

NORTH STAFFS MIND

England & Wales - Charity number 700788

Details

Status	Registered
Legal form	Charitable company
Company number	02294089
Registered	1988-11-17
Register	View on the Charity Commission register

Contact

Address 83 Marsh Street
Hanley
Stoke On Trent
Staffs
ST1 5HN

Phone 01782262100

Email reception@nsmind.org.uk

Website www.nsmind.org.uk

Activities

Objects: The Charity's objects are:2.1.1 to promote the preservation of mental health by working with and supporting people with mental ill-health to feel enabled and empowered to live with and manage their mental health; and2.1.2 to relieve the needs of people with mental ill-health by working to increase understanding of mental health, raising awareness and challenging stigma and discrimination

Activities: North Staffs Mind works to create a better life for everyone with experience of mental distress, primarily in North Staffordshire. The organisation has three main service areas providing support to individuals in various ways: counselling for adults, children and young people, and parents; supported housing; and training and development activity to raise awareness of mental health issues.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Accommodation/housing
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** NORTH STAFFORDSHIRE HEALTH DISTRICT
- Staffordshire
- Stoke-on-trent City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,343,691	£2,392,982	£1,384,580	85
2024-03-31	£2,469,645	£2,238,505	£1,433,871	89
2023-03-31	£2,122,390	£2,023,483	£1,202,731	84
2022-03-31	£1,975,090	£1,849,783	£1,103,782	76
2021-03-31	£1,646,932	£1,590,350	£978,475	74

Trustees

Name	Role	Appointed
Dr Mark Poulson		2020-08-01
James ABERLEY		2021-11-24
Jolene Weaver		2025-11-25
Kate Hogg		2026-05-20
Kishore Chandiramani		2020-08-24
Mark Roe		2024-08-01
NEIL JAMES DINGLEY		
Neil Rosiak		2025-10-21
Penny Johnson		2025-11-07
Sarah Burns		2022-11-13
Supritha Rao		2024-10-24
Susan Moffat		2018-11-28

NORTH STAFFS MIND

England & Wales - Charity number 700788

Accounts

NORTH STAFFS MIND

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

Year Ended 31 March 2025

Company Registration No. 02294089
Registered Charity No. 700788

North Staffs Mind

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North Staffs Mind

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number:	700788
Company Number:	02294089
Chair:	Mark Poulson
Vice Chair:	Vacant
Chief Executive:	Kate Boundy
Company Secretary:	Kate Boundy
Trustees/Company Directors:	Linda Holt (resigned 24/07/25) Neil Dingley Susan Moffat Mark Poulson Susan Davies (resigned 30/07/24) Kishore Chandiramani James Aberley Lynne Ingram (resigned 24/10/24) Jonathan Phelan (resigned 08/09/25) Stuart Fisher (resigned 20/01/25) Sarah Burns Mark Roe (appointed 01/08/24) Supritha Rao (appointed 01/11/24) Neil Rosiak (appointed 21/10/25)
Key Management Personnel:	Kate Boundy, Chief Executive Deb Smith, Head of Services Laura Colclough, Head of HR Jane Considine, Head of Finance
Auditors:	Deans (Staffordshire) Limited, Gibson House, Hurricane Court, Hurricane Close, Stafford, ST16 1GZ
Bankers:	National Westminster Bank Plc, 1 Upper Market Square, Hanley, Stoke-on-Trent, ST1 1QA
Registered Office:	83 Marsh Street, Hanley, Stoke-on-Trent, ST1 5HN
Status:	North Staffs Mind is a company limited by guarantee. It is a registered charity and governed by the provisions of its Memorandum and Articles of Association.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

The trustees are pleased to present their report together with the audited financial statements of the charitable company ("the charity") for the year ended 31st March 2025. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the 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 published in October 2019.

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

DIRECTORS AND TRUSTEES

The directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows:

Neil Dingley
Linda Holt (resigned 24/07/25)
Susan Moffat
Mark Poulson
Susan Davies (resigned 30/07/24)
Kishore Chandiramani
James Aberley
Lynne Ingram (resigned 24/10/24)
Jonathan Phelan (resigned 08/09/25)
Stuart Fisher (resigned 20/01/25)
Sarah Burns
Mark Roe (appointed 01/08/24)
Supritha Rao (appointed 01/11/24)
Neil Rosiak (appointed 21/10/25)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

North Staffs Mind is a company limited by guarantee and does not have any share capital. It is a non-profit making organisation and registered charity governed by its Memorandum and Articles of Association.

Organisation and appointment of trustees

The Board is made up of 12 elected members (trustees). The Board meets at least 4 times per year and an annual strategic planning day is held. Decisions are taken by a majority vote and the Board appoints a Chief Executive to manage the day to day operations of the organisation, ensure that the organisation meets its aims and objectives, provide leadership to the organisation and take responsibility, alongside the trustees and the senior management team, for strategic development and planning.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Trustee induction and training

The charity recognises that its board needs a diverse range of skills, experience and knowledge to run the organisation effectively. New trustees are recruited to North Staffs Mind based on the use of adverts, word-of-mouth and personal recommendation. A skills matrix is maintained to ensure the board understands its collective skills set, identifies any key areas that are lacking and how these are best addressed – whether through training or recruitment. The Board has an active succession plan.

All potential new trustees meet the Chief Executive and Chair to gain insight into the organisation and the expectations and obligations of becoming a trustee. Following this they are invited to observe at Board meeting to ensure they understand the commitment required before taking on a trustee role.

There is a comprehensive induction process in place which includes information on roles and responsibilities of trustees, good governance reference material including a generic trustee role description and information about the charity's structure and remit. The induction pack is reviewed and updated every two years to capture current good practice in governance, trustee board development and planning, and is available electronically. Policies on dealing with conflicts of interest and induction/training are included in the pack and an active conflicts register maintained.

All new trustees are also invited to take part in an induction hosted by national Mind which provides an insight into working within the Federation and allows trustees to meet and network with colleagues from throughout England and Wales. There is an ongoing active trustee community facilitated by national Mind.

An information sheet is distributed to all new trustees, and annually to existing trustees, to identify specific areas where information or support is required to carry out the role and consider options relating to training/learning styles. Refresher training on roles and responsibilities is provided on a regular basis. An annual away day is organised for trustees to consider collectively key strategic issues which could influence and impact upon the future direction of the organisation to inform annual and strategic planning.

North Staffs Mind complies with the principles of the national Charity Governance Code.

Risk management

The trustees acknowledge their responsibility for managing risk and regularly give consideration to the major risks to which the charity is exposed and the implementation of robust systems to mitigate these risks.

The Risk Subcommittee is responsible for overseeing the organisations strategic risk register and reports to Board on significant new or escalating risks. The subcommittee comprises of trustees, NS Mind's Head of Services, Head of HR and the Chief Executive.

The subcommittee ensures that the strategic risk register is regularly reviewed and updated and reviews new and escalating risks. Each meeting focuses on an operational area at each meeting – with the service lead in attendance. This is helping to ensure risk is integrated into all of our work. The subcommittee reports to our main Board.

We have ensured a number of measures are in place to mitigate the financial resilience risk including establishing a diverse range of income generating activities to ensure we maximise income raising opportunities.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Principal risks and uncertainties

Trustees consider the principal risk faced by North Staffs Mind to be:

Financial Sustainability – North Staffs Mind operates a number of large contracts which, if not renewed, would have significant impact on the cost base of the organisation. Our income continues to be affected by financial uncertainty and constraints – in particular fundraising and paid service income.

OBJECTIVES AND ACTIVITIES

The objectives of the charity

- to promote the preservation of mental health by working with and supporting people with mental ill-health to feel enabled and empowered to live with and manage their mental health; and
- to relieve the needs of people with mental ill-health by working to increase understanding of mental health, raising awareness and challenging stigma and discrimination

In order to achieve these objectives, it is the charity's policy to offer a comprehensive range of appropriate services. The service offer is under constant review to ensure it continues to meet the changing needs of local people.

Our Vision

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

Connecting Minds

We bring people together to make change in their communities.

Supporting Minds

We deliver life-changing support.

Changing Minds

We speak out and demand better from policymakers and the public.

Engaging Minds

We actively engage our supporters and local communities with our work

Equitable Minds

We offer equality of access to our services, jobs and opportunities

STRATEGIC REPORT

As we continue to expand our services and reach we were delighted to merge with Mid Cheshire Mind in September 2024. We are proud to support local people and communities throughout Staffordshire and Cheshire.



Our team

89 people worked across North Staffs and Mid Cheshire Mind on 31.03.2025. Our staff absence and turnover rates are significantly below sector averages. We offer a number of placement opportunities for counsellors in training – helping to develop the next generation of mental health specialists.

Our work is also boosted by an amazing team of volunteers donating **hundreds of hours of collective support and expertise** – including counsellors, fundraising ambassadors and our Board of Trustees.

In October 2024 we hosted an all staff away day at Middleport Pottery. Bringing together teams who work across both counties to share our successes and future plans.

We strive to make our organisation a great place to work. Our 2024 Staff Survey showed that **100%** of our team shared that they enjoy their job at NS Mind.

- **86%** feel that you contribute to the success of NS Mind,
- **84%** feel you have the opportunity to develop and grow at NS Mind, both personally and professionally,
- **86%** feel adequately supported in your role



Supporting Adults

Our adult group offer continues to grow with **117 groups** hosted – supporting over **700 local people**. New service launched this year includes a men's mental wellbeing group 'Mindful Men' hosted at M Club.

Collaboration with local trusted partners is central to our strategy as we know that we can achieve so much more by working with others. We worked with Changes Health and Wellbeing to launch Rise during the summer of 2024 - a safe and welcoming space that aims to support and improve mental health through support, activities and tackling loneliness.

Our private counselling service continued to grow during the year. We offer rapid access to high quality, accredited counselling at an affordable cost. In line with demand we opened a new counselling location in Stafford.



Supporting Children and Young People

Our schools team supported **2387** children in **39** schools in Staffordshire and Cheshire through a commissioned service that matches one of our specialist counsellors with the bespoke needs of each school.

We also supported front line staff in schools through supervision, debriefs and training.

1124 pupils accessed our Maccas Project targeted early intervention workshops which are free of charge to schools.

We are a proud partner working alongside Changes Health and Wellbeing and the Dove Service in delivering the StayWell service in Stoke on Trent <https://staywellcyp.org/home/>.

During 2024 we launched a new private counselling offer for CYP to complement our existing offer.



Supporting Businesses

We welcomed a new Training Manager to our team during the year who spent some time reviewing and revitalizing our training packages. **1250 people attended one of our training sessions** in their workplace – and **97% of people who joining one would recommend us to their friends and family!**

Our counselling and supervision offer for local businesses continues to grow and we support people working in a massive range of public and private sector workplaces.



Demand for supervision and reflective practice sessions for front line staff was high and we recruited a new supervisor to the team in early 2025 to help us to expand.

Supported Housing

Our housing service provides **46** places within supported housing for people with mental health problems. We support recovery and independence and our team is committed to customers moving forward in their lives.



We provide housing and floating support as part of the Destination:Home partnership – working alongside lead partner Concrete and Adullam – aimed at preventing local homelessness in Stoke on Trent.

During the year we began a deep dive review of our supported housing offer – enhancing the support we provide to our residents and beginning a large scale improvements programme for our properties.



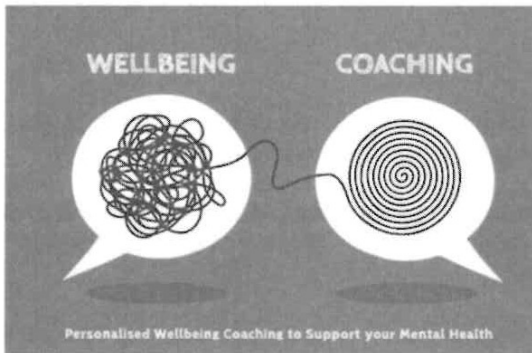
North Staffs Mind

TRUSTEES' ANNUAL REPORT

Mid Cheshire Mind

The team is now well settled into our new wellbeing hub in Winsford Cross Shopping Centre. The building was further enhanced by a grant received from the Morrisons Foundation which has allowed us to create a new, large training room.

We were delighted to obtain funding to provide early intervention mental wellbeing coaching in Cheshire West and Chester – another sector collaboration as we work closely with Chapter Mental Health to ensure there is no wrong front door for people accessing the service.



What is Wellbeing Coaching?
Our new Wellbeing Coaching service has been launched across Cheshire West and Chester to support people who may be struggling with their mental health. Our friendly and experienced wellbeing team will provide someone to listen to you determine what support will help you to recover and to learn new skills that will help you to become more resilient and able to cope in the future.

Find out more and register



Chapter Mental Health
t: 01244 344 409
e: info@chaptermentalhealth.org



Mid Cheshire Mind
t: 01606 863 305
e: office@midcheshiremind.org.uk



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© 2024 North Staffs Mind. Registered in England 12294295. Charity No. 102798. Mid Cheshire Mind is part of North Staffs Mind.

What will the Wellbeing Coaching consist of?
You will be matched with a wellbeing coach who will support you through 11 sessions. These will either be face to face or by telephone/online - depending on your preference. Your coach will work with you to explore goals and techniques to support your mental health.

We are also hosting a number of workshops on a range of subjects which you can join with other local people.
Who is delivering the Wellbeing Coaching?
Chapter Mental Health will deliver the service in and around Chester, Neston and Ellesmere Port whilst Mid Cheshire Mind will support people living in Vale Royal and rural outlying areas.

Is there a cost?
No the service is free. It has been funded by a partnership of Cheshire West and Chester Council and Cheshire and Wirral Partnership NHS Foundation Trust.

How do I access the Wellbeing Coaching?
Simply contact Chapter or Mid Cheshire Mind. You can access the service directly and do not need a referral from a healthcare or other professional.



This money was put towards our free service offer – including our Maccas youth project, groups and drop ins and a free 1:1 counselling service. Thank you!



Community Events

We were delighted to be present at 62 community events during 2024/25 – raising awareness about mental wellbeing and our service offer.

Our bereavement, art and peer support groups continue to expand and reach out to new locations.

Fundraising

Through amazing generosity you donated an amazing **£156,935.50** to us during the year. In December we organized 2 Mental Elf fun runs, where we were joined by over 500 runners – many in fancy dress.



North Staffs Mind

TRUSTEES' ANNUAL REPORT

Public Benefit

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

The trustees believe that the charity meets the principles relating to charities and public benefit described in the Charity Commission guidance and that this Trustees' Annual Report demonstrates the charity's contribution to the prevention and treatment of mental ill health among the people of North Staffordshire through the provision of supported housing, counselling services and the promotion of social activities through social support groups and befriending/mentoring activity.

Fundraising

North Staffs Mind complies with the regulatory standards for fundraising. It is registered with the Fundraising Regulator and committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

Safeguards are in place with suppliers and those who fundraise on the charity's behalf to ensure ongoing compliance and maintain reputation in the local community and beyond.

A complaints policy clearly explains how an individual can complain. No complaints regarding fundraising activities were received in the financial year 2024-25. There is a duty to report to the Fundraising Regulator on the totality of complaints.

As a provider of mental health services, North Staffs Mind aims to ensure that our fundraising meets the needs of the whole community. It is a signatory of the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Plans for the future

As we enter a new financial year we are looking forward to the opportunities and challenges that 2025-26 will bring. My reports of the last four years seem to repeat themselves as I state that our operational landscape remains uncertain and tough. Just as we think things are easing off something else looms on the horizon to add to our risk register – from austerity to the abolition of NHS England and cuts to ICBs we need to remain agile and continue to be open to doing new things depending on local need and funding available. Our staff, Board members and volunteers continue to work together to generate brilliant results, making my role as Chief Executive particularly enjoyable. We have been delighted to welcome a new Head of Development and Sustainability to our senior leadership team which we hope will enable us to focus on sustainable service development and income generation into the future.

Our merger with Mid Cheshire Mind finalised in 2024 and we are now providing services across a much larger geographical footprint. It was wonderful to host an all staff away day in the autumn of 2024 to see how we are growing and get an insight into our collective skills and experiences. This gives me every confidence for the future.

I am really looking forward to working proactively within the wider Mind Federation during the next year. We are actively involved in many initiatives and are particularly keen to learn from best practice happening around the country – and whether we can adapt this for our local communities. Collaboration with other organisations will also continue to be a key driver for our future success.

Kate Boundy, Chief Executive

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Financial review

A Statement of the Financial Activities of the charity is given on page 15. The total incoming resources for the year amounted to £2,343,691 (2024: £2,469,645) and £2,392,982 (2024: £2,238,505) was dispensed in direct pursuance of the charitable objectives of the company. There were net (outgoing)/incoming resources of (£49,291) (2024: £231,140). This has been deducted from the fund values brought forward at the beginning of the financial year, and the total of fund balances at 31 March 2025 was £1,384,580 (2024: £1,433,871).

The charity reviews its expenditure commitments on a regular basis and has implemented a programme of cost improvements to address the ongoing sustainability of a number of its operations going forward.

Premises at Marsh Street are stated at their 1999 valuation figure. A re-valuation was undertaken during 2007 and this indicated a material difference between the value of the company's assets and the amount at which they are stated in the accounts at that point in time. The Marsh Street premises continue to operate at full capacity.

Planning permission was granted in 2024 to build a new headquarters on the current Marsh Street site, extending into the adjoining vacant plot of land which has been purchased to allow a larger scheme to suit the needs of the charity now and into the future.

Investments during the year, which were interest bearing deposits with the Charities Official Investment Fund, were acquired in accordance with the powers contained in the company's governing instrument and with the provisions of the Charities Act 2011.

The total grants for the year, after transfers to deferred income, were £1,263,620 (2024: £1,364,549). Grants from Public Sector Organisations totalled £1,074,198 (2024: £1,144,218) and represent 46% of total incoming resources.

There were no capital commitments at the balance sheet date and, in the view of the trustees, the funds held at 31 March 2025 were available and adequate to fulfill its existing obligations.

Through prudent financial management of North Staffs Mind, the majority of services and projects during the year remained within budget.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

The trustees have reviewed the reserves policy and have agreed that the level of reserves is assessed annually in order to mitigate current and future risks as well as enabling North Staffs Mind to achieve its objectives. As at 31 March 2025, the actual reserves were £1,384,580. The amount required to meet contractual obligations is £364,072 and a further £175,691 relates to the designated fund requirement. The difference between the actual reserves and free reserves is £844,817, which predominantly relates to the organisation's investment in long-term assets. Designated funds relate to Marsh Street Development (£30,000) and refurbishment of 30 Stanley Street (£145,691).

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Financial value of volunteers

Volunteers make a significant contribution to the work of North Staffs Mind, supporting the charity to deliver both Counselling and the Tuesday social support group, and as trustees and in other roles. Volunteer counsellors support the charity to deliver counselling sessions for adults and children/young people, and volunteers within Community Support Services were involved in befriending/mentoring relationships and helped run social support group activity. We couldn't achieve as much as we do without the invaluable support of our team of dedicated volunteers.

Powers of investment

The trustees are authorised by the Memorandum of Association to invest monies not immediately required for the charity's own purposes in such investments, securities or property as they deem fit, subject to any conditions required by law.

Auditors

The Auditors, Deans, will be proposed for re-appointment at the forthcoming Annual General Meeting.

CHANGES IN FIXED ASSETS

The movement of fixed assets during the year is detailed in note 12 to the financial statements.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors (Trustees) are aware, there is no relevant information of which the company's auditors are unaware. Additionally, the directors have taken all necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Signed on behalf of the trustees:



Mark Poulson

Chair

Date: 23/10/25 2025

North Staffs Mind

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL STATEMENTS

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the trustees on 23/10/ 2025 and signed on their behalf by:



Mark Poulson
Chair

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Opinion

We have audited the financial statements of North Staffs Mind (the 'charitable company') for the period ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risk of fraud and non-compliance with laws and regulations.

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual balances, variances or unexpected relationships;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and
- specifically tested the controls around banking payments

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation claims;
- reviewing correspondence with HMRC and other relevant regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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



Jeremy G Hodgkiss (Senior Statutory Auditor)

Deans

Chartered accountants

Statutory auditor

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Gibson House

Hurricane Court

Hurricane Close

Stafford

ST16 1GZ

Date: 4th November 2025

North Staffs Mind

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) for the year ended 31 March 2025

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
INCOME FROM:					
Donations and legacies	1	137,419	-	137,419	141,488
Charitable activities:					
Grants receivable	2	1,258,053	5,567	1,263,620	1,364,549
Property service charges – housing benefit, rent and supporting people	2	865,611	-	865,611	865,050
External training	2	29,089	-	29,089	34,983
Other trading activities:					
Miscellaneous income	3	25,413	-	25,413	47,690
Investment income	4	22,539	-	22,539	15,885
TOTAL INCOME		2,338,124	5,567	2,343,691	2,469,645
EXPENDITURE ON:					
Charitable activities:					
Adult counselling	5	959,910	5,567	965,477	938,222
Children's counselling	5	567,706	26,143	593,849	628,191
Housing	5	719,922	-	719,922	605,539
Community support services	5	72,019	-	72,019	22,839
External training	5	41,715	-	41,715	43,714
TOTAL EXPENDITURE		2,361,272	31,710	2,392,982	2,238,505
NET INCOME AND NET MOVEMENT IN FUNDS	18	(23,148)	(26,143)	(49,291)	231,140
RECONCILIATION OF FUNDS:					
Total funds brought forward		1,407,728	26,143	1,433,871	1,202,731
TOTAL FUNDS CARRIED FORWARD	18	1,384,580	-	1,384,580	1,433,871

All income and expenditure derives from continuing activities.

All gains and losses recognised in the year have been dealt with in the Statement of Financial Activities.

The notes on pages 18 to 36 form part of the financial statements.

North Staffs Mind

BALANCE SHEET

At 31 March 2025

	Note	2025		2024	
		£	£	£	£
FIXED ASSETS					
Intangible assets	11	(130,246)		-	
Tangible assets	12	521,672		477,989	
			391,426		477,989
CURRENT ASSETS					
Debtors	13	218,547		160,096	
Short term deposits	14	264,254		503,843	
Cash at bank and in hand	15	737,999		582,432	
		1,220,800		1,246,371	
CREDITORS: Amounts falling due within one year	16	(227,646)		(290,489)	
NET CURRENT ASSETS			993,154		955,882
NET ASSETS			1,384,580		1,433,871
THE FUNDS OF THE CHARITY					
UNRESTRICTED FUNDS					
General funds	18-19		1,208,889		1,338,467
Designated funds	18-19		175,691		69,261
			1,384,580		1,407,728
RESTRICTED FUNDS	18-19		-		26,143
TOTAL CHARITY FUNDS	18-19		1,384,580		1,433,871

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

The financial statements on pages 15 to 36 were approved by the board and authorised for issue on 23/10/2025 and were signed on its behalf by:


Mark Poulson
 Chair


Neil Dingley
 Treasurer

Company Registration No. 02294089

Registered Charity No. 700788

The notes on pages 18 to 36 form part of the financial statements.

North Staffs Mind
STATEMENT OF CASH FLOWS
for the year ended 31 March 2025

	Note	2025 £	2024 £
NET CASH FLOW FROM OPERATING ACTIVITIES	21	(178,041)	325,172
CASH FLOW FROM INVESTING ACTIVITIES:			
Payments to acquire tangible fixed assets	12	(88,670)	(86,137)
Purchase of intangible assets	11	160,150	-
Interest received	4	22,539	15,885
Payment to acquire/(release of) short term deposits	14	239,589	(253,843)
NET CASH FLOW FROM INVESTING ACTIVITIES		333,608	(324,095)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		155,567	1,077
Cash and cash equivalents brought forward		582,432	581,355
CASH AND CASH EQUIVALENTS CARRIED FORWARD		737,999	582,432
CASH AND CASH EQUIVALENTS CONSISTS OF:			
Cash at bank and in hand	15	737,999	582,432
CASH AND CASH EQUIVALENTS CARRIED FORWARD		737,999	582,432

The notes on pages 18 to 36 form part of the financial statements.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2025

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

GENERAL INFORMATION AND BASIS OF PREPARATION

North Staffs MIND is a company limited by guarantee in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given in the trustees annual report on page 5.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

GOING CONCERN

The Trustees have reviewed and approved financial projections including cashflow forecasts for the period to 31 March 2027. The Trustees believe there are adequate resources which will enable the charity to meet its liabilities as they fall due for the foreseeable future. For this reason, the Trustees have adopted the going concern basis in preparing the financial statements.

