind – Drama Group</b>	This is a fund to run a drama group.
<b>Pilgrim Trust</b>	This is for a domestic violence support group.

**17 Operating lease commitments**

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

	Property 2024 £	2023 £
Less than one year	143,323	225,970
One to five years	–	31,917
	<b>143,323</b>	<b>257,887</b>

**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](http://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 2024, is based on valuation data as 31 March 2023, updated to 31 March 2024 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>.