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. Service charges received in advance are apportioned over the accounting periods to which they relate. Interest receivable on bank deposits is accrued on a daily basis over the period in which it is earned.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2025

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

LEGACY INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion, legacies will be notified to the charity, however, it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

RESOURCES EXPENDED

Expenditure is charged on an accruals basis, inclusive of irrecoverable Value Added Tax. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably.

- Direct charitable activities expenditure comprises those costs directly incurred in pursuance of the charity's charitable activities. These costs are related to the employment of counsellors, the provision and maintenance of furnished housing accommodation, the provision of housing workers, the running of befriending projects and the expenses incurred by volunteer workers in connection with their befriending and other charitable activities.
- Support costs comprise all services supplied centrally, and include headquarters' staff and office overhead and accommodation expenses. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.
- Administration costs include the employment costs applicable to organisational, as opposed to project, administration and expenses arising from compliance with constitutional and statutory requirements, including audit fees.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

OPERATING LEASES

Annual rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

INTANGIBLE FIXED ASSETS

Intangible fixed assets are stated at cost less accumulated amortisation and accumulated impairment losses. Amortisation is released to the income and expenditure account on a straight line basis over 10 years.

TANGIBLE FIXED ASSETS

Capital expenditure over a value of £500 is capitalised.

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2025

Depreciation is provided at the following annual rates as applied to the cost or valuation in order to write off each asset over its estimated useful economic life.

Freehold land	- nil
Freehold buildings	- 2% straight line
Housing furniture and equipment	- 15% - 33.3% straight line
Office furniture and equipment	- 15% - 33.3% straight line

INVESTMENTS

Investments comprising short-term deposits with the Charities Official Investment Fund are stated at cost and are repayable on demand. They are therefore included in the accounts as current assets.

DEBTORS

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments repayable without penalty on notice of not more than 24 hours.

CREDITORS

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

FINANCIAL INSTRUMENTS

The charitable company only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charitable company and their measurement basis are as follows:

Financial assets – Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 16. Taxation and social security are not included in the financial instruments disclosure definition, deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The amount charged against profits represents the contributions payable to the scheme in respect of the accounting year.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2025

FUND ACCOUNTING

General accumulated funds are unrestricted funds available to the charity for its general purposes and include, from time to time, funds designated by the charity for particular purposes, the use of any such designated funds remaining at all times at the discretion of the Trustees.

Restricted funds are subject to restrictions imposed by the donor or by the specific terms of the appeal under which funds are raised. The cost of raising and administering such funds are charged against the specific fund. The restrictions are binding upon the Charity.

TAXATION

As a registered charity the company is exempt from liability to corporation tax on its income from charitable activities and capital gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

Freehold Property

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900, valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £177,500 which relates to land on which no depreciation has been charged.

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2025

1 DONATIONS AND LEGACIES

Unrestricted funds

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Donations and Legacies	137,419	-	137,419	141,488

2 CHARITABLE ACTIVITIES

Charitable activities for 2025 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2025 £
Adult Counselling			
North Staffordshire Combined Healthcare Trust Mind (NAMH)	266,961	-	266,961
Private commissioned work	-	5,567	5,567
Midlands Partnership NHS Foundation Trust	24,855	-	24,855
Cheshire Police	403,366	-	403,366
Cheshire West & Chester Council	3,500	-	3,500
	50,000	-	50,000
	<hr/>	<hr/>	<hr/>
	748,682	5,567	754,249
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools Changes Health & Wellbeing	350,371	-	350,371
	98,854	-	98,854
	<hr/>	<hr/>	<hr/>
	449,225	-	449,225
Community Support Services			
Changes Health & Wellbeing	60,146	-	60,146
	<hr/>	<hr/>	<hr/>
	60,146	-	60,146
Property Services charges – housing benefit, rent and supporting people	865,611	-	865,611
External Training	29,089	-	29,089
	<hr/>	<hr/>	<hr/>
	2,152,753	5,567	2,158,320
	<hr/>	<hr/>	<hr/>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

2. CHARITABLE ACTIVITIES (CONTINUED)

Charitable activities for 2024 are made up as follows:

	Unrestricted funds £	Restricted Funds £	Total 2024 £
Adult Counselling			
North Staffordshire Combined Healthcare Trust	238,842	-	238,842
Mind (NAMH)	-	18,000	18,000
Private commissioned work	23,350	-	23,350
Midlands Partnership NHS Foundation Trust	558,313	-	558,313
	<hr/>	<hr/>	<hr/>
	820,505	18,000	838,505
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools	347,063	-	347,063
Mind (NAMH)	-	34,047	34,047
Private commissioned work	2,932	-	2,932
Changes Health & Wellbeing	141,272	-	141,272
	<hr/>	<hr/>	<hr/>
	491,267	34,047	525,314
Community Support Services			
Private commissioned work	450	-	450
Mind (NAMH)	-	280	280
	<hr/>	<hr/>	<hr/>
	450	280	730
Property Services charges – housing benefit, rent and supporting people	865,050	-	865,050
External Training	34,983	-	34,983
	<hr/>	<hr/>	<hr/>
	2,212,255	52,327	2,264,582
	<hr/>	<hr/>	<hr/>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

3 MISCELLANEOUS INCOME

<i>Unrestricted funds</i>	Total 2025 £	Total 2024 £
ThinkWell	16,765	19,410
Other	8,648	28,280
	<hr/>	<hr/>
	25,413	47,690
	<hr/> <hr/>	<hr/> <hr/>

4 INVESTMENT INCOME

<i>Unrestricted funds</i>	Total 2025 £	Total 2024 £
Interest	22,539	15,885
	<hr/>	<hr/>
	22,539	15,885
	<hr/> <hr/>	<hr/> <hr/>

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2025

	Activities undertaken directly £	Grant funding of activities £	Support Costs £	Total 2025 £
Adult counselling	128,706	608,062	228,709	965,477
Children's counselling	46,912	403,993	142,944	593,849
Housing	548,390	-	171,532	719,922
Community support services	54,866	-	17,153	72,019
External training	30,279	-	11,436	41,715
	<hr/>	<hr/>	<hr/>	<hr/>
	809,153	1,012,055	571,774	2,392,982
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2025 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2025
	£	£	£	£	£	£
Salaries and social security costs	682,760	414,380	184,087	47,687	28,088	1,357,002
Pension contributions	29,545	16,324	7,050	1,825	1,166	55,910
Training	-	-	-	-	-	-
Travel	1,253	638	4,888	252	-	7,031
Advertising and publicity	-	-	-	-	-	-
Sessional work	-	-	-	-	-	-
Professional insurance	1,882	779	-	-	-	2,661
Supervision	5,057	12,127	1,674	-	-	18,858
Volunteer expenses	575	-	-	-	-	575
Other costs	5,798	4,232	10,627	3,582	1,025	25,264
Property costs	9,898	928	318,558	1,520	-	330,904
Depreciation	-	1,497	21,506	-	-	23,003
Support costs (see note 6)	228,709	142,944	171,532	17,153	11,436	571,774
	<u>965,477</u>	<u>593,849</u>	<u>719,922</u>	<u>72,019</u>	<u>41,715</u>	<u>2,392,982</u>

Resources expended on charitable activities for 2025 was £2,392,982 (2024: £2,238,505) of which £31,710 (2024: £58,390) was attributable to restricted funds and £2,361,272 (2024: £2,180,115) was attributable to unrestricted funds.

RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2024:

	Activities undertaken directly	Grant funding of activities	Support Costs	2024
	£	£	£	£
Adult counselling	131,605	622,701	183,916	938,222
Children's counselling	32,141	473,439	122,611	628,191
Housing	487,307	-	118,232	605,539
Community support services	18,180	280	4,379	22,839
External training	34,956	-	8,758	43,714
	<u>704,189</u>	<u>1,096,420</u>	<u>437,896</u>	<u>2,238,505</u>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2024 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2024
	£	£	£	£	£	£
Salaries and social security costs	698,627	467,474	161,289	15,904	32,869	1,376,163
Pension contributions	30,444	18,089	6,303	711	490	56,037
Training	-	-	-	-	-	-
Travel	834	730	5,674	13	-	7,251
Advertising and publicity	-	-	-	-	-	-
Sessional work	-	-	-	-	-	-
Professional insurance	1,593	237	-	-	-	1,830
Supervision	7,077	12,108	1,679	-	-	20,864
Volunteer expenses	-	-	-	210	-	210
Other costs	7,777	4,710	53,215	332	1,597	67,631
Property costs	7,954	807	245,677	1,290	-	255,728
Depreciation	-	1,425	13,470	-	-	14,895
Support costs (see note 6)	183,916	122,611	118,232	4,379	8,758	437,896
	<u>938,222</u>	<u>628,191</u>	<u>605,539</u>	<u>22,839</u>	<u>43,714</u>	<u>2,238,505</u>

6 SUPPORT COSTS ALLOCATION 2025

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2025
	£	£	£	£	£	£
Salaries and social security costs	145,088	90,680	108,816	10,882	7,254	362,720
Pensions	6,402	4,001	4,801	480	320	16,004
Training	3,484	2,177	2,613	261	174	8,709
Travelling expenses	2,996	1,873	2,247	225	150	7,491
Office expenses	6,369	3,980	4,776	478	318	15,921
Insurance	4,575	2,859	3,431	343	229	11,437
Professional fees	1,468	918	1,101	110	73	3,670
Advertising and publicity	-	-	-	-	-	-
Rent	1,912	1,195	1,434	143	96	4,780
Utilities	8,251	5,157	6,189	619	412	20,628
Computer software and support	25,772	16,108	19,329	1,933	1,289	64,431
Repairs and renewals	3,257	2,037	2,443	244	163	8,144
Depreciation	4,195	2,622	3,146	315	210	10,488
Goodwill Amortisation	(3,227)	(2,017)	(2,420)	(242)	(161)	(8,067)
Other	13,730	8,582	10,298	1,030	687	34,327
Governance	4,437	2,772	3,328	332	222	11,091
	<u>228,709</u>	<u>142,944</u>	<u>171,532</u>	<u>17,153</u>	<u>11,436</u>	<u>571,774</u>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

6 SUPPORT COSTS ALLOCATION 2024 (CONTINUED)

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2024
	£	£	£	£	£	£
Salaries and social security costs	113,164	75,442	72,748	2,694	5,389	269,437
Pensions	4,519	3,012	2,905	108	215	10,759
Training	1,422	949	915	34	67	3,387
Travelling expenses	1,530	1,020	983	36	73	3,642
Office expenses	9,604	6,402	6,174	229	457	22,866
Insurance	4,269	2,847	2,745	102	203	10,166
Professional fees	-	-	-	-	-	-
Advertising and publicity	144	96	92	3	7	342
Rent	245	163	157	6	12	583
Utilities	3,273	2,183	2,105	78	155	7,794
Computer software and support	16,014	10,676	10,295	381	763	38,129
Repairs and renewals	1,534	1,022	986	37	73	3,652
Depreciation	1,418	946	912	34	68	3,378
Other	22,314	14,876	14,344	531	1,063	53,128
Governance	4,466	2,977	2,871	106	213	10,633
	<u>183,916</u>	<u>122,611</u>	<u>118,232</u>	<u>4,379</u>	<u>8,758</u>	<u>437,896</u>

The charity allocates its support costs as shown above and then further apportions these costs between the five charitable activities undertaken (see note 5). Support costs are allocated on a basis consistent with the use of resources.

7 NET INCOMING RESOURCES FOR THE YEAR

Net incoming resources are arrived at after charging the following:

	2025 £	2024 £
Depreciation and other amounts written off tangible fixed assets – owned	44,987	18,272
Auditors' remuneration:		
Audit services	8,700	8,500
Operating lease:		
Land & building	37,618	33,473
Other equipment	4,176	11,933
	<u>95,481</u>	<u>72,178</u>

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2025

8 TRUSTEES AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

In accordance with the governing instrument, no emoluments were paid during the year (2024: £Nil) to the Chair, the directors or any of the trustees.

The total amount of employee benefits received by key management personnel is £232,295 (2024: £201,818). Key management are as disclosed on page 1.

Travel expenses of £Nil (2024: £Nil) have been reimbursed during the year to trustees.

9 STAFF COSTS AND NUMBERS

Details of employee costs are as follows:

	2025	2024
	£	£
Wages and salaries	1,598,894	1,536,474
Social security costs	123,197	111,234
Pension costs	71,914	66,796
	<u>1,794,005</u>	<u>1,714,504</u>
	<u>1,794,005</u>	<u>1,714,504</u>

The emoluments of one member of staff including benefits in kind are within the range of £70,000 - £79,999, (2024: one within the range of £60,000 - £69,999), not including retirement benefits which are accruing under a defined benefit scheme.

The average number of persons (excluding trustees) employed, analysed during the year by category, was as follows:

	2025	2024
	Number	Number
Counselling and Care Services	60	67
Housing Project Services	7	9
Community Support Services	5	2
Support staff:		
Administration/accounts	12	10
Chief executive	1	1
	<u>85</u>	<u>89</u>
	<u>85</u>	<u>89</u>

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2025

10 PENSION SCHEME

The charity operates a defined contribution scheme on behalf of its employees. The pension cost charge for the year represents contributions payable by the charity to the fund and amounted to £71,914 (2024: £66,796). There were outstanding contributions of £Nil (2024: £2,477) at the year end.

11 INTANGIBLE FIXED ASSETS

	Goodwill
	£
COST/VALUATION	
Additions	(160,150)
Impairment	21,836
	<hr/>
At end of year	(138,314)
	<hr/>
AMORTISATION	
Charge	8,068
	<hr/>
At end of year	8,068
	<hr/>
NET BOOK VALUE	
At 31 March 2025	(130,246)
	<hr/> <hr/>

Business Combination and Goodwill

On 2 September 2024, North Staffs Mind merged with Mid Cheshire Mind. The merger was accounted for as a business combination in accordance with the Charities SORP (FRS 102). The assets and liabilities of Mid Cheshire Mind were recognised at their fair values at the date of acquisition. The fair value of assets acquired exceeded the consideration transferred, resulting in negative goodwill of £160,150. This has been recognised as an intangible asset and is being amortised over 10 years, which the trustees consider to reflect the period over which the benefits of the combination will be realised. The amortisation charge for the year ended 31 March 2025 was £8,068, and the carrying amount of negative goodwill at the year end was £130,246.

Impairment of Goodwill

During the year the charity recognised an impairment charge of £21,836 in respect of goodwill arising from the merger. The impairment relates to specific costs incurred as part of the merger including:

Payroll costs (July and August 2024) £13,463

Legal fees relating to the merger £5,784

Redecoration costs £2,187

These costs were impaired following a review of the carrying value of the goodwill, which determined that the recoverable amount was lower than the carrying amount.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

12 TANGIBLE FIXED ASSETS

	Freehold land and buildings	Office furniture and equipment	Housing furniture and equipment	Total
	£	£	£	£
COST/VALUATION				
At beginning of year	522,538	87,360	177,267	787,165
Additions	11,173	73,777	3,720	88,670
At end of year	533,711	161,137	180,987	875,835
DEPRECIATION				
At beginning of year	151,643	72,469	85,064	309,176
Charge for year	6,901	22,076	16,010	44,987
At end of year	158,544	94,545	101,074	354,163
NET BOOK VALUE				
At 31 March 2025	375,167	66,592	79,913	521,672
At 31 March 2024	370,895	14,891	92,203	477,989

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900 valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. Assets were valued on the basis of 'the market value of the freehold interest in the property in its current physical condition' as defined by the RICS valuation professional standards. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £177,500 which relates to land on which no depreciation has been charged.

Fixed assets are held for direct charitable purposes.

Security enhancements have been included within additions to office furniture and equipment.

If the land and buildings had not been included at valuation they would have been included under the historical cost convention as follows:

	2025	2024
	£	£
Cost	473,328	473,328
Accumulated Depreciation	144,356	138,439
Net Book Value	328,972	334,889

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

13 DEBTORS

	2025	2024
	£	£
Trade debtors	128,991	89,163
Prepayments and accrued income	87,540	69,809
Other debtors	2,016	1,124
	<u>218,547</u>	<u>160,096</u>

14 SHORT TERM DEPOSITS

	2025	2024
	£	£
Treasury reserve account	264,254	503,843
	<u>264,254</u>	<u>503,843</u>

15 CASH AT BANK AND IN HAND

	2025	2024
	£	£
Cash at bank and in hand	580,990	458,078
Charities official investment fund	157,009	124,354
	<u>737,999</u>	<u>582,432</u>

16 CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	45,039	86,672
Other taxes and social security	28,838	22,518
Accruals	32,615	45,934
Deferred income (see note 17)	120,212	129,592
Other Creditors	942	5,773
	<u>227,646</u>	<u>290,489</u>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

17 DEFERRED INCOME

The movements for the year as follows:

	At 1 April 2024 £	Received £	Released £	At 31 March 2025 £
Deferred income	129,592	344,474	(353,854)	120,212

18 STATEMENT OF FUNDS

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
UNRESTRICTED FUNDS					
General fund	1,338,467	2,338,124	(2,350,007)	(117,695)	1,208,889
<i>Designated funds:</i>					
Service Improvement and Development	3,000	-	(2,972)	(28)	-
Marsh Street Development	20,570	-	(8,293)	17,723	30,000
Refurbishment of 30 Stanley St.	45,691	-	-	100,000	145,691
	<u>1,407,728</u>	<u>2,338,124</u>	<u>(2,361,272)</u>	<u>-</u>	<u>1,384,580</u>
RESTRICTED FUNDS					
SCESS	-	5,567	(5,567)	-	-
Paragon Donation	26,143	-	(26,143)	-	-
	<u>26,143</u>	<u>5,567</u>	<u>(31,710)</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS	<u><u>1,433,871</u></u>	<u><u>2,343,691</u></u>	<u><u>(2,392,982)</u></u>	<u><u>-</u></u>	<u><u>1,384,580</u></u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2025

The designated funds are as follows:

Marsh Street Development – for future fees as we get planning approval and cost the project to enable creation of a funding proposal for the build.

Refurbishment of 30 Stanley Street – investment in refurbishment of our residential units at 30 Stanley Street.

Transfers

£117,695 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent the following contracts to supply specific services for adults and young people.

£5,567 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their SCESS project to provide support to 11-18 year olds through delivering group support and 1:1 guided self help sessions.

STATEMENT OF FUNDS 2024

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
UNRESTRICTED FUNDS					
General fund	1,092,525	2,417,318	(2,119,238)	(52,138)	1,338,467
<i>Designated funds:</i>					
Service Improvement and Development	3,000	-	-	-	3,000
Marsh Street Development	20,000	-	(19,430)	20,000	20,570
Refurbishment of 30 Stanley St.	55,000	-	(41,447)	32,138	45,691
	<u>1,170,525</u>	<u>2,417,318</u>	<u>(2,180,115)</u>	<u>-</u>	<u>1,407,728</u>
RESTRICTED FUNDS					
Cost of Living Fund	-	18,000	(18,000)	-	-
SCESS	5,474	34,047	(39,521)	-	-
EIPL	589	280	(869)	-	-
Paragon Donation	26,143	-	-	-	26,143
	<u>32,206</u>	<u>52,327</u>	<u>(58,390)</u>	<u>-</u>	<u>26,143</u>
TOTAL FUNDS	<u><u>1,202,731</u></u>	<u><u>2,469,645</u></u>	<u><u>(2,238,505)</u></u>	<u><u>-</u></u>	<u><u>1,433,871</u></u>

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2025

18 STATEMENT OF FUNDS (CONTINUED)

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

Service Improvement and Development - funding for continuing professional development activity.

Marsh Street Development – investment in the creation of plans for our Marsh Street redevelopment project. This will take us to planning and approval and allows us to create a funding strategy for the build phase.

Refurbishment of 30 Stanley Street – investment in refurbishment of our residential units at 30 Stanley Street.

Transfers

£52,138 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent the following contracts to supply specific services for adults and young people.

£18,000 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through the Cost of Living Fund to provide support and counselling services to users of the local food banks.

£34,047 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their SCESS project to provide support to 11-18 year olds through delivering group support and 1:1 guided self help sessions.

£280 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their EIPL project to embed a wide range of diverse approaches in equality, influence and participation to shape the organisation and the services it provides.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds General funds £	Unrestricted funds Designated funds £	Restricted funds £	Total Funds £
Intangible fixed assets	(130,246)	-	-	(130,246)
Tangible fixed assets	521,672	-	-	521,672
Debtors	218,547	-	-	218,547
Short term deposits	264,254	-	-	264,254
Cash at bank and in hand	562,308	175,691	-	737,999
Creditors due within one year	(227,646)	-	-	(227,646)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	1,208,889	175,691	-	1,384,580
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

ANALYSIS OF NET ASSETS BETWEEN FUNDS 2024

	Unrestricted funds General funds £	Unrestricted funds Designated funds £	Restricted funds £	Total Funds £
Tangible fixed assets	477,989	-	-	477,989
Debtors	160,096	-	-	160,096
Short term deposits	503,843	-	-	503,843
Cash at bank and in hand	487,028	69,261	26,143	582,432
Creditors due within one year	(290,489)	-	-	(290,489)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	1,338,467	69,261	26,143	1,433,871
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

20 FINANCIAL INSTRUMENTS

	2025 £	2024 £
Financial assets measured at fair value through profit or loss	1,002,254	1,086,275
Financial assets measured at amortised cost	188,114	131,471
Financial liabilities measured at amortised cost	77,654	138,382

Financial assets measured at fair value through the profit and loss include cash at bank and in hand and short term deposits.

Financial assets measured at amortised cost include trade debtors and accrued income.

Financial liabilities measured at amortised cost include trade creditors, accruals and other creditors.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

21 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net income/(expenditure) for year	(49,291)	231,140
Net interest receivable	(22,539)	(15,885)
Depreciation of tangible fixed assets	44,987	18,272
Amortisation of intangible fixed assets	(8,068)	-
Impairment of intangible fixed assets	(21,836)	-
(Increase)/Decrease in debtors	(58,451)	32,465
Increase/(Decrease) in creditors	(62,843)	59,180
	<u>(178,041)</u>	<u>325,172</u>

22 ANALYSIS OF CHANGES IN NET DEBT

	31 March 2024	Cash flows	31 March 2025
	£	£	£
Cash and cash equivalents	582,432	155,567	737,999
Total net debt	<u>582,432</u>	<u>155,567</u>	<u>737,999</u>

23 COMMITMENTS

There were no capital commitments at the year end (2024: £nil).

Operating lease commitments with regard to non-cancellable operating leases are as follows:

	2025		2024	
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases which expire:				
Within 1 year	82,536	4,191	37,618	4,049
Within 2-5 years	-	3,785	29,372	7,213
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

24 RELATED PARTY TRANSACTIONS

There have been no related party transactions.

NORTH STAFFS MIND

England & Wales - Charity number 700788

Accounts

NORTH STAFFS MIND
(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

Year Ended 31 March 2024



Company Registration No. 02294089
Registered Charity No. 700788

North Staffs Mind

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North Staffs Mind

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number: 700788

Company Number: 02294089

Chair: Jonathan Phelan

Vice Chair: Mark Poulson

Chief Executive: Kate Boundy

Company Secretary: Kate Boundy

Trustees/Company Directors: Linda Holt
Neil Dingley
Amy Spruce (resigned 07/06/24)
Susan Moffat
Mark Poulson
Susan Davies
Kishore Chandiramani
James Aberley
Lynne Ingram
Darren Kempson (resigned 12/05/23)
Jonathan Phelan
Stuart Fisher
Sarah Burns

Key Management Personnel: Kate Boundy, Chief Executive
Deb Smith, Head of Services
Laura Colclough, Head of HR
Jane Considine, Head of Finance

Auditors: Deans (Staffordshire) Limited, Gibson House, Hurricane Court,
Hurricane Close, Stafford, ST16 1GZ

Bankers: National Westminster Bank Plc, 1 Upper Market Square,
Hanley, Stoke-on-Trent, ST1 1QA

Registered Office: 83 Marsh Street, Hanley, Stoke-on-Trent, ST1 5HN

Status: North Staffs Mind is a company limited by guarantee. It is a registered charity and governed by the provisions of its Memorandum and Articles of Association.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

The trustees are pleased to present their report together with the audited financial statements of the charitable company ("the charity") for the year ended 31st March 2024. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the 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 published in October 2019.

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

DIRECTORS AND TRUSTEES

The directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows:

Neil Dingley
Linda Holt
Amy Spruce (resigned 07/06/24)
Susan Moffat
Mark Poulson
Susan Davies
Kishore Chandiramani
James Aberley
Lynne Ingram
Darren Kempson (resigned 12/05/23)
Jonathan Phelan
Stuart Fisher
Sarah Burns

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

North Staffs Mind is a company limited by guarantee and does not have any share capital. It is a non-profit making organisation and registered charity governed by its Memorandum and Articles of Association.

Organisation and appointment of trustees

The Board is made up of 12 elected members (trustees). The Board meets at least 4 times per year. Decisions are taken by a majority vote and the Board appoints a Chief Executive to manage the day to day operations of the organisation, ensure that the organisation meets its aims and objectives, provide leadership to the organisation and take responsibility, alongside the trustees and the senior management team, for strategic development and planning.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Trustee induction and training

The charity recognises that its board needs a diverse range of skills, experience and knowledge to run the organisation effectively. New trustees are recruited to North Staffs Mind based on the use of adverts, word-of-mouth and personal recommendation. A skills matrix is maintained to ensure the board understands its collective skills set, identifies any key areas that are lacking and how these are best addressed – whether through training or recruitment. The Board has an active succession plan.

All potential new trustees meet the Chief Executive and Chair to gain insight into the organisation and the expectations and obligations of the trustee role. Following this they are invited to observe at Board meeting to ensure they understand the commitment required before taking on a trustee role.

There is a comprehensive induction process in place which includes information on roles and responsibilities of trustees, good governance reference material including a generic trustee role description and information about the charity's structure and remit. The induction pack is reviewed and updated every two years to capture current good practice in governance, trustee board development and planning, and is available electronically. Policies on dealing with conflicts of interest and induction/training are included in the pack and an active conflicts register maintained.

An information sheet is distributed to all new trustees, and annually to existing trustees, to identify specific areas where information or support is required to carry out the role and consider options relating to training/learning styles. Refresher training on roles and responsibilities is provided on a regular basis. An annual away day is organised for trustees to consider collectively key strategic issues which could influence and impact upon the future direction of the organisation to inform annual and strategic planning.

North Staffs Mind complies with the principles of the national Charity Governance Code.

Risk management

The trustees acknowledge their responsibility for managing risk and regularly give consideration to the major risks to which the charity is exposed and the implementation of robust systems to mitigate these risks.

The Risk Subcommittee is responsible for overseeing the organisations strategic risk register and reports to Board on significant new or escalating risks. The subcommittee comprises of trustees, NS Mind's Head of Services, Head of HR and the Chief Executive.

The subcommittee ensures that the strategic risk register is regularly reviewed and updated and reviews new and escalating risks. Each meeting focuses on an operational area at each meeting – with the service lead in attendance. This is helping to ensure risk is integrated into all of our work. The subcommittee reports to our main Board.

We have ensured a number of measures are in place to mitigate the financial resilience risk including establishing a diverse range of income generating activities to ensure we maximise income raising opportunities.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Principal risks and uncertainties

Trustees consider the principal risk faced by North Staffs Mind to be:

Financial Sustainability – North Staffs Mind operates a number of large contracts which, if not renewed, would have significant impact on the cost base of the organisation. Our income continues to be affected by financial uncertainty and constraints – in particular fundraising and paid service income.

OBJECTIVES AND ACTIVITIES

The objectives of the charity

- to promote the preservation of mental health by working with and supporting people with mental ill-health to feel enabled and empowered to live with and manage their mental health; and
- to relieve the needs of people with mental ill-health by working to increase understanding of mental health, raising awareness and challenging stigma and discrimination

In order to achieve these objectives, it is the charity's policy to offer a comprehensive range of appropriate services. The service offer is under constant review to ensure it continues to meet the changing needs of local people.

Our Vision

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

Connecting Minds

We bring people together to make change in their communities.

Supporting Minds

We deliver life-changing support.

Changing Minds

We speak out and demand better from policymakers and the public.

Engaging Minds

We actively engage our supporters and local communities with our work

Equitable Minds

We offer equality of access to our services, jobs and opportunities

North Staffs Mind

TRUSTEES' ANNUAL REPORT

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Despite the challenging circumstances in which we continue to operate, 2023-24 was a very successful year for North Staffs Mind. This is due to the hard work and dedication of the whole team.

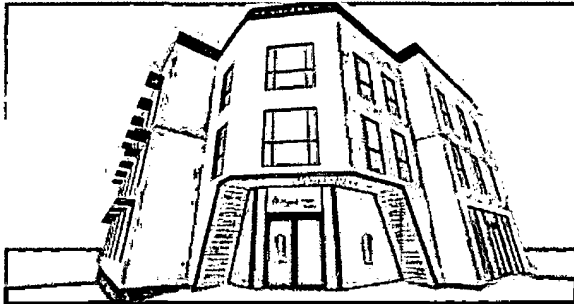
During the year we supported 9,500 local people through our service offer. In addition, there were over 2,500 visits to the Speak Up Space website seeking online resources and onward signposting. We also provided support via our NS Mind website (analytics unavailable 2023-24) which means that we reached out to over 10,000 people during the year.

Our financial performance exceeded our expectations with fundraised income ahead of budget and through a number of grants awarded during the year.

In the spring of 2024, our leadership team began providing leadership support to our neighbours at Mid Cheshire Mind and began a due diligence exercise as we actively explored a merger. Mid Cheshire Mind was the smallest organisation within the Mind Federation.

This opportunity met North Staffs Mind's growth aspirations and we are looking forward to expanding our service reach into Cheshire through this merger.

We advanced our new HQ build aspirations as we completed a stakeholder engagement exercise – to understand the hopes and aspirations for the new premises from a wide range of local people and service users. Our architects have used this feedback to create plans and we completed the necessary surveys required to accompany these to the planning department.



Our Service Offer

'North Staffs Mind aims to empower people to develop independence whilst supporting their mental health, wellbeing, and broader needs. The organisation is always looking for ways to ensure there are positive outcomes for its beneficiaries, often resulting in collaborative working, signposting to organisations who are better equipped to support people's needs and continuously adapting services/creating new services to meet client need.' North Staffs Mind MQM Report September 2022

Service managers share a round up of their work and achievements of the year

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Adult Counselling Service

Ange Williamson

Over the last 12 months our team has continued to evolve and develop.

We offer the following:

- Paid for service – affordable counselling with low waiting times.
- Corporate service – aimed at reducing staff absence and raising motivation and wellbeing.
- A limited free service - initially delivered by our placement students, certain clients have needed sessions with our more experienced therapists due to the complexity of need.
- One to one support for our housing clients.
- Supervision for internal and external front line staff members.
- De-briefs for businesses following on site incidents or illness.

During the year we also formed a new group/peer supervision group for NS Mind counsellors to boost our support and development offer. This is for our counsellors who work primarily externally and are not experiencing the full social side of work interactions.

During 2023-24 we delivered:

- 347 Referrals
- 1256 Sessions
- 420 Internal supervisions
- 184 External supervisions
- Over 100 positive outcomes

In the next 12 months we plan to offer more placements opportunities for local university students as we continue to support the development of the next generation of counsellors – and also enhance our talent pipeline for future vacancies.

Ange Williamson – Adul Service lead *'My proudest achievement during 2023-24 was the continual growth of the adult team and their ability to learn and evolve by supporting the service and adapting to new ways of working.'*

Counselling for Wellbeing pathways

The Counselling for Wellbeing (formally Non-IAPT) pathway supports adult clients referred into the NHS Talking therapies service across the Stoke and Staffordshire areas. The pathway offers one to one counselling sessions both remotely and face to face to accommodate client need. In January 2023 a new additional pathway was launched that focuses on providing support for clients struggling with recurrent anger issues.

This year across the pathways we have:

- Received 1297 new referrals.
- Ended with 1515 clients.
- Offered 9077 sessions.
- While a relatively small sample all client satisfaction forms have been 100% positive and there have been no complaints in 2023/24.

There were several new developments in 2023-24. Alongside the launch of the new anger pathway a new referral criteria was launched in September 2023 to ensure referral suitability and reduce wait times. A new booking system for Stoke-on Trent clients was also implemented in November 2023 again to reduce client wait times and to bring more alignment in the way of working across the 3 NHS areas we operate in.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

There have been a number of staffing changes over the past year including the introduction of a new Project Co-ordinator in June 2023, the introduction of 6 new anger project workers into the service and the reduction in team size on the CFW pathway due to non-recurrent funding reaching an end. From a monitoring and reporting perspective despite operating a service for several years this is the first time where we have statistics for the whole year from the NHS to report back on and a new narrative report was introduced in January 2024. The service has also been rebranded as 'Counselling for Wellbeing' as the IAPT service rebranded itself as 'Talking Therapies' in June 2023.

Service lead Ian Bradshaw *'Reflecting on a year of transition I am most proud of the team's ability to continue to deliver a high-quality client focused service despite staff reductions and a change in project lead.'*

Housing Service **Colene Boskovic**

Our supported housing service continues to support residents in the local community. Additionally, floating support continues to be offered to those in general needs tenancies with other landlords who are struggling due to mental ill health.

During 2023-24 the team supported 75 people

2023/24 saw us implement a new housing management IT system which enables us to better manage our properties and the associated compliance requirements.

Housing Manager Colene Boskovic

'Raising awareness of our service to organisations that didn't previously know we existed has resulted in an increase in referrals and the forging of some great partnerships. At a team level I'm proud that we have now migrated to an 'almost' entirely digital service, petty cash has gone and been replaced by more streamlined, auditable processes and for the first time we've successfully challenged Housing Benefit decisions resulting in wiping out a significant amount of debt for one resident. There were lots more 'wins' throughout the year and so much more to be achieved in the coming year. It really is an exciting time for our housing service!'

Schools Service **Lisa Woolrich**

Our team are working in 42 schools, delivering two service offers:

One-to-one counselling to students who are attending a variety of educational settings. This includes mainstream primary, secondary schools and specialist settings. As a commissioned service, we work closely with the schools to ensure that we are meeting the individual needs of their students and adapting our provision to meet the expectations of the individual settings.

School supervision enables us to support staff members who work within complex roles such as safeguarding and pastoral teams. We provide supervision to 8 schools, 3 of which are not currently accessing our student provision.

In 2023/2024 we supported 1726 young people, offered 7742 sessions in 39 schools. We also delivered 4 spot purchases, additional provision to schools, and delivered 69 supervision sessions.

100% of our primary school and secondary clients would recommend our service to other students.
100% of our link workers would recommend our service to other schools.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

We are aware that schools are experiencing financial pressures, with budgets becoming increasingly limited. As a service we are keen to further evidence the impact of our services on both students and staff.

We have asked our schools, along with the Termly reports that they receive, if they are interested in receiving case studies. Some of the school's have agreed that this will provide further information for them to offer to SLT members. As a result, some schools are now receiving a Termly case study. An example of a case study is below:

Presenting Condition	Anxiety, Self-Esteem, Low Mood, Anger, Suicidal Thoughts
Which Goal or ROM was used?	CORS
Score at the beginning of therapy	6
Score at the end of therapy	14
Did this client end on a positive outcome	Yes
Interventions / Counselling Modalities used	Integrative, CBT based strategies / interventions; Creative strategies / interventions.
Other professionals working with this client, if applicable	School; CAMHS; Social Care.
How many sessions were attended	16 – 20
Referral completed to another service; this may include a Step Up to CAMHS / Safeguarding	Client was awaiting CAMHS appointment. Referral was done by school.
If Safeguarding was an issue, which report was completed	Both a Cause for Concern and a Safe Plan.
Feedback from this client at the end of therapy	I wish I could have carried on working with you, but I do understand that we have to end now that I am going to CAMHS.
Feedback from any professional, if applicable.	Client seems to be a lot more settled at school.
Any other relevant information	Client ended therapy due to CAMHS intervention. Client recently attended a drop-in session as CAMHS ended after one session with her. Client is now back on CAMHS waiting list due to telephone calls from the school. Client will continue with ad hoc drop-in sessions with myself.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Schools are incredibly busy environments; it is evident that school staff and students are navigating a range of complex issues. My team continues to rise to unexpected challenges, offering an ethical service to children and young people, from Cannock, Lichfield, Stoke-on-Trent, North Staffordshire and Crewe. They balance lone working, school settings, connecting with other team members and being part of the NSM community. I am incredibly proud of them.

Maccas Project **Nina Mashouri-Mollart**

Our Maccas Project youth project provides school workshops and drop-in sessions throughout the local area.

CYP Supported – 2305
School Workshops Delivered – 87
Drop-ins Delivered – 11

Unfortunately, we lost Amy our Service Manager who went on to new ventures, but again credit to the team who carried on and provided an excellent service.

Feedback from schools and young people as always is positive with workshop dates being snapped up by schools as quickly as we offer them.

Maccas, Schools and Training services have all gotten together to collaborate on a CYP Suicide & Self harm Awareness workshop for professionals, after feedback received from school staff asking for support. We now have a half-day training workshop that the training team are delivering along with one of our CYP Managers, which we have delivered to several schools and Stoke Council staff with more already booked in the training diary.

Maccas have also collaborated on creating a suite of CYP Suicide workshops with Ruff & Ruby, due to be rolled out imminently with a member of the Maccas team co-facilitating.

Speak Up Space **Deb Smith**

Online webchat and resources for children and young people.

STATS:

Chats – 256 Web Visitors – 2352

In February 2024 SUS was taken out of the Stay Well contract and we dropped down to 3 evenings per week from 5. Despite uncertain times the staff and volunteers rallied and adjusted to ensure that we could still offer the service.

New promotional materials and social media campaigns were created alongside a push from both our school's team and Maccas team, in schools.

As we are no longer tied to funding constraints and postcode areas, we have opened the service offer to Cheshire.

Gemma Williams Project lead:

"I am proud of how the Speak up Space team have adapted to changes made to the service hours, we continue to work as a team and support each other so that we can provide the best possible support for the young people who access our service.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

The team continue to provide excellent support to service users, many of whom are struggling in challenging circumstances and tell us that they value having someone to chat to when they need it. On this service, the team never know what to expect when a young person starts a chat, I am proud of their flexibility and skill at supporting each unique interaction."

Children and Young People Service – Stay Well

Deb Smith

We work with Changes and the Dove Service to provide a commissioned wellbeing service to children and young people living in Stoke in Trent.

CYP Supported - 824
Sessions offered – 1503
Positive outcomes – 82%
DNA rate – 8%
Extra contacts outside of sessions – 3223
Parents Supported – 30

A challenging twelve months with more complex cases coming through due to wait times for CAMHS reaching an all time high, and the aftereffects of the pandemic making their mark. A lack of resilience for both young people and families is very apparent with anxiety being one of the main presenting issues.

Our main achievements this year:

- Maintaining quality and keeping wait times to a minimum without full staffing capacity.
- The return of a valued member of the team back to full capacity after overcoming her battle with cancer.
- Having the contract extended to March 2025

Group peer support

Sarah Leake

STATS:

Group Sessions Delivered – 106
Drop-ins Delivered – 112
Number of Attendances – 358

In October Sarah Leake joined our team as our new Adult Group Co-Ordinator. Sarah has been busy ensuring equality and diversity are offered throughout all our groups and drop-ins and looking to bring new ideas to fruition.

We trialled two library drop-ins last year for an 8-month period, one in Newcastle and one in Biddulph. While the Biddulph one has proved effective, to the point that we are looking to move the group to bigger and better premises, the Newcastle drop-in did not get the footfall and we made the decision to postpone in that area with a view to sourcing a more accessible, community venue, later.

Sarah Leake:

"Communication is productive, between Group leaders and coordinator.

Longest standing Group Support Together have agreed to monthly workshops to introduce more structure, the benefits of, with an aim to enhance confidence, improve overall mental health for the individual in a group setting.

Contact made with social prescribers, nurturing those relationships, a work in progress.

Development of new Bereavement group has already had attendance in its first week"

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Public Benefit

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

The trustees believe that the charity meets the principles relating to charities and public benefit described in the Charity Commission guidance and that this Trustees' Annual Report demonstrates the charity's contribution to the prevention and treatment of mental ill health among the people of North Staffordshire through the provision of supported housing, counselling services and the promotion of social activities through social support groups and befriending/mentoring activity.

Fundraising

North Staffs Mind complies with the regulatory standards for fundraising. It is registered with the Fundraising Regulator and committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

In the last financial year, it cost North Staffs Mind over £2million to deliver its range of mental health services..

North Staffs Mind is registered with the Fundraising Regulator and complies with all the relevant standards set out in the Code of Fundraising Practice.

Safeguards are in place with suppliers and those who fundraise on the charity's behalf to ensure ongoing compliance and maintain reputation in the local community and beyond.

A complaints policy clearly explains how an individual can complain. No complaints regarding fundraising activities were received in the financial year 2023-24. There is a duty to report to the Fundraising Regulator on the totality of complaints.

As a provider of mental health services, North Staffs Mind aims to ensure that our fundraising meets the needs of the whole community. It is a signatory of the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Plans for the future

"We have shared a glimpse of the exciting future for North Staffs Mind within this report through updates about our new HQ building and merger with Mid Cheshire Mind. Both are massively exciting and will help the organisation to reach our charitable objectives in the coming years.

We know that the landscape remains challenging with finance and funding opportunities impacted – whilst demand for our services continues to grow we will continue to rise to this challenge and I am confident that our amazing team of staff, volunteers and Board members will strongly position us to be able to maximise opportunities as they are presented. We will also continue to be an active member of the Mind Federation – sharing best practice with our peers.

Working in collaboration with other organisations will also continue to be key to our success. Never has the term stronger together been of more relevance."

Kate Boundy, Chief Executive

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Financial review

A Statement of the Financial Activities of the charity is given on page 18. The total incoming resources for the year amounted to £2,469,645 (2023: £2,122,432) and £2,238,505 (2023: £2,023,483) was dispensed in direct pursuance of the charitable objectives of the company. There were net incoming resources of £231,140 (2023: £98,949). This has been added to the fund values brought forward at the beginning of the financial year, and the total of fund balances at 31 March 2024 was £1,433,871 (2023: £1,202,731).

The charity reviews its expenditure commitments on a regular basis and has implemented a programme of cost improvements to address the ongoing sustainability of a number of its operations going forward.

Premises at Marsh Street are stated at their 1999 valuation figure. A re-valuation was undertaken during 2007 and this indicated a material difference between the value of the company's assets and the amount at which they are stated in the accounts at that point in time. The Marsh Street premises continue to operate at full capacity. Trustees will continue to be provided with opportunities to reflect on the charity's future premises' requirements – and a current exercise sees us creating plans to redevelop the site. A decision will then be taken as to whether and if so, when to incorporate the full value of head office accommodation.

Investments during the year, which were interest bearing deposits with the Charities Official Investment Fund, were acquired in accordance with the powers contained in the company's governing instrument and with the provisions of the Charities Act 2011.

The total grants for the year, after transfers to deferred income, were £1,364,549 (2023: £1,339,240). Grants from Public Sector Organisations totaled £1,144,218 (2023: £1,101,470) and represent 84% of total incoming resources.

There were no capital commitments at the balance sheet date and, in the view of the trustees, the funds held at 31 March 2024 were available and adequate to fulfill its existing obligations.

Through prudent financial management of North Staffs Mind, the majority of services and projects during the year remained within budget.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

The trustees have reviewed the reserves policy and have agreed that the level of reserves is assessed annually in order to mitigate current and future risks as well as enabling North Staffs Mind to achieve its objectives. As at 31 March 2024, the actual reserves were £1,433,871. The amount required to meet contractual obligations is £271,067 and a further £69,261 relates to the designated fund requirement. The difference between the actual reserves and free reserves is £1,093,543, which predominantly relates to the organisation's investment in long-term assets. Designated funds relate to service improvement and development (£3,000), Marsh Street Development (£20,570) and refurbishment of 30 Stanley Street (£45,691).

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Financial value of volunteers

Volunteers make a significant contribution to the work of North Staffs Mind, supporting the charity to deliver both Counselling and the Tuesday social support group, and as trustees and in other roles. Volunteer counsellors support the charity to deliver counselling sessions for adults and children/young people, and volunteers within Community Support Services were involved in befriending/mentoring relationships and helped run social support group activity. We couldn't achieve as much as we do without the invaluable support of our team of dedicated volunteers.

Powers of investment

The trustees are authorised by the Memorandum of Association to invest monies not immediately required for the charity's own purposes in such investments, securities or property as they deem fit, subject to any conditions required by law.

Auditors

The Auditors, Deans, will be proposed for re-appointment at the forthcoming Annual General Meeting.

CHANGES IN FIXED ASSETS

The movement of fixed assets during the year is detailed in note 11 to the financial statements.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors (Trustees) are aware, there is no relevant information of which the company's auditors are unaware. Additionally, the directors have taken all necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Signed on behalf of the trustees:



Jonathan Phelan

Chair

Date: 24 OCTOBER 2024

North Staffs Mind

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL STATEMENTS

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

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

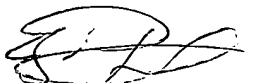
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the trustees on 24 OCTOBER 2024 and signed on their behalf by:



Jonathan Phelan
Chair

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Opinion

We have audited the financial statements of North Staffs Mind (the 'charitable company') for the period ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risk of fraud and non-compliance with laws and regulations.

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual balances, variances or unexpected relationships;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions; and
- specifically tested the controls around banking payments

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- enquiring of management as to actual and potential litigation claims;
- reviewing correspondence with HMRC and other relevant regulators.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report

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



Jeremy G Hodgkiss (Senior Statutory Auditor)

Deans

Chartered accountants

Statutory auditor

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

Gibson House

Hurricane Court

Hurricane Close

Stafford

ST16 1GZ

Date: *26 November* 2024

North Staffs Mind

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) for the year ended 31 March 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME FROM:					
Donations and legacies	1	141,488	-	141,488	74,484
Charitable activities:					
Grants receivable	2	1,312,222	52,327	1,364,549	1,339,240
Property service charges – housing benefit, rent and supporting people	2	865,050	-	865,050	651,463
External training	2	34,983	-	34,983	30,368
Other trading activities:					
Miscellaneous income	3	47,690	-	47,690	24,468
Investment income	4	15,885	-	15,885	2,409
TOTAL INCOME		2,417,318	52,327	2,469,645	2,122,432
EXPENDITURE ON:					
Charitable activities:					
Adult counselling	5	920,222	18,000	938,222	872,067
Children's counselling	5	588,670	39,521	628,191	604,897
Housing	5	605,539	-	605,539	471,658
Community support services	5	21,970	869	22,839	28,303
External training	5	43,714	-	43,714	46,558
TOTAL EXPENDITURE		2,180,115	58,390	2,238,505	2,023,483
NET INCOME AND NET MOVEMENT IN FUNDS	17	237,203	(6,063)	231,140	98,949
RECONCILIATION OF FUNDS:					
Total funds brought forward		1,170,525	32,206	1,202,731	1,103,782
TOTAL FUNDS CARRIED FORWARD	17	1,407,728	26,143	1,433,871	1,202,731

All income and expenditure derives from continuing activities.

All gains and losses recognised in the year have been dealt with in the Statement of Financial Activities.

The notes on pages 21 to 41 form part of the financial statements.


North Staffs Mind
BALANCE SHEET
At 31 March 2024

	Note	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible assets	11		477,989		410,124
CURRENT ASSETS					
Debtors	12	160,096		192,561	
Short term deposits	13	503,843		250,000	
Cash at bank and in hand	14	582,432		581,355	
		<u>1,246,371</u>		<u>1,023,916</u>	
CREDITORS: Amounts falling due within one year	15	(290,489)		(231,309)	
NET CURRENT ASSETS			955,882		792,607
NET ASSETS			1,433,871		1,202,731
THE FUNDS OF THE CHARITY					
UNRESTRICTED FUNDS					
General funds	17-18		1,338,467		1,092,525
Designated funds	17-18		69,261		78,000
			<u>1,407,728</u>		<u>1,170,525</u>
RESTRICTED FUNDS	17-18		26,143		32,206
TOTAL CHARITY FUNDS	17-18		1,433,871		1,202,731

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

The financial statements on pages 18 to 41 were approved by the board and authorised for issue on ~~24~~ ²⁶ OCTOBER 2024 and were signed on its behalf by:


Jonathan Phelan
Chair


Neil Dingley
Treasurer

Company Registration No. 02294089
Registered Charity No. 700788

The notes on pages 21 to 41 form part of the financial statements.

North Staffs Mind
STATEMENT OF CASH FLOWS
for the year ended 31 March 2024

	Note	2024 £	2023 £
NET CASH FLOW FROM OPERATING ACTIVITIES	20	325,172	83,533
CASH FLOW FROM INVESTING ACTIVITIES:			
Payments to acquire tangible fixed assets	11	(86,137)	(132,272)
Interest received	4	15,885	2,409
Payment to acquire short term deposits	13	(253,843)	(250,000)
NET CASH FLOW FROM INVESTING ACTIVITIES		(324,095)	(379,863)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		1,077	(296,330)
Cash and cash equivalents brought forward		581,355	877,685
CASH AND CASH EQUIVALENTS CARRIED FORWARD		582,432	581,355
CASH AND CASH EQUIVALENTS CONSISTS OF:			
Cash at bank and in hand	14	582,432	581,355
CASH AND CASH EQUIVALENTS CARRIED FORWARD		582,432	581,355

The notes on pages 21 to 41 form part of the financial statements.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2024

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

GENERAL INFORMATION AND BASIS OF PREPARATION

North Staffs MIND is a company limited by guarantee in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given in the trustees annual report on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

GOING CONCERN

The Trustees have reviewed and approved financial projections including cashflow forecasts for the period to 31 March 2026. The Trustees believe there are adequate resources which will enable the charity to meet its liabilities as they fall due for the foreseeable future. For this reason, the Trustees have adopted the going concern basis in preparing the financial statements.

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. Service charges received in advance are apportioned over the accounting periods to which they relate. Interest receivable on bank deposits is accrued on a daily basis over the period in which it is earned.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2024

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

LEGACY INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion, legacies will be notified to the charity, however, it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

RESOURCES EXPENDED

Expenditure is charged on an accruals basis, inclusive of irrecoverable Value Added Tax. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably.

- Direct charitable activities expenditure comprises those costs directly incurred in pursuance of the charity's charitable activities. These costs are related to the employment of counsellors, the provision and maintenance of furnished housing accommodation, the provision of housing workers, the running of befriending projects and the expenses incurred by volunteer workers in connection with their befriending and other charitable activities.
- Support costs comprise all services supplied centrally, and include headquarters' staff and office overhead and accommodation expenses. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.
- Administration costs include the employment costs applicable to organisational, as opposed to project, administration and expenses arising from compliance with constitutional and statutory requirements, including audit fees.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

OPERATING LEASES

Annual rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

TANGIBLE FIXED ASSETS

Capital expenditure over a value of £500 is capitalised.

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2024

Depreciation is provided at the following annual rates as applied to the cost or valuation in order to write off each asset over its estimated useful economic life.

Freehold land	- nil
Freehold buildings	- 2% straight line
Housing furniture and equipment	- 15% - 33.3% straight line
Office furniture and equipment	- 15% - 33.3% straight line

INVESTMENTS

Investments comprising short-term deposits with the Charities Official Investment Fund are stated at cost and are repayable on demand. They are therefore included in the accounts as current assets.

DEBTORS

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments repayable without penalty on notice of not more than 24 hours.

CREDITORS

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

FINANCIAL INSTRUMENTS

The charitable company only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charitable company and their measurement basis are as follows:

Financial assets – Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition, deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The amount charged against profits represents the contributions payable to the scheme in respect of the accounting year.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2024

FUND ACCOUNTING

General accumulated funds are unrestricted funds available to the charity for its general purposes and include, from time to time, funds designated by the charity for particular purposes, the use of any such designated funds remaining at all times at the discretion of the Trustees.

Restricted funds are subject to restrictions imposed by the donor or by the specific terms of the appeal under which funds are raised. The cost of raising and administering such funds are charged against the specific fund. The restrictions are binding upon the Charity.

TAXATION

As a registered charity the company is exempt from liability to corporation tax on its income from charitable activities and capital gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

Freehold Property

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900, valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £177,500 which relates to land on which no depreciation has been charged.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

1 DONATIONS AND LEGACIES

Unrestricted funds

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Donations and Legacies	141,488	-	141,488	74,484

2 CHARITABLE ACTIVITIES

Charitable activities for 2024 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2024 £
Adult Counselling			
North Staffordshire Combined Healthcare Trust	238,842	-	238,842
Mind (NAMH)	-	18,000	18,000
Private commissioned work	23,350	-	23,350
Midlands Partnership NHS Foundation Trust	558,313	-	558,313
	820,505	18,000	838,505
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools	347,063	-	347,063
Mind (NAMH)	-	34,047	34,047
Private commissioned work	2,932	-	2,932
Changes Health & Wellbeing	141,272	-	141,272
	491,267	34,047	525,314
Community Support Services			
Private commissioned work	450	-	450
Mind (NAMH)	-	280	280
	450	280	730
Property Services charges – housing benefit, rent and supporting people	865,050	-	865,050
External Training	34,983	-	34,983
	2,212,255	52,327	2,264,582

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

2. CHARITABLE ACTIVITIES (CONTINUED)

Charitable activities for 2023 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2023 £
Adult Counselling			
North Staffordshire Combined Healthcare Tru: Mind (NAMH)	276,045	-	276,045
Cheshire Police	-	1,296	1,296
Private commissioned work	11,309	-	11,309
Midlands Partnership NHS Foundation Trust	20,803	-	20,803
	484,266	-	484,266
	<hr/>	<hr/>	<hr/>
	792,423	1,296	793,719
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools Mind (NAMH)	324,850	-	324,850
Private commissioned work	-	54,754	54,754
Changes Health & Wellbeing	4,185	-	4,185
	154,250	-	154,250
	<hr/>	<hr/>	<hr/>
	483,285	54,754	538,039
Community Support Services			
Stoke-on-Trent City Council Mind (NAMH)	5,000	-	5,000
	-	2,482	2,482
	<hr/>	<hr/>	<hr/>
	5,000	2,482	7,482
Property Services charges – housing benefit, rent and supporting people	651,463	-	651,463
External Training	30,368	-	30,368
	<hr/>	<hr/>	<hr/>
	1,962,539	58,532	2,021,071
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

3 MISCELLANEOUS INCOME

<i>Unrestricted funds</i>	Total 2024 £	Total 2023 £
ThinkWell	19,410	24,180
Other	28,280	288
	<hr/>	<hr/>
	47,690	24,468
	<hr/> <hr/>	<hr/> <hr/>

4 INVESTMENT INCOME

<i>Unrestricted funds</i>	Total 2024 £	Total 2023 £
Interest	15,885	2,409
	<hr/>	<hr/>
	15,885	2,409
	<hr/> <hr/>	<hr/> <hr/>

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2024

	Activities undertaken directly £	Grant funding of activities £	Support Costs £	Total 2024 £
Adult counselling	131,605	622,701	183,916	938,222
Children's counselling	32,141	473,439	122,611	628,191
Housing	487,307	-	118,232	605,539
Community support services	18,180	280	4,379	22,839
External training	34,956	-	8,758	43,714
	<hr/>	<hr/>	<hr/>	<hr/>
	704,189	1,096,420	437,896	2,238,505
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2024 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2024
	£	£	£	£	£	£
Salaries and social security costs	698,627	467,474	161,289	15,904	32,869	1,376,163
Pension contributions	30,444	18,089	6,303	711	490	56,037
Training	-	-	-	-	-	-
Travel	834	730	5,674	13	-	7,251
Advertising and publicity	-	-	-	-	-	-
Sessional work	-	-	-	-	-	-
Professional insurance	1,593	237	-	-	-	1,830
Supervision	7,077	12,108	1,679	-	-	20,864
Volunteer expenses	-	-	-	210	-	210
Other costs	7,777	4,710	53,215	332	1,597	67,631
Property costs	7,954	807	245,677	1,290	-	255,728
Depreciation	-	1,425	13,470	-	-	14,895
Support costs (see note 6)	183,916	122,611	118,232	4,379	8,758	437,896
	<u>938,222</u>	<u>628,191</u>	<u>605,539</u>	<u>22,839</u>	<u>43,714</u>	<u>2,238,505</u>

Resources expended on charitable activities for 2024 was £2,238,505 (2023: £2,023,483) of which £58,390 (2023: £54,790) was attributable to restricted funds and £2,180,115 (2023: £1,968,693) was attributable to unrestricted funds.

RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2023:

	Activities undertaken directly	Grant funding of activities	Support Costs	Total 2023
	£	£	£	£
Adult counselling	129,465	592,230	150,372	872,067
Children's counselling	21,387	480,984	102,526	604,897
Housing	393,054	-	78,604	471,658
Community support services	17,403	7,482	3,418	28,303
External training	39,723	-	6,835	46,558
	<u>601,032</u>	<u>1,080,696</u>	<u>341,755</u>	<u>2,023,483</u>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2023 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2023
	£	£	£	£	£	£
Salaries and social security costs	653,250	455,431	148,505	22,138	32,382	1,311,706
Pension contributions	25,965	18,443	5,580	874	339	51,201
Training	8,234	-	1,250	-	-	9,484
Travel	542	1,010	4,282	-	-	5,834
Advertising and publicity	-	-	-	-	-	-
Sessional work	450	-	-	-	-	450
Professional insurance	920	658	-	-	-	1,578
Supervision	7,257	10,618	-	-	-	17,875
Volunteer expenses	202	-	-	644	-	846
Other costs	17,516	10,251	10,905	329	4,121	43,122
Property costs	7,358	4,820	213,192	900	2,881	229,151
Depreciation	-	1,141	9,341	-	-	10,482
Support costs (see note 6)	150,372	102,526	78,604	3,418	6,835	341,755
	872,067	604,897	471,658	28,303	46,558	2,023,483

6 SUPPORT COSTS ALLOCATION 2024

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2024
	£	£	£	£	£	£
Salaries and social security costs	113,164	75,442	72,748	2,694	5,389	269,437
Pensions	4,519	3,012	2,905	108	215	10,759
Training	1,422	949	915	34	67	3,387
Travelling expenses	1,530	1,020	983	36	73	3,642
Office expenses	9,604	6,402	6,174	229	457	22,866
Insurance	4,269	2,847	2,745	102	203	10,166
Professional fees	-	-	-	-	-	-
Advertising and publicity	144	96	92	3	7	342
Rent	245	163	157	6	12	583
Utilities	3,273	2,183	2,105	78	155	7,794
Computer software and support	16,014	10,676	10,295	381	763	38,129
Repairs and renewals	1,534	1,022	986	37	73	3,652
Depreciation	1,418	946	912	34	68	3,378
Other	22,314	14,876	14,344	531	1,063	53,128
Governance	4,466	2,977	2,871	106	213	10,633
	183,916	122,611	118,232	4,379	8,758	437,896

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

6 SUPPORT COSTS ALLOCATION 2023 (CONTINUED)

	Adult Counselling	Children's Counselling	Housing	Comm- munity support services	External training	Total 2023
	£	£	£	£	£	£
Salaries and social security costs	90,653	61,809	47,387	2,060	4,121	206,030
Pensions	4,073	2,777	2,129	93	185	9,257
Training	802	547	419	18	36	1,822
Travelling expenses	479	327	251	11	22	1,090
Office expenses	8,730	5,953	4,564	198	397	19,842
Insurance	3,464	2,361	1,810	79	157	7,871
Professional fees	3,482	2,374	1,820	79	158	7,913
Advertising and publicity	165	113	86	4	8	376
Rent	443	302	232	10	20	1,007
Utilities	3,094	2,110	1,617	70	141	7,032
Computer software and support	16,440	11,209	8,593	374	747	37,363
Repairs and renewals	4,566	3,113	2,387	104	208	10,378
Depreciation	1,372	935	717	31	62	3,117
Other	7,849	5,351	4,104	179	357	17,840
Governance	4,760	3,245	2,488	108	216	10,817
	150,372	102,526	78,604	3,418	6,835	341,755

The charity allocates its support costs as shown above and then further apportions these costs between the five charitable activities undertaken (see note 5). Support costs are allocated on a basis consistent with the use of resources.

7 NET INCOMING RESOURCES FOR THE YEAR

Net incoming resources are arrived at after charging the following:

	2024	2023
	£	£
Depreciation and other amounts written off tangible fixed assets – owned	18,272	13,599
Auditors' remuneration:		
Audit services	8,500	9,200
Operating lease:		
Land & building	33,473	10,048
Other equipment	11,933	12,834

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2024

8 TRUSTEES AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

In accordance with the governing instrument, no emoluments were paid during the year (2023: £Nil) to the Chair, the directors or any of the trustees.

The total amount of employee benefits received by key management personnel is £201,818 (2023: £175,749). Key management are as disclosed on page 1.

Travel expenses of £Nil (2023: £Nil) have been reimbursed during the year to trustees.

9 STAFF COSTS AND NUMBERS

Details of employee costs are as follows:

	2024 £	2023 £
Wages and salaries	1,536,474	1,414,700
Social security costs	111,234	104,269
Pension costs	66,796	60,459
	<u>1,714,504</u>	<u>1,579,428</u>

The emoluments of one member of staff including benefits in kind are within the range of £60,000 - £69,999 (2023: None), not including retirement benefits which are accruing under a defined benefit scheme.

The average number of persons (excluding trustees) employed, analysed during the year by category, was as follows:

	2024 Number	2023 Number
Counselling and Care Services	67	64
Housing Project Services	9	7
Community Support Services	2	2
Support staff:		
Administration/accounts	10	10
Chief executive	1	1
	<u>89</u>	<u>84</u>

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2024

10 PENSION SCHEME

The charity operates a defined contribution scheme on behalf of its employees. The pension cost charge for the year represents contributions payable by the charity to the fund and amounted to £66,796 (2023: £60,459). There were outstanding contributions of £2,477 (2023: £Nil) at the year end.

11 TANGIBLE FIXED ASSETS

	Freehold land and buildings	Office furniture and equipment	Housing furniture and equipment	Total
	£	£	£	£
COST/VALUATION				
At beginning of year	501,428	82,781	116,819	701,028
Additions	21,110	4,579	60,448	86,137
	<hr/>	<hr/>	<hr/>	<hr/>
At end of year	522,538	87,360	177,267	787,165
	<hr/>	<hr/>	<hr/>	<hr/>
DEPRECIATION				
At beginning of year	145,165	68,649	77,090	290,904
Charge for year	6,478	3,820	7,974	18,272
	<hr/>	<hr/>	<hr/>	<hr/>
At end of year	151,643	72,469	85,064	309,176
	<hr/>	<hr/>	<hr/>	<hr/>
NET BOOK VALUE				
At 31 March 2024	370,895	14,891	92,203	477,989
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2023	356,263	14,132	39,729	410,124
	<hr/>	<hr/>	<hr/>	<hr/>

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900 valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. Assets were valued on the basis of 'the market value of the freehold interest in the property in its current physical condition' as defined by the RICS valuation professional standards. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £177,500 which relates to land on which no depreciation has been charged.

Fixed assets are held for direct charitable purposes.

Security enhancements have been included within additions to office furniture and equipment.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

11 TANGIBLE FIXED ASSETS (CONTINUED)

If the land and buildings had not been included at valuation they would have been included under the historical cost convention as follows:

	2024	2023
	£	£
Cost	473,328	473,328
Accumulated Depreciation	138,439	132,522
Net Book Value	334,889	340,806

12 DEBTORS

	2024	2023
	£	£
Trade debtors	89,163	128,350
Prepayments and accrued income	69,809	64,211
Other debtors	1,124	-
	160,096	192,561

13 SHORT TERM DEPOSITS

	2024	2023
	£	£
Treasury reserve account	503,843	250,000

14 CASH AT BANK AND IN HAND

	2024	2023
	£	£
Cash at bank and in hand	458,078	462,766
Charities official investment fund	124,354	118,589
	582,432	581,355

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2024

15 CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	86,672	31,054
Other taxes and social security	22,518	23,693
Accruals	45,934	21,742
Deferred income (see note 16)	129,592	153,476
Other Creditors	5,773	1,344
	290,489	231,309

16 DEFERRED INCOME

The movements for the year as follows:

	At 1 April 2023 £	Received £	Released £	At 31 March 2024 £
Deferred income	153,476	943,591	(967,475)	129,592

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

17 STATEMENT OF FUNDS

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
UNRESTRICTED FUNDS					
General fund	1,092,525	2,417,318	(2,119,238)	(52,138)	1,338,467
<i>Designated funds:</i>					
Service Improvement and Development	3,000	-	-	-	3,000
Marsh Street Development	20,000	-	(19,430)	20,000	20,570
Refurbishment of 30 Stanley St.	55,000	-	(41,447)	32,138	45,691
	<u>1,170,525</u>	<u>2,417,318</u>	<u>(2,180,115)</u>	<u>-</u>	<u>1,407,728</u>
RESTRICTED FUNDS					
Cost of Living Fund	-	18,000	(18,000)	-	-
SCESS	5,474	34,047	(39,521)	-	-
EIPL	589	280	(869)	-	-
Paragon Donation	26,143	-	-	-	26,143
	<u>32,206</u>	<u>52,327</u>	<u>(58,390)</u>	<u>-</u>	<u>26,143</u>
TOTAL FUNDS	<u><u>1,202,731</u></u>	<u><u>2,469,645</u></u>	<u><u>(2,238,505)</u></u>	<u><u>-</u></u>	<u><u>1,433,871</u></u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

Service Improvement and Development - funding for continuing professional development activity.

Marsh Street Development – investment in the creation of plans for our Marsh Street redevelopment project. This will take us to planning and approval and allows us to create a funding strategy for the build phase.

Refurbishment of 30 Stanley Street – investment in refurbishment of our residential units at 30 Stanley Street.

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2024

17 STATEMENT OF FUNDS (CONTINUED)

Transfers

£52,138 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent the following contracts to supply specific services for adults and young people.

£18,000 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through the Cost of Living Fund to provide support and counselling services to users of the local food banks.

£34,047 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their SCESS project to provide support to 11-18 year olds through delivering group support and 1:1 guided self help sessions.

£280 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their EIPL project to embed a wide range of diverse approaches in equality, influence and participation to shape the organisation and the services it provides.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

17 STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS 2023

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
UNRESTRICTED FUNDS					
General fund	1,060,264	2,037,307	(1,924,443)	(80,603)	1,092,525
<i>Designated funds:</i>					
Service Improvement and Development	3,000	-	-	-	3,000
MACCAS Zone Project	18,197	450	(21,388)	2,741	-
Marsh Street Development	20,000	-	-	-	20,000
Refurbishment of 30 Stanley St.	-	-	(22,862)	77,862	55,000
	<u>1,101,461</u>	<u>2,037,757</u>	<u>(1,968,693)</u>	<u>-</u>	<u>1,170,525</u>
RESTRICTED FUNDS					
Co-op Resilience Programme	-	23,418	(23,418)	-	-
Mind Mentor Project	2,321	1,296	(3,617)	-	-
Whole School Approach	-	525	(525)	-	-
SCESS	-	30,811	(25,337)	-	5,474
EIPL	-	2,482	(1,893)	-	589
Parogon Donation	-	26,143	-	-	26,143
	<u>2,321</u>	<u>84,675</u>	<u>(54,790)</u>	<u>-</u>	<u>32,206</u>
TOTAL FUNDS	<u><u>1,103,782</u></u>	<u><u>2,122,432</u></u>	<u><u>(2,023,483)</u></u>	<u><u>-</u></u>	<u><u>1,202,731</u></u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

Service Improvement and Development - funding for continuing professional development activity.

Maccas Zone - awareness raising activity supporting the emotional and mental health needs of young men. Income during the period was generated from donations, fundraising activities and the Co-op Resilience grant included in restricted income.

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2024

17 STATEMENT OF FUNDS (CONTINUED)

Marsh Street Development – investment in the creation of plans for our Marsh Street redevelopment project. This will take us to planning and approval and allows us to create a funding strategy for the build phase.

Refurbishment of 30 Stanley Street – investment in refurbishment of our residential units at 30 Stanley Street, one flat was completed during the year with the other three to follow.

Purchase of land – during the year the plot of land adjacent to our Marsh Street office was purchased and will form part of our redevelopment plans.

Transfers

£2,741 was transferred out of the designated fund allocations in relation to the MACCAS Project as expenditure on this area of work was no longer required as this will now be funded through on going activities.

£170,362 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent the following contracts to supply specific services for adults and young people.

£23,418 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through the Co-op Foundation to provide funding for our MACCAS project for a period of 12 months, which will support young people through delivering workshops in schools and colleges across Staffordshire.

£1,296 of the restricted funds income relates to funding Mind (National Association for Mental Health) through their pilot Mentor Project offering support to employees and line managers.

£525 of the restricted funds income relates to funding from Mind (National Association for Mental Health) to carry out Mind's whole school approach to mental health with the Co-op Academy Trust.

£30,811 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their SCESS project to provide support to 11-18 year olds through delivering group support and 1:1 guided self help sessions.

£2,482 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their EIPL project to embed a wide range of diverse approaches in equality, influence and participation to shape the organisation and the services it provides.

£26,143 of the restricted funds related to a donation from the Paragon Group where we will complete a piece of work supporting young adults between the ages of 18-25.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds General funds	Unrestricted funds Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets	477,989	-	-	477,989
Debtors	160,096	-	-	160,096
Short term deposits	503,843	-	-	503,843
Cash at bank and in hand	487,028	69,261	26,143	582,432
Creditors due within one year	(290,489)	-	-	(290,489)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	1,338,467	69,261	26,143	1,433,871
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS 2023

	Unrestricted funds General funds	Unrestricted funds Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets	410,124	-	-	410,124
Debtors	192,561	-	-	192,561
Short term deposits	250,000	-	-	250,000
Cash at bank and in hand	471,149	78,000	32,206	581,355
Creditors due within one year	(231,309)	-	-	(231,309)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	1,092,525	78,000	32,206	1,202,731
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

19 FINANCIAL INSTRUMENTS

	2024	2023
	£	£
Financial assets measured at fair value through profit or loss	1,086,275	831,355
Financial assets measured at amortised cost	131,471	162,589
Financial liabilities measured at amortised cost	138,382	54,140

Financial assets measured at fair value through the profit and loss include cash at bank and in hand and short term deposits.

Financial assets measured at amortised cost include trade debtors and accrued income.

Financial liabilities measured at amortised cost include trade creditors, accruals and other creditors.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

20 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income/(expenditure) for year	231,140	98,949
Net interest receivable	(15,885)	(2,409)
Depreciation and impairment of tangible fixed assets	18,272	13,599
(Increase)/Decrease in debtors	32,465	(13,851)
Increase/(Decrease) in creditors	59,180	(12,755)
	325,172	83,533

21 ANALYSIS OF CHANGES IN NET DEBT

	31 March 2023	Cash flows	31 March 2024
	£	£	£
Cash and cash equivalents	581,355	1,077	582,432
Total net debt	581,355	1,077	582,432

22 COMMITMENTS

There were no capital commitments at the year end (2023: £nil).

Operating lease commitments with regard to non-cancellable operating leases are as follows:

	2024		2023	
	Land and buildings	Other	Land and buildings	Other
	£	£	£	£
Operating leases which expire:				
Within 1 year	37,618	4,049	33,572	4,260
Within 2-5 years	29,372	7,213	57,200	11,262
Later than 5 years	-	-	-	-

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

23 RELATED PARTY TRANSACTIONS

There have been no related party transactions.

NORTH STAFFS MIND

England & Wales - Charity number 700788

Accounts

NORTH STAFFS MIND

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

Year Ended 31 March 2023

Company Registration No. 02294089
Registered Charity No. 700788

North Staffs Mind

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North Staffs Mind

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number: 700788

Company Number: 02294089

Chair: Susan Moffat

Vice Chair: Jonathan Phelan

Chief Executive: Kate Boundy

Company Secretary: Kate Boundy

Trustees/Company Directors: Linda Holt
Briege Cullinane (resigned 28/09/22)
Neil Dingley
Amy Spruce
Susan Moffat
Mark Poulson
Susan Davies
Kishore Chandiramani
James Aberley
Lynne Ingram
Darren Kempson (resigned 12/05/23)
Jonathan Phelan
Stuart Fisher (appointed 28/09/22)
Sarah Burns (appointed 23/11/22)

Key Management Personnel: Kate Boundy, Chief Executive
Deb Smith, Service Manager
Laura Colclough, HR Manager
Jane Considine, Finance Manager

Auditors: Dains Audit Limited, Suite 2 Albion House, 2 Etruria Office
Village, Forge Lane, Stoke-on-Trent ST1 5RQ

Bankers: National Westminster Bank Plc, 1 Upper Market Square,
Hanley, Stoke-on-Trent, ST1 1QA

Registered Office: 83 Marsh Street, Hanley, Stoke-on-Trent, ST1 5HN

Status: North Staffs Mind is a company limited by guarantee. It is a registered charity and governed by the provisions of its Memorandum and Articles of Association.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

The trustees are pleased to present their report together with the audited financial statements of the charitable company ("the charity") for the year ended 31st March 2023. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the 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 published in October 2019.

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

DIRECTORS AND TRUSTEES

The directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows:

Briege Cullinane (resigned 28/09/22)
Neil Dingley
Linda Holt
Amy Spruce
Susan Moffat
Mark Poulson
Susan Davies
Kishore Chandiramani
James Aberley
Lynne Ingram
Darren Kempson (resigned 12/05/23)
Jonathan Phelan
Stuart Fisher (appointed 28/09/22)
Sarah Burns (appointed 23/11/22)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

North Staffs Mind is a company limited by guarantee and does not have any share capital. It is a non-profit making organisation and registered charity governed by its Memorandum and Articles of Association.

In 2022 the organisation updated its Memorandum and Articles of Association to ensure they remain fit for purpose. Following a consultation exercise and agreement from the Charity Commission and Companies House, membership beyond the Board was removed and our objects were reworded.

Organisation and appointment of trustees

The Board is made up of 12 elected members (trustees). The Board meets at least 4 times per year. Decisions are taken by a majority vote and the Board appoints a Chief Executive to manage the day to day operations of the organisation, ensure that the organisation meets its aims and

North Staffs Mind

TRUSTEES' ANNUAL REPORT

objectives, provide leadership to the organisation and take responsibility, alongside the trustees and the senior management team, for strategic development and planning.

Trustee induction and training

The charity recognises that its board needs to have a diverse range of skills, experience and knowledge to run the organisation effectively. New trustees are attracted to North Staffs Mind based on the use of recruitment adverts, word-of-mouth and personal recommendation. A skills matrix is maintained to ensure the board understands its collective skills set, identifies any key areas that are lacking and how these are best addressed – whether through training or recruitment. The Board has an active succession plan.

There is a comprehensive induction pack in place, which includes information on roles and responsibilities of trustees, good governance reference material including a generic trustee role description and information about the charity's structure and remit. The induction pack is reviewed and updated every two years to capture current good practice in governance, trustee board development and planning, and is available electronically. Policies on dealing with conflicts of interest and induction/training are included in the pack.

All potential trustees meet the Chief Executive and Chair to gain insight into the organisation and the expectations and obligations of the trustee role and following this they are invited to observe at Board meeting.

An information sheet is distributed to all new trustees, and annually to existing trustees, to identify specific areas where information or support is required to carry out the role and consider options relating to training/learning styles. Refresher training on roles and responsibilities is provided on a regular basis. An annual away day is organised for trustees to consider collectively key strategic issues which could influence and impact upon the future direction of the organisation to inform annual and strategic planning.

North Staffs Mind complies with the principles of the national Charity Governance Code.

'Trustees have a clear sense of pride of the organisations achievements and are key to the ongoing success of the organisation.'

North Staffs Mind Quality Mark Report Sept 2022.

Risk management

The trustees acknowledge their responsibility for managing risk and regularly give consideration to the major risks to which the charity is exposed and the implementation of robust systems to mitigate these risks.

The Risk Subcommittee is responsible for overseeing the organisations strategic risk register and to report regularly to Board on significant new or escalating risks. The subcommittee comprises of trustees, NS Mind's Service lead, HR Manager and the Chief Executive.

The subcommittee ensures that the strategic risk register is regularly reviewed and updated and reviews new and escalating risks. Each meeting focuses on an operational area at each meeting – with the service lead in attendance. This is helping to ensure risk is integrated into all of our work. The subcommittee reports to our main Board.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

We have ensured a number of measures are in place to mitigate the financial resilience risk including establishing a diverse range of income generating activities to ensure we maximise income raising opportunities.

Principal risks and uncertainties

Trustees consider the principal risk faced by North Staffs Mind to be:

Financial Sustainability – North Staffs Mind operates a number of large contracts which, if not renewed, would have significant impact on the cost base of the organisation. Our income continues to be affected by financial uncertainty and constraints – in particular fundraising and paid service income.

OBJECTIVES AND ACTIVITIES

The objectives of the charity

- to promote the preservation of mental health by working with and supporting people with mental ill-health to feel enabled and empowered to live with and manage their mental health; and
- to relieve the needs of people with mental ill-health by working to increase understanding of mental health, raising awareness and challenging stigma and discrimination

In order to achieve these objectives, it is the charity's policy to offer a comprehensive range of appropriate services. The service offer is under constant review to ensure it continues to meet the changing needs of local people.

View NS Mind's Strategic Plan 2021-24 at <https://nsmind.org.uk/docs/NSMindStrategicPlan2021-2024.pdf>

Our vision:

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

We connect Minds

We realise that we cannot take on this mental health emergency alone. We believe we can best support the mental health of our local communities by connecting with other passionate people and organisations.

- We will proactively engage with the statutory sector through involvement in strategic partnerships to influence the development of local mental health policy which encourages independence, enhances quality of life and promotes a preventative and early intervention approach.
- We will seek proactive partnerships where we can work more effectively than pursuing opportunities under our own steam.
- Internally we will continue to develop a culture of collaboration between colleagues and teams.
- We will work with employers and schools to create thriving places to work and learn.
- We will strengthen and develop our peer-led services.
- We will strive to provide leadership and practical support to strengthen the local voluntary sector voice and impact.

We support Minds

There has never been a greater need for mental health services within our local area. The on-going effects of the Covid pandemic has meant that more people than ever are experiencing poor mental health – the long-term effects are yet to be seen or fully understood.

- We will provide high quality, innovative and accessible services which meet the changing needs of local people.
- We'll make sure that our support is truly inclusive. We want everyone – whatever their background – to feel welcome and supported by our services.
- We will deliver and evidence positive and progressive outcomes for people accessing our services.
- We will make service user engagement central to our work so that our services are informed by local people with lived experience of mental health issues.
- We will work within the BACP and Mind Quality Mark quality framework and adhere to regulatory requirements at all times.
- We will review our governance structure and activity to ensure it continues to provide a safe and solid foundation for North Staffs Mind

We change Minds

People need support right now, but they also need long-term change to the way society views mental health. We will fight for better services and rights for people with mental health problems.

- We will continue to provide a strong voice for mental health within the local community.
- We will promote increased awareness and understanding of mental health issues and positive mental wellbeing through our marketing, training, outreach and social media activity and challenge and reduce any stigma of discrimination that surrounds mental ill-health and suicide.
- We will bolster our governance and focus on service quality and reach.
- We will drive this through a culture that places our staff and service users' needs and aspirations at the heart of our decision-making.
- We will raise our profile and demonstrate our worth and value to prospective partner organisations and commissioners.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

Recognition of our achievements

In the summer of 2022 North Staffs Mind was reviewed by Mind through its Mind Quality Mark accreditation scheme. Local Minds, Mind and Mind Retail are reviewed against MQM at least once every three years. Reviews are carried out by teams made up of Peer Reviewers – leaders from local Minds and people with lived experience of mental health problems – with support from a member of Mind's Network Quality Team.

'The review team were extremely impressed by North Staffs Mind and the overall open and reflective culture of the organisation. It has many strengths to celebrate, including its dedicated and passionate team, volunteers and trustees, and its commitment to quality and continuous improvement was obvious throughout the MQM review.'

Mind Quality Mark Report September 2022

North Staffs Mind

TRUSTEES' ANNUAL REPORT

North Staffs Mind embraced MQM as an opportunity to improve the quality of our offer. It was delighted to receive a glowing report from assessors, a minimal number of improvement actions and a MQM award for the high quality of its services.

New challenges emerged...

As the organisation continued to recover from the covid pandemic the external environment continued to be extremely challenging as a cost of living crisis emerged. North Staffs Mind's service provision continued to flourish and grow despite the challenges and uncertainty.

Partnership work and collaborations remain a strategic priority and the organisation continues to work with a growing range of partner organisations within the Mind network and local area.

North Staffs's Mind Board would like to thank all of our incredible team of staff, volunteers, partners and the people who have accessed services – all of whom have made an incredible contribution during another successful year.

Our Service Offer

'North Staffs Mind aims to empower people to develop independence whilst supporting their mental health, wellbeing, and broader needs. The organisation is always looking for ways to ensure there are positive outcomes for its beneficiaries, often resulting in collaborative working, signposting to organisations who are better equipped to support people's needs and continuously adapting services/creating new services to meet client need.' North Staffs Mind MQM Report September 2022

Service managers share a round up of their work and achievements of the year

Adult Counselling Service

Ange Williamson

The adult counselling team are a small team of myself (adult co-ordinator) and 5 adult therapists all working on a part time basis. We also have 2 placement staff from local universities who are gaining their counselling qualification.

We offer a mixture of a paid for service for individuals and local businesses, a new free service which incorporates working with our housing customers, provision of internal and external supervision both 1-1 and group work and an adult instant messaging service.

During the year we were delighted to partner with Stoke and Newcastle Trussell Trust foodbanks to provide much needed support to foodbank guests, staff and volunteers.

From April 2022 to March 2023, we delivered 254 assessments, 1044 therapy sessions, 89 supervisions and helped many more via our messenger service.

We have an excellent mixture of therapists who have a wealth of experience and training within many differing avenues.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Housing Service

Claire Greatbatch

We are an active member of the Destination: Home partnership. North Staffs Mind provides 46 units of accommodation comprising 16 self-contained units owned by Staffs Housing, 17 shared units owned by Midland Heart and 13 mixed units owned by North Staffs Mind.

We also support an additional 16 floating support clients in the Stoke on Trent area.

Our service is aimed at reducing homelessness by supporting local people with a mental health condition to live independently in their own home. During the year we looked to further enhance the mental wellbeing support we provide to our housing customers with activities including cooking, regular team meetings and peer support groups.

During the year we worked hard to minimise the number of vacant properties and launched a proactive programme of repairs and upgrades to the properties we own. We have begun the full refurbishment of a small scheme of flats in Tunstall. Our residents have helped us to create an aspirational standard for our properties.

Schools Service

Lisa Woolrich

In the academic year of 2022/2023 our Counselling Service worked within 39 schools, an increase of 4 schools from last year. Our team have delivered a total of 7,445 sessions.

Our team consists of 20 paid members of staff, an increase of 3 staff members from last year. We have moved from Unit 7 at the Dudson Centre, into Marsh Street to facilitate joined up working, to decrease isolation felt from team members and ensuring that our funding was directed where needed, rather than on a unit. Staff are reporting to feel more connected to NSM due to this change of location.

We have also changed our approach to SLAs. Previously, these were emailed within a 4-week notice period. We are now taking a proactive approach to ensure that our commissioned schools are receiving regular emails during the term before the SLAs are due. This enables our Link Workers to have conversations with their SLT.

Our ambition last year included *'to increase our services, both counselling and supervision to school staff. We are developing a brochure'* I am delighted to be able to write that, with an additional 4 schools onboard, our supervision to school staff is now firmly embedded within our service, with a total of 20 supervisees accessing this element of our service. Of which, 12 attend supervision on a monthly basis, with 8 accessing termly support. Our brochure is now available, which is complimented by a school service email banner.

We continue to respond and embrace additional work requested, which has included some ad hoc sessions to support staff with specific events i.e., when a student committed suicide, we were asked to offer debrief sessions to staff.

We implemented a new CRM System, Charity Log in September 2022, which has been embraced by our team.

Next year we hope to increase all aspects of our service. Whilst we are using the Mind Charity Shop in Longton for some supervision sessions, we are exploring the idea of holding our team meetings, subject to room as we continue to grow. In the spirit of sharing our experience and skills with other projects within NSM, we have now developed a Suicide Prevention Young Person Workshop. We look forward to delivering this within schools and further explore how our team can support, and be supported, by other services with NSM.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Maccas Project Amy Lewis

Between the 01.04.2022 to the 31.03.2023 the Maccas Project supported 3,478 young people in school workshops. This is a significant increase from the previous years.

We have delivered workshops to primary schools, high schools and 6th form. We have targeted each year group at some point of the academic year. The workshops we have focused on this year were General Mental Health, Emotional Resilience, Anxiety and Transition to High School.

Feedback from YP who attended the workshops

"The workshop told me to care and look after the people with bad mental health".

"The workshop helped me understand about mental health".

"It reminds to me to always speak to someone".

"That there is a website called speak up space to speak to someone".

"It was helpful learning about the symptoms and signs so that I know when my friends may need help".

Year 3 and 4 workshops

This year we have been funded to deliver workshops to year 3 and year 4 students, in the past we have worked from year 5 upwards. Of the 3,478 young people above, 1,025 of them were year 3 & 4 students. We have created two new interactive workshops on General Mental Health and a targeted Anxiety workshop.

Teacher feedback for year 3 and 4 workshops

Most of the teachers couldn't believe that workshops like these existed and they felt that the children got so much from them. They felt that early intervention was key, and the workshops were needed in those early year groups. Teachers reported that there were a number of young people in year 3 and 4 that struggled with their mental health, and we explained it in a way that helped normalise things.

Wellbeing in nature workshops

The Maccas project also offered some wellbeing in nature workshops over Summer and October half term in collaboration with Staffordshire Wildlife Trust. We offered a session in Park Hall (ST3) where 12 YP attended, we offered another session at Hem Heath (ST4) where 6 YP attended and finally we offered our last session at Hem Heath (ST4) where 6 YP attended.

Feedback for Wellbeing in nature workshops

The feedback was very positive around the wellbeing in nature workshops. The YP particularly enjoyed, toasting marshmallows and making their own friendship bracelets. The friendship bracelets were a team effort and the YP loved the outcome. They got to use clay to make little pots and flowers and we made the Maccas logo out of clay/leaves/rocks. We made paint with everything that nature provided (mud, clay, berries etc). The YP also made a dream catcher out of wool and sticks.

We have continued to run MaccasZone throughout the year twice a month. We have offered 21 sessions over the year. In the last quarter we decided to let the group run once a month as we were finding YP could only attend once a month. We have started to do more activities with the YP which they seem to be enjoying.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Speak Up Space

Amy Lewis

Between the 01.04.2022 to the 31.03.2023 www.speakupspace.org.uk provided support to 6,628 - a slight decrease from the previous year.

In the same period, we have delivered 629 1-2-1 sessions to different young people.

During the year we were delighted to enhance the service through the introduction of volunteers. 3 volunteers have been fully trained up and 2 of them have been completing a placement with us with the intention to stay with us for longer. They are brilliant with our service users, and it's been a real positive having volunteers on our service.

We have continued to grow our social media presence and intend to grow some more. We share self-help posts and share when the service is live so that more people know about Speak up Space.

We have had many positive outcomes on Speak up Space especially for those young people who have been in crisis. There have been several occasions where the team have had to contact the emergency services to get the young people the immediate help and support, they need.

On some of the chats YP leave feedback of how they felt the chat had gone, an example below:

"I felt like they really helped me and listened to what I was saying, thank you".

Children and Young People Service – Stay Well

Deb Smith

Referrals received	307	
Sessions offered	1567	
Positive outcomes	88%	
DNA rate	7%	
Extra contacts outside of sessions	4,185	

Requests for face-to-face sessions has increased over the year to 70% and 30% requested remote sessions. With this has also come an increase in non-attendance DNA rates resulting in firmer enforcement of our DNA policy.

Anxiety and self-harm are the most prevalent issues presented by young people which is the theme both locally and nationally.

During the year the team was impacted by unanticipated staff absences and colleagues moving to new roles within NS Mind. With all that in mind, the figures for the year are worth celebrating given the circumstances with which the team have managed to achieve them.

Training

Claire Stewart

Overall service aims:

- To provide high quality training and development opportunities to NSM staff
- To deliver high quality training to external organisations
- To develop positive working relationships with services/organisations/employers across the private, statutory and voluntary sectors

Internal training

- We delivered a Suicide Awareness and Prevention session, which 13 staff attended.
- We delivered an Understanding Self Harm session to which 4 staff attended.
- All of these sessions were delivered remotely, which seems to be working really well.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

External Training

- In total we delivered 70 external training sessions over the year, reaching 885 people.
- Of those sessions, 15 were delivered to the private sector, 45 to the statutory sector (including Blue Light services and Universities) and 8 to the voluntary sector.
- We successfully secured the contract extension to continue to deliver the Suicide Awareness and Prevention Training for the Suicide Prevention Partnership.

Customer feedback

“What a great way to start our Mental Health and Wellbeing journey!! The Managing Mental Health in the Workplace course was fantastic. It was very well structured and engaging and although this was only a one-day course, it has now provided our employees with the confidence and tools to not only understand the basics of their own personal Mental Health issues, but to have the ability to provide additional support to the rest of the business too.

Both instructors delivered the course with ease and really displayed their excitement and passion for what they do. Thank you Mind, we look forward to having you back very soon.” Fleet Operations, January 2023

Group peer support

Lydia Jenkins

Our weekly ‘Tuesday Evening Group’ continues to operate with an average of 15 clients attending each session to take part in a range of activities that include crafting, reading and music. The Group is a place where people can have a coffee/tea and an informal chat and make friends/socialise in a relaxed atmosphere, which is important for some of the clients who struggle with social anxiety and loneliness.

During the year we continued to grow our group offer – with new Women’s Be Excellent To Each Other, Brighter Future’s Orchid Project, Bentilee Community Lounge and Longton Support Drop In groups launched.

Public Benefit

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

The trustees believe that the charity meets the principles relating to charities and public benefit described in the Charity Commission guidance and that this Trustees’ Annual Report demonstrates the charity’s contribution to the prevention and treatment of mental ill health among the people of North Staffordshire through the provision of supported housing, counselling services and the promotion of social activities through social support groups and befriending/mentoring activity.

Fundraising

North Staffs Mind complies with the regulatory standards for fundraising. It is registered with the Fundraising Regulator and committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

In the last financial year, it cost North Staffs Mind just over £2million to deliver its range of mental health services. Income from statutory funding and commercial services does not cover all of our costs and so we need to raise the balance through fundraising efforts.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

In 2022 we welcomed two new posts to focus on increasing our fundraised income – a fundraising coordinator and income and engagement lead.

North Staffs Mind is registered with the Fundraising Regulator and complies with all the relevant standards set out in the Code of Fundraising Practice.

Safeguards are in place with suppliers and those who fundraise on the charity's behalf to ensure ongoing compliance and maintain reputation in the local community and beyond.

A complaints policy clearly explains how an individual can complain. No complaints regarding fundraising activities were received in the financial year 2022-23. There is a duty to report to the Fundraising Regulator on the totality of complaints.

As a provider of mental health services, North Staffs Mind aims to ensure that our fundraising meets the needs of the whole community. It is a signatory of the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications.

Plans for the future

The environment in which we work remains extremely challenging. As we enter a new financial year the economic outcome appears as gloomy and uncertain as the start as 2022-23. However, due to the hard work and dedication of the whole North Staffs Mind team we remain optimistic about the future as we look to continue to widen our reach and support even more local people.

Planning for our new Marsh Street redevelopment has begun and, in the summer of 2023, we undertook a wide consultation process to ensure that our plans for the building meet the needs and aspirations of the local area.

We continue to focus on being the very best employer we can be as we know that having a brilliant and expert team is key to our future success.

To facilitate our growth and to allow us to flexibly respond to new opportunities we look forward to welcoming a new 'all round' counselling post in September 2023. This post will also further enhance the mental wellbeing of our housing customers.

Our MQM success not only gave us cause for celebration – it has given us a fantastic launchpad for 2023-24 to enable us to go forth with confidence as we strive to enhance the mental wellbeing of North Staffordshire and beyond. This will be reflected in our new Strategic Plan which we look forward to launching in 2024.

Kate Boundy, Chief Executive

Financial review

A Statement of the Financial Activities of the charity is given on page 19. The total incoming resources for the year amounted to £2,122,432 (2022: £1,975,090) and £2,023,483 (2022: £1,849,783) was dispensed in direct pursuance of the charitable objectives of the company. There were net incoming resources of £98,949 (2022: £125,307). This has been added to the fund values brought forward at the beginning of the financial year, and the total of fund balances at 31 March 2023 was £1,202,731 (2022: £1,103,782).

The charity reviews its expenditure commitments on a regular basis and has implemented a programme of cost improvements to address the ongoing sustainability of a number of its operations going forward.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Premises at Marsh Street are stated at their 1999 valuation figure. A re-valuation was undertaken during 2007 and this indicated a material difference between the value of the company's assets and the amount at which they are stated in the accounts at that point in time. The Marsh Street premises continue to operate at full capacity. Trustees will continue to be provided with opportunities to reflect on the charity's future premises' requirements – and a current exercise sees us creating plans to redevelop the site. A decision will then be taken as to whether and if so, when to incorporate the full value of head office accommodation.

Investments during the year, which were interest bearing deposits with the Charities Official Investment Fund, were acquired in accordance with the powers contained in the company's governing instrument and with the provisions of the Charities Act 2011.

The total grants for the year, after transfers to deferred income, were £1,339,240 (2022: £1,171,160). Grants from Public Sector Organisations totaled £1,101,470 (2022: £908,575) and represent 82% of total incoming resources.

There were no capital commitments at the balance sheet date and, in the view of the trustees, the funds held at 31 March 2023 were available and adequate to fulfill its existing obligations.

Through prudent financial management of North Staffs Mind, the majority of services and projects during the year remained within budget.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

The trustees have reviewed the reserves policy and have agreed that the level of reserves is assessed annually in order to mitigate current and future risks as well as enabling North Staffs Mind to achieve its objectives. As at 31 March 2023, the actual reserves were £1,202,731. The amount required to meet contractual obligations is £191,000 and a further £78,000 relates to the designated fund requirement. The difference between the actual reserves and free reserves is £933,731, which predominantly relates to the organisation's investment in long-term assets. Designated funds relate to service improvement and development (£3,000), Marsh Street Development (£20,000) and refurbishment of 30 Stanley Street (£55,000).

Financial value of volunteers

Volunteers make a significant contribution to the work of North Staffs Mind, supporting the charity to deliver both Counselling and the Tuesday social support group, and as trustees and in other roles. Volunteer counsellors support the charity to deliver counselling sessions for adults and children/young people, and volunteers within Community Support Services were involved in befriending/mentoring relationships and helped run social support group activity. We couldn't achieve as much as we do without the invaluable support of our team of dedicated volunteers.

North Staffs Mind

TRUSTEES' ANNUAL REPORT

Powers of investment

The trustees are authorised by the Memorandum of Association to invest monies not immediately required for the charity's own purposes in such investments, securities or property as they deem fit, subject to any conditions required by law.

CHANGES IN FIXED ASSETS

The movement of fixed assets during the year is detailed in note 11 to the financial statements.

AUDITORS

The auditors, Dains Audit Limited, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors (Trustees) are aware, there is no relevant information of which the company's auditors are unaware. Additionally, the directors have taken all necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Signed on behalf of the trustees:

Susan Moffat

Chair

Date:

2023

North Staffs Mind

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL STATEMENTS

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the trustees on

2023 and signed on their behalf by:

Susan Moffat

Chair

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Opinion

We have audited the financial statements of North Staffs MIND (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the Trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in the accounting policies were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charitable company's legal advisors

North Staffs Mind

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of this 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.

JONATHAN DUDLEY (Senior Statutory Auditor)

For and on behalf of

Dains Audit Limited

Statutory Auditor

Chartered Accountants

Suite 2, Albion House

2 Etruria Office Village

Forge Lane

Stoke-on-Trent

ST1 5RQ

2023

North Staffs Mind

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) for the year ended 31 March 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME FROM:					
Donations and legacies	1	48,341	26,143	74,484	74,656
Charitable activities:					
Grants receivable	2	1,280,708	58,532	1,339,240	1,171,160
Property service charges – housing benefit, rent and supporting people	2	651,463	-	651,463	648,129
External training	2	30,368	-	30,368	62,880
Other trading activities:					
Miscellaneous income	3	24,468	-	24,468	18,174
Investment income	4	2,409	-	2,409	91
TOTAL INCOME		2,037,757	84,675	2,122,432	1,975,090
EXPENDITURE ON:					
Charitable activities:					
Adult counselling	5	868,450	3,617	872,067	721,370
Children’s counselling	5	555,617	49,280	604,897	580,552
Housing	5	471,658	-	471,658	464,590
Community support services	5	26,410	1,893	28,303	13,642
External training	5	46,558	-	46,558	69,629
TOTAL EXPENDITURE		1,968,693	54,790	2,023,483	1,849,783
NET INCOME AND NET MOVEMENT IN FUNDS	17	69,064	29,885	98,949	125,307
RECONCILIATION OF FUNDS:					
Total funds brought forward		1,101,461	2,321	1,103,782	978,475
TOTAL FUNDS CARRIED FORWARD	17	1,170,525	32,206	1,202,731	1,103,782

All income and expenditure derives from continuing activities.

All gains and losses recognised in the year have been dealt with in the Statement of Financial Activities.

The notes on pages 22 to 41 form part of the financial statements.

North Staffs Mind

BALANCE SHEET

At 31 March 2023

	Note	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible assets	11		410,124		291,451
CURRENT ASSETS					
Debtors	12	192,561		178,710	
Short term deposits	13	250,000		-	
Cash at bank and in hand	14	581,355		877,685	
		<u>1,023,916</u>		<u>1,056,695</u>	
CREDITORS: Amounts falling due within one year	15	(231,309)		(244,064)	
NET CURRENT ASSETS			792,607		812,331
NET ASSETS			1,202,731		1,103,782
			<u><u>1,202,731</u></u>		<u><u>1,103,782</u></u>
THE FUNDS OF THE CHARITY					
UNRESTRICTED FUNDS					
General funds	17-18		1,092,525		1,060,264
Designated funds	17-18		78,000		41,197
			<u>1,170,525</u>		<u>1,101,461</u>
RESTRICTED FUNDS	17-18		32,206		2,321
TOTAL CHARITY FUNDS	17-18		1,202,731		1,103,782
			<u><u>1,202,731</u></u>		<u><u>1,103,782</u></u>

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

The financial statements on pages 19 to 41 were approved by the board and authorised for issue on 2023 and were signed on its behalf by:

Susan Moffat
Chair

Neil Dingley
Treasurer

Company Registration No. 02294089

Registered Charity No. 700788

The notes on pages 22 to 41 form part of the financial statements.

North Staffs Mind
STATEMENT OF CASH FLOWS
for the year ended 31 March 2023

	Note	2023 £	2022 £
NET CASH FLOW FROM OPERATING ACTIVITIES	20	83,533	149,143
CASH FLOW FROM INVESTING ACTIVITIES:			
Payments to acquire tangible fixed assets	11	(132,272)	(9,066)
Interest received	4	2,409	91
Payment to acquire short term deposits	13	(250,000)	-
NET CASH FLOW FROM INVESTING ACTIVITIES		(379,863)	(8,975)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		(296,330)	140,168
Cash and cash equivalents brought forward		877,685	737,517
CASH AND CASH EQUIVALENTS CARRIED FORWARD		581,355	877,685
CASH AND CASH EQUIVALENTS CONSISTS OF:			
Cash at bank and in hand	14	581,355	877,685
CASH AND CASH EQUIVALENTS CARRIED FORWARD		581,355	877,685

The notes on pages 22 to 41 form part of the financial statements.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2023

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

GENERAL INFORMATION AND BASIS OF PREPARATION

North Staffs MIND is a company limited by guarantee in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given in the trustees annual report on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

GOING CONCERN

The Trustees have reviewed and approved financial projections including cashflow forecasts for the period to 30 September 2024. The Trustees believe there are adequate resources which will enable the charity to meet its liabilities as they fall due for the foreseeable future. For this reason, the Trustees have adopted the going concern basis in preparing the financial statements.

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. Service charges received in advance are apportioned over the accounting periods to which they relate. Interest receivable on bank deposits is accrued on a daily basis over the period in which it is earned.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2023

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

LEGACY INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion, legacies will be notified to the charity, however, it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

RESOURCES EXPENDED

Expenditure is charged on an accruals basis, inclusive of irrecoverable Value Added Tax. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably.

- Direct charitable activities expenditure comprises those costs directly incurred in pursuance of the charity's charitable activities. These costs are related to the employment of counsellors, the provision and maintenance of furnished housing accommodation, the provision of housing workers, the running of befriending projects and the expenses incurred by volunteer workers in connection with their befriending and other charitable activities.
- Support costs comprise all services supplied centrally, and include headquarters' staff and office overhead and accommodation expenses. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.
- Administration costs include the employment costs applicable to organisational, as opposed to project, administration and expenses arising from compliance with constitutional and statutory requirements, including audit fees.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

OPERATING LEASES

Annual rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

TANGIBLE FIXED ASSETS

Capital expenditure over a value of £500 is capitalised.

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2023

Depreciation is provided at the following annual rates as applied to the cost or valuation in order to write off each asset over its estimated useful economic life.

Freehold land	- nil
Freehold buildings	- 2% straight line
Housing furniture and equipment	- 15% - 33.3% straight line
Office furniture and equipment	- 15% - 33.3% straight line

INVESTMENTS

Investments comprising short-term deposits with the Charities Official Investment Fund are stated at cost and are repayable on demand. They are therefore included in the accounts as current assets.

DEBTORS

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments repayable without penalty on notice of not more than 24 hours.

CREDITORS

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

FINANCIAL INSTRUMENTS

The charitable company only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charitable company and their measurement basis are as follows:

Financial assets – Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition, deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The amount charged against profits represents the contributions payable to the scheme in respect of the accounting year.

North Staffs Mind

ACCOUNTING POLICIES

for the year ended 31 March 2023

FUND ACCOUNTING

General accumulated funds are unrestricted funds available to the charity for its general purposes and include, from time to time, funds designated by the charity for particular purposes, the use of any such designated funds remaining at all times at the discretion of the Trustees.

Restricted funds are subject to restrictions imposed by the donor or by the specific terms of the appeal under which funds are raised. The cost of raising and administering such funds are charged against the specific fund. The restrictions are binding upon the Charity.

TAXATION

As a registered charity the company is exempt from liability to corporation tax on its income from charitable activities and capital gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

Freehold Property

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900, valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £85,000 which relates to land on which no depreciation has been charged.

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

1 DONATIONS AND LEGACIES

Unrestricted funds

	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
	£	£	£	£
Donations and Legacies	48,341	26,143	74,484	74,657

2 CHARITABLE ACTIVITIES

Charitable activities for 2023 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2023 £
Adult Counselling			
North Staffordshire Combined Healthcare Trust	276,045	-	276,045
Mind (NAMH)	-	1,296	1,296
Cheshire Police	11,309	-	11,309
Private commissioned work	20,803	-	20,803
Midlands Partnership NHS Foundation Trust	484,266	-	484,266
	<hr/>	<hr/>	<hr/>
	792,423	1,296	793,719
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools	324,850	-	324,850
Mind (NAMH)	-	54,754	54,754
Private commissioned work	4,185	-	4,185
Changes Health & Wellbeing	154,250	-	154,250
	<hr/>	<hr/>	<hr/>
	483,285	54,754	538,039
Community Support Services			
Stoke-on-Trent City Council	5,000	-	5,000
Mind (NAMH)	-	2,482	2,482
	<hr/>	<hr/>	<hr/>
	5,000	2,482	7,482
Property Services charges – housing benefit, rent and supporting people	651,463	-	651,463
External Training	30,368	-	30,368
	<hr/>	<hr/>	<hr/>
	1,962,539	58,532	2,021,071
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North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

2. CHARITABLE ACTIVITIES (CONTINUED)

Charitable activities for 2022 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2022 £
Adult Counselling			
North Staffordshire Combined Healthcare Trust	256,395	-	256,395
Mind (NAMH)	-	21,281	21,281
Cheshire Police	61,119	-	61,119
Private commissioned work	25,143	-	25,143
Midlands Partnership NHS Foundation Trust	266,573	-	266,573
	-----	-----	-----
	609,230	21,281	630,511
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools Mind (NAMH)	322,100	-	322,100
Private commissioned work	-	58,264	58,264
Changes Health & Wellbeing	857	-	857
	157,040	-	157,040
	-----	-----	-----
	479,997	58,264	538,261
Community Support Services			
Stoke-on-Trent City Council	1,194	-	1,194
Community Foundation	1,194	-	1,194
	-----	-----	-----
	2,388	-	2,388
Property Services charges – housing benefit, rent and supporting people	648,129	-	648,129
External Training	62,880	-	62,880
	-----	-----	-----
	1,802,624	79,545	1,882,169
	=====	=====	=====

North Staffs Mind
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2023

3 MISCELLANEOUS INCOME

<i>Unrestricted funds</i>	Total 2023 £	Total 2022 £
ThinkWell	24,180	14,570
Other	288	3,604
	<hr/>	<hr/>
	24,468	18,174
	<hr/> <hr/>	<hr/> <hr/>

4 INVESTMENT INCOME

<i>Unrestricted funds</i>	Total 2023 £	Total 2022 £
Interest	2,409	91
	<hr/>	<hr/>
	2,409	91
	<hr/> <hr/>	<hr/> <hr/>

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2023

	Activities undertaken directly £	Grant funding of activities £	Support Costs £	Total 2023 £
Adult counselling	129,465	592,230	150,372	872,067
Children's counselling	21,387	480,984	102,526	604,897
Housing	393,054	-	78,604	471,658
Community support services	17,403	7,482	3,418	28,303
External training	39,723	-	6,835	46,558
	<hr/>	<hr/>	<hr/>	<hr/>
	601,032	1,080,696	341,755	2,023,483
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North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2023 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2023
	£	£	£	£	£	£
Salaries and social security costs	653,250	455,431	148,505	22,138	32,382	1,311,706
Pension contributions	25,965	18,443	5,580	874	339	51,201
Training	8,234	-	1,250	-	-	9,484
Travel	542	1,010	4,282	-	-	5,834
Advertising and publicity	-	-	-	-	-	-
Sessional work	450	-	-	-	-	450
Professional insurance	920	658	-	-	-	1,578
Supervision	7,257	10,618	-	-	-	17,875
Volunteer expenses	202	-	-	644	-	846
Other costs	17,516	10,251	10,905	329	4,121	43,122
Property costs	7,358	4,820	213,192	900	2,881	229,151
Depreciation	-	1,141	9,341	-	-	10,482
Support costs (see note 6)	150,372	102,526	78,604	3,418	6,835	341,755
	<u>872,067</u>	<u>604,897</u>	<u>471,658</u>	<u>28,303</u>	<u>46,558</u>	<u>2,023,483</u>

Resources expended on charitable activities for 2023 was £2,023,483 (2022: £1,849,783) of which £54,790 (2022: £101,490) was attributable to restricted funds and £1,968,693 (2022: £1,748,293) was attributable to unrestricted funds.

RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2022:

	Activities undertaken directly	Grant funding of activities	Support Costs	Total 2022
	£	£	£	£
Adult counselling	179,203	395,331	146,836	721,370
Children's counselling	5,086	458,750	116,716	580,552
Housing	370,465	-	94,125	464,590
Community support services	7,489	2,388	3,765	13,642
External training	54,569	-	15,060	69,629
	<u>616,812</u>	<u>856,469</u>	<u>376,502</u>	<u>1,849,783</u>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

5 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2022 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2022
	£	£	£	£	£	£
Salaries and social security costs	512,582	422,151	137,718	9,275	43,163	1,124,889
Pension contributions	19,661	16,755	4,758	253	1,549	42,976
Training	-	-	1,715	-	-	1,715
Travel	498	898	4,299	-	-	5,695
Advertising and publicity	-	-	-	-	-	-
Sessional work	450	-	-	-	-	450
Professional insurance	1,067	541	-	-	-	1,608
Supervision	3,289	10,905	-	-	-	14,194
Volunteer expenses	-	-	-	-	-	-
Other costs	30,977	8,280	14,750	189	7,034	61,230
Property costs	6,010	3,742	199,551	160	2,823	212,286
Depreciation	-	564	7,674	-	-	8,238
Support costs (see note 6)	146,836	116,716	94,125	3,765	15,060	376,502
	<u>721,370</u>	<u>580,552</u>	<u>464,590</u>	<u>13,642</u>	<u>69,629</u>	<u>1,849,783</u>

6 SUPPORT COSTS ALLOCATION 2023

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2023
	£	£	£	£	£	£
Salaries and social security costs	90,653	61,809	47,387	2,060	4,121	206,030
Pensions	4,073	2,777	2,129	93	185	9,257
Training	802	547	419	18	36	1,822
Travelling expenses	479	327	251	11	22	1,090
Office expenses	8,730	5,953	4,564	198	397	19,842
Insurance	3,464	2,361	1,810	79	157	7,871
Professional fees	3,482	2,374	1,820	79	158	7,913
Advertising and publicity	165	113	86	4	8	376
Rent	443	302	232	10	20	1,007
Utilities	3,094	2,110	1,617	70	141	7,032
Computer software and support	16,440	11,209	8,593	374	747	37,363
Repairs and renewals	4,566	3,113	2,387	104	208	10,378
Depreciation	1,372	935	717	31	62	3,117
Other	7,849	5,351	4,104	179	357	17,840
Governance	4,760	3,245	2,488	108	216	10,817
	<u>150,372</u>	<u>102,526</u>	<u>78,604</u>	<u>3,418</u>	<u>6,835</u>	<u>341,755</u>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

6 SUPPORT COSTS ALLOCATION 2022 (CONTINUED)

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2022
	£	£	£	£	£	£
Salaries and social security costs	98,978	78,675	63,448	2,538	10,152	253,791
Pensions	3,491	2,775	2,237	89	358	8,950
Training	1,248	992	800	32	128	3,200
Travelling expenses	89	71	57	2	9	228
Office expenses	6,528	5,189	4,185	167	670	16,739
Insurance	1,799	1,430	1,153	46	184	4,612
Professional fees	211	167	135	5	22	540
Advertising and publicity	5	4	3	1	1	14
Rent	243	193	156	6	25	623
Utilities	1,408	1,119	902	36	144	3,609
Computer software and support	12,150	9,658	7,789	312	1,246	31,155
Repairs and renewals	4,712	3,745	3,020	121	483	12,081
Depreciation	1,175	934	753	30	120	3,012
Other	10,801	8,586	6,924	277	1,108	27,696
Governance	3,998	3,178	2,563	103	410	10,252
	<u>146,836</u>	<u>116,716</u>	<u>94,125</u>	<u>3,765</u>	<u>15,060</u>	<u>376,502</u>

The charity allocates its support costs as shown above and then further apportions these costs between the five charitable activities undertaken (see note 5). Support costs are allocated on a basis consistent with the use of resources.

7 NET INCOMING RESOURCES FOR THE YEAR

Net incoming resources are arrived at after charging the following:

	2023 £	2022 £
Depreciation and other amounts written off tangible fixed assets – owned	13,599	11,250
Auditors' remuneration:		
Audit services	9,200	8,760
Operating lease:		
Land & building	10,048	4,848
Other equipment	12,834	13,322
	<u>45,681</u>	<u>38,180</u>

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

8 TRUSTEES AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

In accordance with the governing instrument, no emoluments were paid during the year (2022: £Nil) to the Chair, the directors or any of the trustees.

The total amount of employee benefits received by key management personnel is £175,749 (2022: £175,665). Key management are as disclosed on page 1.

Travel expenses of £Nil (2022: £Nil) have been reimbursed during the year to trustees.

9 STAFF COSTS AND NUMBERS

Details of employee costs are as follows:

	2023	2022
	£	£
Wages and salaries	1,414,700	1,286,123
Social security costs	104,269	94,024
Pension costs	60,459	51,925
	<u>1,579,428</u>	<u>1,432,071</u>

10 STAFF COSTS AND NUMBERS (CONTINUED)

No employee received remuneration amounting to more than £60,000 in either year.

The average number of persons (excluding trustees) employed, analysed during the year by category, was as follows:

	2023	2022
	Number	Number
Counselling and Care Services	64	56
Housing Project Services	7	7
Community Support Services	2	2
Support staff:		
Administration/accounts	10	10
Chief executive	1	1
	<u>84</u>	<u>76</u>

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

10 PENSION SCHEME

The charity operates a defined contribution scheme on behalf of its employees. The pension cost charge for the year represents contributions payable by the charity to the fund and amounted to £60,459 (2022: £51,925). There were outstanding contributions of £Nil (2022: £Nil) at the year end.

11 TANGIBLE FIXED ASSETS

	Freehold land and buildings	Office furniture and equipment	Housing furniture and equipment	Total
	£	£	£	£
COST/VALUATION				
At beginning of year	408,928	81,548	78,280	568,756
Additions	92,500	1,233	38,539	132,272
	<hr/>	<hr/>	<hr/>	<hr/>
At end of year	501,428	82,781	116,819	701,028
	<hr/>	<hr/>	<hr/>	<hr/>
DEPRECIATION				
At beginning of year	138,686	65,373	73,246	277,305
Charge for year	6,479	3,276	3,844	13,599
	<hr/>	<hr/>	<hr/>	<hr/>
At end of year	145,165	68,649	77,090	290,904
	<hr/>	<hr/>	<hr/>	<hr/>
NET BOOK VALUE				
At 31 March 2023	356,263	14,132	39,729	410,124
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 March 2022	270,242	16,175	5,034	291,451
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900 valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. Assets were valued on the basis of 'the market value of the freehold interest in the property in its current physical condition' as defined by the RICS valuation professional standards. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £85,000 which relates to land on which no depreciation has been charged.

Fixed assets are held for direct charitable purposes.

Security enhancements have been included within additions to office furniture and equipment.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

11 TANGIBLE FIXED ASSETS (CONTINUED)

If the land and buildings had not been included at valuation they would have been included under the historical cost convention as follows:

	2023	2022
	£	£
Cost	473,328	380,828
Accumulated Depreciation	132,522	126,605
	<hr/>	<hr/>
Net Book Value	340,806	254,223
	<hr/> <hr/>	<hr/> <hr/>

12 DEBTORS

	2023	2022
	£	£
Trade debtors	128,350	127,016
Prepayments and accrued income	64,211	51,694
	<hr/>	<hr/>
	192,561	178,710
	<hr/> <hr/>	<hr/> <hr/>

13 SHORT TERM DEPOSITS

	2023	2022
	£	£
Treasury reserve account	250,000	-
	<hr/> <hr/>	<hr/> <hr/>

14 CASH AT BANK AND IN HAND

	2023	2022
	£	£
Cash at bank and in hand	462,766	761,162
Charities official investment fund	118,589	116,523
	<hr/>	<hr/>
	581,355	877,685
	<hr/> <hr/>	<hr/> <hr/>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

15 CREDITORS: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	31,054	33,681
Other taxes and social security	23,693	39,845
Accruals	21,742	20,570
Deferred income (see note 16)	153,476	147,268
Other Creditors	1,344	2,700
	<u>231,309</u>	<u>244,064</u>

16 DEFERRED INCOME

The movements for the year as follows:

	At 1 April 2022 £	Received £	Released £	At 31 March 2023 £
Deferred income	147,268	840,495	(834,287)	153,476
	<u>147,268</u>	<u>840,495</u>	<u>(834,287)</u>	<u>153,476</u>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

17 STATEMENT OF FUNDS

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
UNRESTRICTED FUNDS					
General fund	1,060,264	2,037,307	(1,924,443)	(80,603)	1,092,525
<i>Designated funds:</i>					
Service Improvement and Development	3,000	-	-	-	3,000
MACCAS Zone Project	18,197	450	(21,388)	2,741	-
Marsh Street Development	20,000	-	-	-	20,000
Refurbishment of 30 Stanley St.	-	-	(22,862)	77,862	55,000
	<u>1,101,461</u>	<u>2,037,757</u>	<u>(1,968,693)</u>	<u>-</u>	<u>1,170,525</u>
RESTRICTED FUNDS					
Co-op Resilience Programme	-	23,418	(23,418)	-	-
Mind Mentor Project	2,321	1,296	(3,617)	-	-
Whole School Approach	-	525	(525)	-	-
SCESS	-	30,811	(25,337)	-	5,474
EIPL	-	2,482	(1,893)	-	589
Paragon Donation	-	26,143	-	-	26,143
	<u>2,321</u>	<u>84,675</u>	<u>(54,790)</u>	<u>-</u>	<u>32,206</u>
TOTAL FUNDS	<u><u>1,103,782</u></u>	<u><u>2,122,432</u></u>	<u><u>(2,023,483)</u></u>	<u><u>-</u></u>	<u><u>1,202,731</u></u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

Service Improvement and Development - funding for continuing professional development activity.

Maccas Zone - awareness raising activity supporting the emotional and mental health needs of young men. Income during the period was generated from donations, fundraising activities and the Co-op Resilience grant included in restricted income.

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

17 STATEMENT OF FUNDS (CONTINUED)

Marsh Street Development – investment in the creation of plans for our Marsh Street redevelopment project. This will take us to planning and approval and allows us to create a funding strategy for the build phase.

Refurbishment of 30 Stanley Street – investment in refurbishment of our residential units at 30 Stanley Street, one flat was completed during the year with the other three to follow.

Purchase of land – during the year the plot of land adjacent to our Marsh Street office was purchased and will form part of our redevelopment plans.

Transfers

£2,741 was transferred out of the designated fund allocations in relation to the MACCAS Project as expenditure on this area of work was no longer required as this will now be funded through on going activities.

£170,362 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent the following contracts to supply specific services for adults and young people.

£23,418 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through the Co-op Foundation to provide funding for our MACCAS project for a period of 12 months, which will support young people through delivering workshops in schools and colleges across Staffordshire.

£1,296 of the restricted funds income relates to funding Mind (National Association for Mental Health) through their pilot Mentor Project offering support to employees and line managers.

£525 of the restricted funds income relates to funding from Mind (National Association for Mental Health) to carry out Mind's whole school approach to mental health with the Co-op Academy Trust.

£30,811 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their SCESS project to provide support to 11-18 year olds through delivering group support and 1:1 guided self help sessions.

£2,482 of the restricted funds income relates to funding from Mind (National Association for Mental Health) for their EIPL project to embed a wide range of diverse approaches in equality, influence and participation to shape the organisation and the services it provides.

£26,143 of the restricted funds related to a donation from the Paragon Group where we will complete a piece of work supporting young adults between the ages of 18-25.

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

17 STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS 2022

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
UNRESTRICTED FUNDS					
General fund	879,267	1,800,395	(1,554,793)	(64,605)	1,060,264
<i>Designated funds:</i>					
CSS/Peer support staffing provision	8,156	787	(9,877)	934	-
King Street operational costs	7,813	-	-	(7,813)	-
Service Improvement and Development	3,000	-	-	-	3,000
MACCAS Zone Project	26,360	8,101	(4,420)	(11,844)	18,197
Adult Paid Service	29,613	86,262	(179,203)	63,328	-
Marsh Street Development	-	-	-	20,000	20,000
	<u>954,209</u>	<u>1,895,545</u>	<u>(1,748,293)</u>	<u>-</u>	<u>1,101,461</u>
RESTRICTED FUNDS					
Resilience Project	24,266	-	(24,266)	-	-
Co-op Resilience Programme	-	35,539	(35,539)	-	-
Mind Mentor Project	-	21,281	(18,960)	-	2,321
Whole School Approach	-	22,725	(22,725)	-	-
	<u>-</u>	<u>59,545</u>	<u>(67,520)</u>	<u>-</u>	<u>2,321</u>
TOTAL FUNDS	<u><u>978,478</u></u>	<u><u>1,975,090</u></u>	<u><u>(1,849,783)</u></u>	<u><u>-</u></u>	<u><u>1,103,782</u></u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

CSS/Peer Support staffing provision - the Tuesday evening social support group in the city and also the Be Excellent and Callums Destiney groups will be funded through on going activities. King Street operational costs - no additional premises costs with respect to dilapidations were required.

Service Improvement and Development - funding for continuing professional development activity.

Maccas Zone - awareness raising activity supporting the emotional and mental health needs of young men. Income during the period was generated from donations, fundraising activities and the Co-op Resilience grant included in restricted income.

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

17 STATEMENT OF FUNDS (CONTINUED)

Adult Paid Service – funding to provide a new service launched during the year, which was impacted by the ongoing pandemic, additional funding required whilst we continue to promote and grow our customer base.

Marsh Street Development – investment in the creation of plans for our Marsh Street redevelopment project. This will take us to planning and approval and allows us to create a funding strategy for the build phase.

Transfers

£19,657 was transferred out of the designated fund allocations in relation to King Street operational costs and MACCAS Project as expenditure on these areas of work had not been utilised or was no longer required.

£84,262 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent the following contracts to supply specific services for adults and young people.

£35,539 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through the Co-op Foundation to provide funding for our MACCAS project for a period of 12 months, which will support young people through delivering workshops in schools and colleges across Staffordshire.

£21,281 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through their pilot Mentor Project offering support to employees and line managers.

£22,725 of the restricted funds income relates to funding from Mind (National Association for Mental Health) to carry out Mind's whole school approach to mental health with the Co-op Academy Trust.

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds General funds £	Unrestricted funds Designated funds £	Restricted funds £	Total Funds £
Tangible fixed assets	410,124	-	-	410,124
Debtors	192,561	-	-	192,561
Short term deposits	250,000	-	-	250,000
Cash at bank and in hand	471,149	78,000	32,206	581,355
Creditors due within one year	(231,309)	-	-	(231,309)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	1,092,525	78,000	32,206	1,202,731
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

North Staffs Mind
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2023

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS 2022

	Unrestricted funds General funds	Unrestricted funds Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets	291,451	-	-	291,451
Debtors	178,710	-	-	178,710
Cash at bank and in hand	834,167	41,197	2,321	877,685
Creditors due within one year	(244,064)	-	-	(244,064)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	1,060,264	41,197	2,321	1,103,782
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

19 FINANCIAL INSTRUMENTS

	2023	2022
	£	£
Financial assets measured at fair value through profit or loss	831,355	877,685
Financial assets measured at amortised cost	162,589	152,062
Financial liabilities measured at amortised cost	52,795	56,951

Financial assets measured at fair value through the profit and loss include cash at bank and in hand and short term deposits.

Financial assets measured at amortised cost include trade debtors and accrued income.

Financial liabilities measured at amortised cost include trade creditors, accruals and other creditors.

20 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income/(expenditure) for year	98,949	125,307
Net interest receivable	(2,409)	(91)
Depreciation and impairment of tangible fixed assets	13,599	11,250
(Increase)/Decrease in debtors	(13,851)	(17,994)
Increase/(Decrease) in creditors	(12,755)	30,671
	<hr/>	<hr/>
	83,533	149,143
	<hr/> <hr/>	<hr/> <hr/>

North Staffs Mind

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2023

21 ANALYSIS OF CHANGES IN NET DEBT

	31 March 2022 £	Cash flows £	31 March 2023 £
Cash and cash equivalents	877,685	(296,330)	581,355
Total net debt	<u>877,685</u>	<u>(296,330)</u>	<u>581,355</u>

22 COMMITMENTS

There were no capital commitments at the year end (2022: £nil).

Operating lease commitments with regard to non-cancellable operating leases are as follows:

	2023		2022	
	Land and buildings £	Other £	Land and buildings £	Other £
Operating leases which expire:				
Within 1 year	33,572	4,260	4,848	6,177
Within 2-5 years	57,200	11,262	-	5,476
Later than 5 years	-	-	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

23 RELATED PARTY TRANSACTIONS

There have been no related party transactions.

NORTH STAFFS MIND

England & Wales - Charity number 700788

Accounts

NORTH STAFFS MIND

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

Year Ended 31 March 2022

Company Registration No. 02294089
Registered Charity No. 700788

North Staffs MIND

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North Staffs MIND

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number: 700788

Company Number: 02294089

Chair: Susan Moffat

Vice Chair: Linda Holt

Chief Executive: Kate Boundy

Company Secretary: Kate Boundy

Trustees/Company Directors: Linda Holt
Helen Barnes (resigned 23/08/21)
Briege Cullinane
David Cotton (resigned 08/03/22)
Neil Dingley
Amy Spruce
Susan Moffat
Mark Poulson
Ian Munton (resigned 20/07/21)
Jane Millar (resigned 21/07/21)
Hayley Lamb (resigned 16/06/21)
Susan Davies
Kishore Chandiramani
James Aberley (appointed 24/11/21)
Lynne Ingram (appointed 24/11/21)
Darren Kempson (appointed 24/11/21)
Jonathan Phelan (appointed 24/11/21)

Key Management Personnel: Kate Boundy, Chief Executive
Deb Smith, Service Manager
Lisa Bennion, Development Manager
Laura Colclough, HR Manager
Jane Considine, Finance Manager

Auditors: Dains Audit Limited, Suite 2 Albion House, 2 Etruria Office Village,
Forge Lane, Stoke-on-Trent ST1 5RQ

Bankers: National Westminster Bank Plc, 1 Upper Market Square, Hanley,
Stoke-on-Trent, ST1 1QA

Registered Office: 83 Marsh Street, Hanley, Stoke-on-Trent, ST1 5HN

Status: North Staffs MIND is a company limited by guarantee. It is a registered charity and governed by the provisions of its Memorandum and Articles of Association.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

The trustees are pleased to present their report together with the audited financial statements of the charitable company ("the charity") for the year ended 31st March 2022. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the 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 published in October 2019.

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

DIRECTORS AND TRUSTEES

The directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows:

David Cotton (resigned 08/03/22)
Briege Cullinane
Dr Helen Barnes (resigned 23/08/21)
Neil Dingley
Linda Holt
Amy Spruce
Susan Moffat
Mark Poulson
Ian Munton (resigned 20/07/21)
Jane Millar (resigned 21/07/21)
Hayley Lamb (resigned 16/06/21)
Susan Davies
Kishore Chandiramani
James Aberley (appointed 24/11/21)
Lynne Ingram (appointed 24/11/21)
Darren Kempson (appointed 24/11/21)
Jonathan Phelan (appointed 24/11/21)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

North Staffs MIND is a company limited by guarantee and does not have any share capital. It is a non-profit making organisation and registered charity governed by its Memorandum and Articles of Association.

Organisation and appointment of trustees

The Council of Management is made up of 12 elected members (trustees). The Council meets at least 4 times per year. Decisions are taken by a majority vote and the Council appoints a Chief Executive to manage the day to day operations of the organisation, ensure that the organisation meets its aims and objectives, provide leadership to the organisation and take responsibility, alongside the trustees and the senior management team, for strategic development and planning.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Trustee induction and training

The charity recognises that the trustee board needs to have a diverse range of skills, experience and knowledge to run the organisation effectively. New trustees are attracted to North Staffs MIND based on the use of word-of-mouth and personal recommendation, within a strategic context of the trustee board's current composition and succession planning, identifying any key skills that are lacking.

There is a comprehensive Trustees' Induction pack in place, which includes information on roles and responsibilities of trustees, good governance reference material including a generic trustee role description, and information about the charity's structure and remit. The induction pack is reviewed and updated every two years to capture current good practice in governance, trustee board development and planning, and is available electronically. Policies on dealing with conflicts of interest and induction/training are included in the pack. The induction pack was reviewed and relaunched in 2021.

All potential trustees meet the Chief Executive and Chair to gain insight into the organisation and the expectations of the trustee role and following this they are invited to observe at a meeting of the trustees. A Trustee Information Sheet is distributed to all new trustees, and annually to existing trustees, to identify specific areas where information or support is required to carry out the role and consider options relating to training/learning styles. Refresher training on roles and responsibilities is provided on a regular basis. An Annual Away Day is organised for trustees to benefit from the opportunity to consider collectively key issues which could influence and impact upon the future direction of the organisation.

North Staffs MIND complies with the principles of the national Charity Governance Code.

Risk management

The trustees acknowledge their responsibility for managing risk and regularly give consideration to the major risks to which the charity is exposed and the implementation of robust systems to mitigate these risks.

As our Board continues to review and improve our governance arrangements, in 2021 a new Risk Subcommittee was formed. The subcommittee comprises of trustees, NS Mind's Service lead, HR Manager and the Chief Executive.

The subcommittee ensures that the strategic risk register is regularly reviewed and updated and reviews new and escalating risks. Each meeting focuses on an operational area at each meeting – with the service lead in attendance. This is helping to ensure risk is integrated into all of work. The subcommittee reports to our main Board.

We have ensured a number of measures are in place to mitigate the financial resilience risk including establishing a diverse range of income generating activities to ensure we maximise income raising opportunities.

Principal risks and uncertainties

Trustees consider the principal risk faced by North Staffs Mind to be:

Financial Sustainability – NS Mind operates a number of large contracts which, if not renewed, would have significant impact on the cost base of the organisation. Our income continues to be affected by the covid pandemic and financial uncertainty – in particular fundraising and paid service income.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

OBJECTIVES AND ACTIVITIES

The objectives of the charity

The charity's objectives are to work to promote and alleviate mental health problems. The principal activities are concerned with the prevention and treatment of mental ill health among the population of the North Staffordshire Health district.

In order to achieve these objectives, it is the charity's policy to offer a comprehensive range of appropriate services. These include the provision of housing accommodation, counselling, and the promotion of social activities through support group activity. The service offer is under constant review to ensure it continues to meet the changing needs of local people.

Our Vision

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

We connect Minds

We realise that we cannot take on this mental health emergency alone. We believe we can best support the mental health of our local communities by connecting with other passionate people and organisations.

- We will proactively engage with the statutory sector through involvement in strategic partnerships to influence the development of local mental health policy which encourages independence, enhances quality of life and promotes a preventative and early intervention approach.
- We will seek proactive partnerships where we can work more effectively than pursuing opportunities under our own steam
- Internally we will continue to develop a culture of collaboration between colleagues and teams
- We will work with employers and schools to create thriving places to work and learn
- We will strengthen and develop our peer-led services
- We will strive to provide leadership and practical support to strengthen the local voluntary sector voice and impact

We support Minds

There has never been a greater need for mental health services within our local area. The on-going Covid pandemic means that more people than ever are experiencing poor mental health – the long-term effects are yet to be seen or fully understood.

- We will provide high quality, innovative and accessible services which meet the changing needs of local people
- We'll make sure that our support is truly inclusive. We want everyone – whatever their background – to feel welcome and supported by our services.
- We will deliver and evidence positive and progressive outcomes for people accessing our services
- We will make service user engagement central to our work so that our services are informed by local people with lived experience of mental health issues
- We will work within the BACP and Mind Quality Mark quality framework and adhere to regulatory requirements at all times
- We will review our governance structure and activity to ensure it continues to provide a safe and solid foundation for NS Mind

North Staffs MIND

TRUSTEES' ANNUAL REPORT

We change Minds

People need support right now, but they also need long-term change to the way society views mental health. We will fight for better services and rights for people with mental health problems.

- We will continue to provide a strong voice for mental health within the local community.
- We will promote increased awareness and understanding of mental health issues and positive mental wellbeing through our marketing, training, outreach and social media activity and challenge and reduce any stigma of discrimination that surrounds mental ill-health and suicide.
- We will bolster our governance and focus on service quality and reach.
- We will drive this through a culture that places our staff and service users' needs and aspirations at the heart of our decision-making.
- We will raise our profile and demonstrate our worth and value to prospective partner organisations and commissioners

View NS Mind's Strategic Plan 2021-24 at <https://nsmind.org.uk/docs/NSMindStrategicPlan2021-2024.pdf>

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

The challenges of the ongoing covid pandemic continued throughout the year however as will be demonstrated within our service area reports our teams continued to respond and perform magnificently within this landscape.

Our new Strategic Plan was launched in March 2021 which shares our strong and ambitious organisational purpose and objectives for the next 3 years.

During the year we supported the mental wellbeing of over 10,000 local people.

Our turnover grew as we responded swiftly to the impact of covid on mental wellbeing and we expanded our team within the Staffordshire and Stoke Wellbeing Service.

We continued to review and bolster our governance and we created a new Governance Group, Risk Subcommittee and Housing subgroup from our Board during the year.

In addition we recruited to a new Business Development Manager post and created a new Senior Leadership Team.

We began work towards our MQM accreditation process due in the summer of 2022 and we are embracing the process as a quality improvement opportunity.

We continue to work collaboratively with a growing range of partner organisations within the Mind network and local area. In 2021/22 we have been particularly excited to explore a potential collaboration with Mind retail through their new superstore in Longton.

We would like to thank all of our incredible team of staff, volunteers, trustees, partners and the people who have accessed our services – all of whom have made an incredible contribution during such a successful year.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Adult Counselling Service

Our adult team has developed into a multifaceted service offering counselling, groups and both internal and external supervision. In addition a partnership with Burton & District Mind, has enabled us to be part of a National Mind pilot – MENTOR, offering support to employees and line managers.

We continue to develop a blended approach to working with sessions offered remotely via telephone or video and face to face. Our corporate offer continued to expand throughout the year.

During the year we introduced a new Adult Group Coordinator role to expand our peer support offer. Our Be Excellent To Each Other (male only) group returned to face-to-face sessions at Staffordshire University and is going from strength to strength:

During the year our Resilience Project drew to an end. This initiative consisted of a group workshop which explored the concept of resilience and shared practical wellbeing tips to participants followed by three one to one sessions with a counsellor. We are pleased to share the following feedback, received from a social prescriber:

'This patient is now shopping, seeing friends, going to church, and has started going to a craft group. The patient stated she could not express how much this resilience training has really helped her to see a positive future and has prevented her mental health worsening. This patient could not thank me enough. I felt all you at Mind needed to know how the resilience training has been beneficial to this lady and has overall been enough to give her the insight, and tools to step on a positive pathway of increased mental well-being, and crucially prevented her mental health worsening'.

Adult service at a glance

No. assessments delivered (PFS)	160
No. sessions delivered (PFS)	785
No. individuals supported via therapy (PFS)	190
No. individuals supported via The Resilience Project	48
No. individuals supported via Instant Messenger Service	37
No. individuals supported via Groups	196
No. Think Well triage requests	85
No. Think Well counselling sessions delivered	242
No. ad hoc corporate sessions delivered	25
No. Supervision sessions	221
No. counselling sessions delivered for Cheshire Police	839
No. Police colleagues supported	251
No. of Police colleagues supported via ad-hoc sessions	56

Housing Service

We are an active member of the Destination: Home partnership. North Staffs Mind provides 46 units of accommodation comprising 16 self-contained units owned by Staffs Housing, 17 shared units of accommodation owned by Midland Heart and 13 mixed units owned by North Staffs Mind.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

We also offer 16 floating support units in the Stoke on Trent area.

Void levels remain higher than our 5% target throughout the year. Our Housing Management Team is actively addressing this through promotional and networking activities.

Key Achievements

- In May 2021 we bolstered our management of our housing function – splitting the housing manager role into 2 focused roles – a housing support manager and a specialist asset-focused housing coordinator.
- We also created a dedicated housing management team consisting of our Chief Executive, Finance Manager, Housing Support Manager and Housing Coordinator
- Staff continued face to face support with tenants whilst developing an agile working approach.
- The team switched from paper based recording to electronic recording utilising specialist CRM software
- Pipeline meetings with all partners has created a seamless joined up approach to placing applicants and tenants appropriately which in turn prevents homelessness.

Schools Service

In the academic year of 2021/2022 our Counselling Service worked within 35 schools. Our team have worked with 868 Children and Young People. 96% stated that they would recommend our service to their peers. 99.8% of clients felt that their views and worries were taken seriously.

No. commissioning schools	35
No. sessions (half day) in school	321
Total no. counselling sessions offered	7,594
No. CYP supported	868
No. spot purchase sessions delivered	14

Schools Team Case Study

Client's Age: 15

Presenting Issues: Anger issues & a lack of focus/motivation in school

Client Aims: To be less angry

Brief Background

Client was a female year 11 student who lived with her parents and siblings. Relationships at home were generally good, with a culture of not talking about emotions and to 'man up' to deal with feelings of being upset. Anger, however, was not treated in this way, resulting in a lot of anger on display at home. The client had also lost her nana to cancer a few months before sessions commenced.

School's Concerns

Client was referred by school staff due to regular angry outbursts during the school day. The slightest situation caused her to become enraged, which often would spill into violence. She lacked motivation in the classroom and finding it hard to focus on her schoolwork.

Client Desired Outcomes: To be 'less angry all the time'.

Counselling Process

We contracted for 6 weekly sessions, at different times each week, to avoid missing the same lesson.

We explored the client's beliefs about herself and the roots of her anger. She described how her parents were often angry and displaying upset or sad feelings was perceived as a sign of weakness which could result in others 'taking advantage of you'. This led to the client believing that it was better to hold your feelings in than share them with someone.

We discussed the pros and cons of being able to experience and honour feelings of being upset and sad and how this might impact someone. We explored the loss of nana and their relationship, including writing a letter to her nan, outlining the client's feelings of sadness, hurt, anger, guilt etc.

We used creative drawing, using colours as feelings (red=anger, blue=sadness etc) to paint a picture of how the client felt about her life. This enabled her to gain insight and allowed her to recognise how she used anger as a substitute for feelings of sadness/upset, which she was afraid to reveal.

We explored alternate coping strategies to manage her anger, in a less destructive way. We explored how she might share her feelings with a trusted person and how doing this had felt good in the safe space of the counselling room.

At our last session, we revisited what we had learned during the previous sessions and how she could continue to use strategies and insights which we had discussed.

The Difference Counselling Made

Client confirmed that she had not had an angry outburst for several weeks, and her residual anger had dramatically reduced. She was using the coping mechanisms and grounding techniques which we had practiced together which were effective in helping her deal with her anger. She felt happier and was better able to concentrate in lessons.

The school link worker confirmed that the client's behaviour had improved, and client was happier, more focused on schoolwork and less prone to dramatic or angry outbursts.

Maccas Project

The Maccas Project was initially aimed at supporting young men's mental health but we now evolved to support all young people. We deliver whole class workshops and smaller targeted group workshops in schools and colleges across Staffordshire.

All of our workshops raise awareness of mental health and where to access support. We also attend events to raise awareness, support and signposting for mental health.

MACCAS Zone offers a free, confidential informal drop-in service supporting young people aged 14 - 18 years who are interested in developing their emotional wellbeing. We offer a variety of workshops and well-being sessions are available for one to one support if required.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

During 2021-22:

- Maccas project supports young people aged 10 - 19 years.
- We have reached over 3,139 young people through workshops in Primary Schools, High Schools and Colleges across Staffordshire.
- We offer workshops to schools from Year 5 to Sixth Form, including a general mental health workshop, transition to high school and an anxiety workshop for classes of up to 32 young people.
- For the first time since the project began in 2013 we secured 12 months of funding! This is via the Co Op Community Resilience Fund and runs from 1.7.21 until 30.6.22.
- As part of this funding, we developed an Emotional Resilience Workshop alongside some young people through an NCS project.
- This funding also includes an instant messaging service for 2 evenings per week for young people outside Stoke-on-Trent.
- Through the Summer Holidays 2021, we worked alongside other organisations, such as Port Vale Foundation Trust and Staffordshire Wildlife Trust as part of a Cornerstone Project to offer alternative workshops.
- Maccaszone has now returned solely to face to face delivery, based on feedback from young people. Maccaszone is available for 14–18 year-olds, providing psychoeducational workshops and wellbeing sessions.
- Maccaszone has an average weekly attendance of 10 people and offers different workshops throughout the year. We hope to increase this number over the next year.
- We are currently a team of 4, including the project manager and administrator.
- We continue to focus on our social media channels and have increased our following on both Facebook and Instagram. We share daily posts on both channels, promoting the work that we do.

Speak Up Space

Speak Up Space is an online support project comprising a website: www.speakupspace.org.uk offering coping strategies, self-help resources and an instant messaging service for young people up to the age of 18 years old living in Stoke-on-Trent.

- The instant messaging service is available 7 evenings per week and only closes during Christmas week (we still offer support on Christmas Eve and all bank holidays & weekends outside of Christmas).
- Speak Up Space provides support across a range of times with the earliest shift beginning at 16:00 and the latest shifts ending at 23:00.
- Speak Up Space comprises a team of 9 consisting of 4 practitioners & 5 supervisors.
- All service management, admin & social media are completed by the SUS Service Manager & the SUS Assistant Manager.
- The Speak Up Space Service Manager & Assistant Manager also supervise a total of 4 of the 7 shifts as part of their role.
- The SUS Assistant Manager is such an integral part of the project, as you can see above, yet all the results over the last year have still been achieved even though she was absent for 4 months following surgery.
- Between 01.04.21 & 31.03.22 www.speakupspace.org.uk provided support to 7,472 service users via the website, an increase of 9.9% on the previous year.
- In the same period the instant messaging service delivered 679 1-2-1 support sessions to 489 different young people, an increase of 6.75%.
- In July 2021 SUS worked with the Maccas Project to train and support an additional Maccas Instant Messaging Practitioner as part of the Co-Op Resilience Fund. The Maccas Practitioner delivered over 150 additional chats on Wednesday & Sunday evenings, supported by SUS Supervisors, to young people outside of Stoke-on-Trent.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

- Speak Up Space's Social Media presence has increased again throughout this financial year gaining 287 followers on Instagram & 522 followers on Facebook.
- The SUS team design & create original content 365 days per year.
- Posts share self-help techniques, promote activities & events across the wider organisation & use service user engagement to create additional content.
- To mark SUS' 3rd birthday in February we organised a competition for service users to design a celebratory social media post to mark the occasion. We attracted lots of entries, with some schools using PHSE sessions to create designs. A 16 year old service user from a local school produced the winning post.
- Our instant messaging Training programme has been commissioned three times by other local minds in the last 12 months.
- Training commissions for SUS have received positive reviews and generated income for North Staffs Mind.

Children and Young People Service – Stay Well

The Stay Well Service is now into its third year supporting CYP in Stoke on Trent. The service is led by Changes supported by ourselves and the Dove Service.

Our key challenge and achievement have been to be provide an excellent, quality service, on a very tight budget. We have had a member of staff on long-term sick this year and although the rest of the team have all rallied round to provide extra hours, the impact has been seen on the budget. However, our outcomes and feedback from both young people and caregivers show what an excellent team we have and what quality work that they do.

Statistics Overview:

Referrals received – 255

Sessions Offered – 1385

Parent support sessions – 56

Extra contacts to school, social workers, CAMHS, FSW etc – 3499

Positive outcomes – 83%

DNA/CNX rate – 6%

We have offered 336 sessions, and 1147 extra contacts more, year on year. Still keeping a 6% DNA rate and 83% positive outcome, with a staff member down for several months, is a great achievement.

We have also been able to resume our Bridge the Gap work, which supports teenagers and parents with conflict resolution.

The team now offer a fully blended approach with all staff back in Marsh Street or the Dudson Centre at least one or two days per week. The remote offer is still proving to be the most popular with young people, but we are seeing a rise in the request for face-to-face therapy, standing at around 5% of current referrals.

Complexity and risk have risen slightly and can be classed as a challenge as it creates extra work for therapists to ensure that families are receiving effective, appropriate, support, and ongoing signposting to relevant services, hence the rise in the extra contacts.

This year we introduced new feedback forms for both CYP and Caregivers which are predominantly sent out via text or email, examples of these and a case study are provided.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

What was good about your experience with North Staffs Mind CYP Service?

"They were beneficial to my daughter, felt like they helped her a lot!"

"It has really helped my daughter everything was done calmly, all appointments were kept, and on time."

"My daughter really liked Ian, and she felt that he related to her well. Appointments were easy to get to, and short waiting times to be seen."

"The counsellor explained methods to help yourself and recommended other services for further support."

Training and Development

Overall service aims:

- To provide high quality training and development opportunities to NSM staff
- To deliver high quality training to external organisations
- To develop positive working relationships with services/organisations/employers across the private, statutory and voluntary sectors

Internal training:

- We delivered 4 Level 1 Safeguarding Children training sessions with 44 staff members attending over the 4 sessions.
- The wellbeing and resilience in the workplace session was attended by 5 staff.
- The change management session attracted 11 staff.
- Mental health awareness was attended by 12 staff.
- All of these sessions were delivered remotely, which seems to be working really well.

External Training:

- In total we delivered 172 external training sessions over the year, reaching 2485 people.
- Of those sessions, 13 were delivered to the private sector, 66 to the statutory sector (including Blue Light services), 34 to the voluntary sector, and 37 to the colleges and universities.
- We successfully delivered 15 out of 16 of our contracted Blue Light Project sessions to the emergency services, with one being carried over and completed in April 2022 due to a cancellation. This project reached 141 Blue Light Services workers in 2021/22.

Customer feedback

I enjoy the pace of the course the depth of knowledge and understanding and delivery – Honeycomb Group – Sept 21

Interesting training session and it has allowed me to reflect back on myself and ways I can help my own mental well being – HCG Sept 21

Eye opener for my professional practice and language used-hoping to utilise and change mindset with my colleagues – SPP Sept 21

Claire and Alliyah did an amazing job! Was a great group of participants who got involved and shared their story and experiences. Really wonderfully done in a nurturing and practical way. – SPP Oct 21

This training surpassed my expectations - if everyone was able to attend this training so many more lives would be saved. – SPP Nov 21

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Thank you, this was very informative and will be extremely useful in my work. I feel that I have a much better understanding for suicide prevention and how I can support someone who is having these thoughts.
– SPP Jan 22

This is a well tailored course to blue light workers, this has helped me recognize many of the problems we currently face on the front line and given me a new perspective. I'm hoping to take this knowledge and apply it to my future practice and better support my colleagues. – Blue Light Project West Midlands Ambulance Service – March 22

Community support

Our weekly 'Tuesday Evening Group' continues to operate with an average of 15 clients attending each session to take part in a range of activities that include crafting, reading and music. The Group is a place where people can have a coffee/tea and an informal chat and make friends/socialise in a relaxed atmosphere, which is important for some of the clients who struggle with social anxiety and loneliness.

General

- Fundraising activity continued to be affected by the pandemic, with income below budget.
- We continue to proactively engage with national Mind. Our Chief Executive sits on the Network Leadership Steering Group and the Network Sustainability Group and colleagues throughout the organisation took part in a wide range of training, networking and webinars during the year.

Public Benefit

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

The trustees believe that the charity meets the principles relating to charities and public benefit described in the Charity Commission guidance and that this Trustees' Annual Report demonstrates the charity's contribution to the prevention and treatment of mental ill health among the people of North Staffordshire through the provision of supported housing, counselling services and the promotion of social activities through social support groups and befriending/mentoring activity.

Fundraising

Fundraisers and donors to North Staffs Mind can be assured that we comply with the regulatory standards for fundraising. We are registered with the Fundraising Regulator and are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

In the last financial year it cost North Staffs Mind just under £2million to deliver its range of mental health services. Our income from statutory funding and commercial services does not cover all of our costs and so we need to raise the balance through fundraising efforts.

North Staffs Mind employs a dedicated fundraiser to coordinate all fundraising activity.

We are registered with the Fundraising Regulator and comply with all the relevant standards set out in the Code of Fundraising Practice.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

We ensure that safeguards are in place with our suppliers and those who fundraise on our behalf to ensure ongoing compliance and maintain our reputation in the local community and beyond. We require them to confirm that they comply with the Code of Fundraising Practice.

We have a complaints policy which clearly explains how an individual can complain. This is included on our website. We did not receive any complaints regarding our fundraising activities in the financial year 2021-22. We have a duty to report to the Fundraising Regulator on the totality of our complaints.

As a provider of mental health services, we aim to ensure that our fundraising meets the needs of the whole community. We are signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications from us.

Financial review

A Statement of the Financial Activities of the charity is given on page 21. The total incoming resources for the year amounted to £1,975,090 (2021: £1,646,932) and £1,849,783 (2021: £1,590,350) was dispensed in direct pursuance of the charitable objectives of the company. There were net incoming resources of £125,307 (2021: £56,582). This has been added to the fund values brought forward at the beginning of the financial year, and the total of fund balances at 31 March 2022 was £1,103,782 (2021: £978,475).

The charity reviews its expenditure commitments on a regular basis and has implemented a programme of cost improvements to address the ongoing sustainability of a number of its operations going forward.

Premises at Marsh Street are stated at their 1999 valuation figure. A re-valuation was undertaken during 2007 and this indicated a material difference between the value of the company's assets and the amount at which they are stated in the accounts at that point in time. The Marsh Street premises continue to operate at full capacity. Trustees will continue to be provided with opportunities to reflect on the charity's future premises' requirements in the coming financial years, and a decision will then be taken as to whether and if so, when to incorporate the full value of head office accommodation.

Investments during the year, which were interest bearing deposits with the Charities Official Investment Fund, were acquired in accordance with the powers contained in the company's governing instrument and with the provisions of the Charities Act 2011.

The total grants for the year, after transfers to deferred income, were £1,171,160 (2021: £1,011,724). Grants from Public Sector Organisations totaled £908,575 (2021: £766,215) and represent 78% of total incoming resources.

There were no capital commitments at the balance sheet date and, in the view of the trustees, the funds held at 31 March 2022 were available and adequate to fulfill its existing obligations.

Through prudent financial management of North Staffs MIND, the majority of services and projects during the year remained within budget.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Reserves policy

The trustees have reviewed the reserves policy and have agreed that the level of reserves is assessed annually in order to mitigate current and future risks as well as enabling North Staffs MIND to achieve its objectives. As at 31 March 2022, the actual reserves were £1,103,782. The amount required to meet contractual obligations is £148,447 and a further £41,197 relates to the designated fund requirement. The difference between the actual reserves and free reserves is £914,138 which predominantly relates to the organisation's investment in long-term assets. Designated funds relate to service improvement and development (£3,000), MACCAS project (£18,197) and Marsh Street Development (£20,000).

Financial value of volunteers

Volunteers make a significant contribution to the work of North Staffs MIND, supporting the charity to deliver both Counselling and the Tuesday social support group, and as trustees and in other roles. Volunteer counsellors support the charity to deliver counselling sessions for adults and children/young people, and volunteers within Community Support Services were involved in befriending/mentoring relationships and helped run social support group activity.

Volunteer output was put on hold during the pandemic. We are looking forward to welcoming volunteers back in the Autumn of 2022.

Powers of investment

The trustees are authorised by the Memorandum of Association to invest monies not immediately required for the charity's own purposes in such investments, securities or property as they deem fit, subject to any conditions required by law.

Plans for future years

The environment in which we work remains extremely challenging. As we enter a new financial year the economic outcome is gloomy and uncertain.

After working remotely during the pandemic it has been wonderful to welcome our teams back in to the workplace and we, like many others, plan a blended approach to work into the future.

We look forward to kickstarting our ambitions to truly integrate service users involvement and participation in all that we do and will be launching a new Influence and Participation Strategy and Action Plan in the summer of 2022. We look forward to sharing the success and achievements of this in our annual report next year.

We will continue to focus on income generation which will include reviews of our housing, fundraising and adult service offer. We also look forward to launching new free at point of use services and support including access to free counselling from the autumn of 2022.

Our MQM accreditation will take place in September 2022 and we are hoping that the outcome of this will be to identify some service improvement opportunities.

We have realised that our headquarters are no longer fit for purpose and are planning a major redevelopment to create aspirational accommodation in which to work and receive support.

CHANGES IN FIXED ASSETS

The movement of fixed assets during the year is detailed in note 12 to the financial statements.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

AUDITORS

The trustees, having been notified of the cessation of the partnership known as Dains LLP, resolved that Dains Audit Limited be appointed as successor auditor with effect from 1 April 2022. The auditors, Dains Audit Limited, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors (Trustees) are aware, there is no relevant information of which the company's auditors are unaware. Additionally, the directors have taken all necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Signed on behalf of the trustees:



Susan Moffat
Chair

Date: 28 September 2022

North Staffs MIND

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL STATEMENTS

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the trustees on 28 September 2022 and signed on their behalf by:



Susan Moffat
Chair

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Opinion

We have audited the financial statements of North Staffs MIND (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the Trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit: or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime.

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

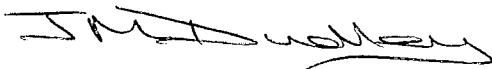
- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charitable company's legal advisors

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of this 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.



JONATHAN DUDLEY (Senior Statutory Auditor)

For and on behalf of
Dains Audit Limited
Statutory Auditor
Chartered Accountants
Suite 2, Albion House
2 Etruria Office Village
Forge Lane
Stoke-on-Trent
ST1 5RQ

28 September 2022

North Staffs MIND

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

for the year ended 31 March 2022

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
INCOME FROM:					
Donations and legacies	1	74,656	-	74,656	96,039
Charitable activities:					
Grants receivable	2	1,091,615	79,545	1,171,160	1,011,724
Property service charges – housing benefit, rent and supporting people	2	648,129	-	648,129	470,726
External training	2	62,880	-	62,880	34,432
Other trading activities:					
Miscellaneous income	3	18,174	-	18,174	20,670
Investment income	4	91	-	91	95
Other income	5	-	-	-	13,246
TOTAL INCOME		1,895,545	79,545	1,975,090	1,646,932
EXPENDITURE ON:					
Charitable activities:					
Adult counselling	6	678,144	43,226	721,370	628,807
Children's counselling	6	522,288	58,264	580,552	566,045
Housing	6	464,590	-	464,590	322,271
Community support services	6	13,642	-	13,642	9,249
External training	6	69,629	-	69,629	63,978
TOTAL EXPENDITURE		1,748,293	101,490	1,849,783	1,590,350
NET INCOME AND NET MOVEMENT IN FUNDS	17	147,252	(21,945)	125,307	56,582
RECONCILIATION OF FUNDS:					
Total funds brought forward		954,209	24,266	978,475	921,893
TOTAL FUNDS CARRIED FORWARD	17	1,101,461	2,321	1,103,782	978,475

All income and expenditure derives from continuing activities.

All gains and losses recognised in the year have been dealt with in the Statement of Financial Activities.

The notes on pages 24 to 43 form part of the financial statements.

North Staffs MIND

BALANCE SHEET

At 31 March 2022

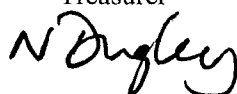
	Note	2022	2021
		£	£
FIXED ASSETS			
Tangible assets	12	291,451	293,635
CURRENT ASSETS			
Debtors	13	178,710	160,716
Cash at bank and in hand	14	877,685	737,517
		<u>1,056,695</u>	<u>898,233</u>
CREDITORS: Amounts falling due within one year	15	(244,064)	(213,393)
		<u>812,331</u>	<u>684,840</u>
NET CURRENT ASSETS		812,331	684,840
NET ASSETS		1,103,782	978,475
THE FUNDS OF THE CHARITY			
UNRESTRICTED FUNDS			
General funds	17-18	1,060,264	879,267
Designated funds	17-18	41,197	74,942
		<u>1,101,461</u>	<u>954,209</u>
RESTRICTED FUNDS	17-18	2,321	24,266
		<u>1,103,782</u>	<u>978,475</u>

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

The financial statements on pages 21 to 43 were approved by the board and authorised for issue on 28 September 2022 and were signed on its behalf by:

Susan Moffat
Chair

Neil Dingley
Treasurer



Company Registration No. 02294089
Registered Charity No. 700788

The notes on pages 24 to 43 form part of the financial statements.

North Staffs MIND
 STATEMENT OF CASH FLOWS
 for the year ended 31 March 2022

	Note	2022 £	2021 £
NET CASH FLOW FROM OPERATING ACTIVITIES	20	149,143	54,901
CASH FLOW FROM INVESTING ACTIVITIES:			
Payments to acquire tangible fixed assets	12	(9,066)	(6,234)
Interest received	4	91	95
NET CASH FLOW FROM INVESTING ACTIVITIES		(8,975)	(6,139)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		140,168	48,762
Cash and cash equivalents brought forward		737,517	688,755
CASH AND CASH EQUIVALENTS CARRIED FORWARD		877,685	737,517
CASH AND CASH EQUIVALENTS CONSISTS OF:			
Cash at bank and in hand	14	877,685	737,517
CASH AND CASH EQUIVALENTS CARRIED FORWARD		877,685	737,517

The notes on pages 24 to 43 form part of the financial statements.

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2022

The principal accounting policies adopted, judgements and key sources of estimation of uncertainty in the preparation of the financial statements are as follows.

GENERAL INFORMATION AND BASIS OF PREPARATION

North Staffs MIND is a company limited by guarantee in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given in the trustees annual report on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

GOING CONCERN

The Trustees have reviewed and approved financial projections including cashflow forecasts for the period to 30 September 2023. The Trustees believe there are adequate resources which will enable the charity to meet its liabilities as they fall due for the foreseeable future. For this reason, the Trustees have adopted the going concern basis in preparing the financial statements.

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. Service charges received in advance are apportioned over the accounting periods to which they relate. Interest receivable on bank deposits is accrued on a daily basis over the period in which it is earned.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2022

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

LEGACY INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion, legacies will be notified to the charity, however, it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

RESOURCES EXPENDED

Expenditure is charged on an accruals basis, inclusive of irrecoverable Value Added Tax. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably.

- Direct charitable activities expenditure comprises those costs directly incurred in pursuance of the charity's charitable activities. These costs are related to the employment of counsellors, the provision and maintenance of furnished housing accommodation, the provision of housing workers, the running of befriending projects and the expenses incurred by volunteer workers in connection with their befriending and other charitable activities.
- Support costs comprise all services supplied centrally, and include headquarters' staff and office overhead and accommodation expenses. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.
- Administration costs include the employment costs applicable to organisational, as opposed to project, administration and expenses arising from compliance with constitutional and statutory requirements, including audit fees.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

OPERATING LEASES

Annual rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

TANGIBLE FIXED ASSETS

Capital expenditure over a value of £500 is capitalised.

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property.

Depreciation is provided at the following annual rates as applied to the cost or valuation in order to write off each asset over its estimated useful economic life.

Freehold land	- nil
Freehold buildings	- 2% straight line
Housing furniture and equipment	- 15% - 33.3% straight line
Office furniture and equipment	- 15% - 33.3% straight line

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2022

INVESTMENTS

Investments comprising short-term deposits with the Charities Official Investment Fund are stated at cost and are repayable on demand. They are therefore included in the accounts as current assets.

DEBTORS

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments repayable without penalty on notice of not more than 24 hours.

CREDITORS

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

FINANCIAL INSTRUMENTS

The charitable company only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charitable company and their measurement basis are as follows:

Financial assets – Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition, deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The amount charged against profits represents the contributions payable to the scheme in respect of the accounting year.

FUND ACCOUNTING

General accumulated funds are unrestricted funds available to the charity for its general purposes and include, from time to time, funds designated by the charity for particular purposes, the use of any such designated funds remaining at all times at the discretion of the Trustees.

Restricted funds are subject to restrictions imposed by the donor or by the specific terms of the appeal under which funds are raised. The cost of raising and administering such funds are charged against the specific fund. The restrictions are binding upon the Charity.

TAXATION

As a registered charity the company is exempt from liability to corporation tax on its income from charitable activities and capital gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2022

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

Freehold Property

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900, valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £85,000 which relates to land on which no depreciation has been charged.

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

1 DONATIONS AND LEGACIES

Unrestricted funds

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Donations and Legacies	74,657	-	74,657	96,039

2 CHARITABLE ACTIVITIES

Charitable activities for 2022 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2022 £
Adult Counselling			
North Staffordshire Combined Healthcare Trust	256,395	-	256,395
Mind (NAMH)	-	21,281	21,281
Cheshire Police	61,119	-	61,119
Private commissioned work	25,143	-	25,143
Midlands Partnership NHS Foundation Trust	266,573	-	266,573
	<hr/>	<hr/>	<hr/>
	609,230	21,281	630,511
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools	322,100	-	322,100
Mind (NAMH)	-	58,264	58,264
Private commissioned work	857	-	857
Changes Health & Wellbeing	157,040	-	157,040
	<hr/>	<hr/>	<hr/>
	479,997	58,264	538,261
Community Support Services			
Stoke-on-Trent City Council	1,194	-	1,194
Community Foundation	1,194	-	1,194
	<hr/>	<hr/>	<hr/>
	2,388	-	2,388
Property Services charges – housing benefit, rent and supporting people	648,129	-	648,129
External Training	62,880	-	62,880
	<hr/>	<hr/>	<hr/>
	1,802,624	79,545	1,882,169
	=====	=====	=====

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

2. CHARITABLE ACTIVITIES (CONTINUED)

Charitable activities for 2021 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2021 £
Adult Counselling			
North Staffordshire CCG	4,848	-	4,848
Healthy Minds (Stoke-on-Trent CCG)	224,451	-	224,451
Mind (NAMH)	-	28,711	28,711
Cheshire Police	50,710	-	50,710
Private commissioned work	14,817	-	14,817
Midlands Partnership NHS Foundation Trust	198,057	-	198,057
Changes Health & Wellbeing	2,700	-	2,700
	-----	-----	-----
	495,583	28,711	524,294
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools	280,899	-	280,899
Reach/PRU	7,250	-	7,250
Private commissioned work	240	-	240
Changes Health & Wellbeing	198,254	-	198,254
	-----	-----	-----
	486,643	-	486,643
Community Support Services			
Stafford Borough Council	787	-	787
	-----	-----	-----
	787	-	787
Property Services charges – housing benefit, rent and supporting people	470,726	-	470,726
External Training	34,432	-	34,432
	-----	-----	-----
	1,488,171	28,711	1,516,882
	=====	=====	=====

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2022

3 MISCELLANEOUS INCOME

<i>Unrestricted funds</i>	Total 2022 £	Total 2021 £
Placement Fees	-	-
ThinkWell	14,570	15,170
Other	3,604	5,500
	<hr/>	<hr/>
	18,174	20,670
	<hr/> <hr/>	<hr/> <hr/>

4 INVESTMENT INCOME

<i>Unrestricted funds</i>	Total 2022 £	Total 2021 £
Interest	91	95
	<hr/> <hr/>	<hr/> <hr/>

5 OTHER INCOME

The charitable company has been able to claim from the government's support schemes in response to the Covid-19 outbreak. The charitable company furloughed certain staff under the government's Coronavirus Job Retention Scheme (CRJS). The funding received of £nil (2021: £13,246) relates to a claim made in respect of the year.

6 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2022

	Activities undertaken directly £	Grant funding of activities £	Support Costs £	Total 2022 £
Adult counselling	179,203	395,331	146,836	721,370
Children's counselling	5,086	458,750	116,716	580,552
Housing	370,465	-	94,125	464,590
Community support services	7,489	2,388	3,765	13,642
External training	54,569	-	15,060	69,629
	<hr/>	<hr/>	<hr/>	<hr/>
	616,812	856,469	376,502	1,849,783
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

6 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2022 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2022
	£	£	£	£	£	£
Salaries and social security costs	512,582	422,151	137,718	9,275	43,163	1,124,889
Pension contributions	19,661	16,755	4,758	253	1,549	42,976
Training	-	-	1,715	-	-	1,715
Travel	498	898	4,299	-	-	5,695
Advertising and publicity	-	-	-	-	-	-
Sessional work	450	-	-	-	-	450
Professional insurance	1,067	541	-	-	-	1,608
Supervision	3,289	10,905	-	-	-	14,194
Volunteer expenses	-	-	-	-	-	-
Other costs	30,977	8,280	14,750	189	7,034	61,230
Property costs	6,010	3,742	199,551	160	2,823	212,286
Depreciation	-	564	7,674	-	-	8,238
Support costs (see note 7)	146,836	116,716	94,125	3,765	15,060	376,502
	<u>721,370</u>	<u>580,552</u>	<u>464,590</u>	<u>13,642</u>	<u>69,629</u>	<u>1,849,783</u>

Resources expended on charitable activities for 2022 was £1,849,783 (2021: £1,590,350) of which £101,490 (2021: £4,445) was attributable to restricted funds and £1,748,293 (2021: £1,585,905) was attributable to unrestricted funds.

RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2021:

	Activities undertaken directly	Grant funding of activities	Support Costs	Total 2021
	£	£	£	£
Adult counselling	194,927	313,489	120,391	628,807
Children's counselling	36,822	418,092	111,131	566,045
Housing	260,532	-	61,739	322,271
Community support services	5,375	787	3,087	9,249
External training	51,630	-	12,348	63,978
	<u>549,286</u>	<u>732,368</u>	<u>308,696</u>	<u>1,590,350</u>

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2022

6 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2021 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2021
	£	£	£	£	£	£
Salaries and social security costs	451,262	410,061	110,358	6,007	44,460	1,022,148
Pension contributions	14,721	16,640	4,921	145	2,049	38,476
Training	90	-	1,515	-	-	1,605
Travel	206	311	3,680	-	-	4,197
Advertising and publicity	-	344	-	-	-	344
Sessional work	3,067	-	-	-	-	3,067
Professional insurance	733	525	-	-	-	1,258
Supervision	5,675	11,565	-	-	-	17,240
Volunteer expenses	-	-	-	-	-	-
Other costs	26,421	11,739	9,270	10	2,817	50,257
Property costs	6,241	3,729	123,081	-	2,304	135,355
Depreciation	-	-	7,707	-	-	7,707
Support costs (see note 7)	120,391	111,131	61,739	3,087	12,348	308,696
	<u>628,807</u>	<u>566,045</u>	<u>322,271</u>	<u>9,249</u>	<u>63,978</u>	<u>1,590,350</u>
	<u><u>628,807</u></u>	<u><u>566,045</u></u>	<u><u>322,271</u></u>	<u><u>9,249</u></u>	<u><u>63,978</u></u>	<u><u>1,590,350</u></u>

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

7 SUPPORT COSTS ALLOCATION 2022

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2022
	£	£	£	£	£	£
Salaries and social security costs	98,978	78,675	63,448	2,538	10,152	253,791
Pensions	3,491	2,775	2,237	89	358	8,950
Training	1,248	992	800	32	128	3,200
Travelling expenses	89	71	57	2	9	228
Office expenses	6,528	5,189	4,185	167	670	16,739
Insurance	1,799	1,430	1,153	46	184	4,612
Professional fees	211	167	135	5	22	540
Advertising and publicity	5	4	3	1	1	14
Rent	243	193	156	6	25	623
Utilities	1,408	1,119	902	36	144	3,609
Computer software and support	12,150	9,658	7,789	312	1,246	31,155
Repairs and renewals	4,712	3,745	3,020	121	483	12,081
Depreciation	1,175	934	753	30	120	3,012
Other	10,801	8,586	6,924	277	1,108	27,696
Governance	3,998	3,178	2,563	103	410	10,252
	<u>146,836</u>	<u>116,716</u>	<u>94,125</u>	<u>3,765</u>	<u>15,060</u>	<u>376,502</u>

SUPPORT COSTS ALLOCATION 2021

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2021
	£	£	£	£	£	£
Salaries and social security costs	71,731	66,213	36,785	1,839	7,357	183,925
Pensions	2,899	2,676	1,487	74	297	7,433
Training	282	260	145	7	29	723
Travelling expenses	88	82	45	2	9	226
Office expenses	8,019	7,402	4,112	206	822	20,561
Insurance	1,590	1,468	815	41	163	4,077
Professional fees	788	727	404	20	81	2,020
Advertising and publicity	70	64	36	2	7	179
Rent	2,384	2,201	1,222	61	245	6,113
Utilities	2,231	2,060	1,144	57	229	5,721
Computer software and support	12,130	11,197	6,221	311	1,244	31,103
Repairs and renewals	2,558	2,362	1,312	66	262	6,560
Depreciation	1,078	995	553	28	111	2,765
Other	10,747	9,920	5,511	276	1,102	27,556
Governance	3,796	3,504	1,947	97	390	9,734
	<u>120,391</u>	<u>111,131</u>	<u>61,739</u>	<u>3,087</u>	<u>12,348</u>	<u>308,696</u>

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2022

The charity allocates its support costs as shown above and then further apportions these costs between the five charitable activities undertaken (see note 6). Support costs are allocated on a basis consistent with the use of resources.

8 NET INCOMING RESOURCES FOR THE YEAR

Net incoming resources are arrived at after charging the following:

	2022	2021
	£	£
Depreciation and other amounts written off tangible fixed assets – owned	11,250	10,470
Auditors' remuneration:		
Audit services	8,760	8,640
Operating lease:		
Land & building	4,848	12,415
Other equipment	13,322	18,636
	<u><u> </u></u>	<u><u> </u></u>

9 TRUSTEES AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

In accordance with the governing instrument, no emoluments were paid during the year (2021: £Nil) to the Chair, the directors or any of the trustees.

The total amount of employee benefits received by key management personnel is £175,665 (2021: £161,955). Key management are as disclosed on page 1.

Travel expenses of £Nil (2021: £Nil) have been reimbursed during the year to trustees.

10 STAFF COSTS AND NUMBERS

Details of employee costs are as follows:

	2022	2021
	£	£
Wages and salaries	1,286,123	1,131,655
Social security costs	94,024	75,487
Pension costs	51,925	45,910
	<u><u> </u></u>	<u><u> </u></u>
	1,432,071	1,253,052
	<u><u> </u></u>	<u><u> </u></u>

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

10 STAFF COSTS AND NUMBERS (CONTINUED)

No employee received remuneration amounting to more than £60,000 in either year.

The average number of persons (excluding trustees) employed, analysed during the year by category, was as follows:

	2022	2021
	Number	Number
Counselling and Care Services	56	54
Housing Project Services	7	6
Community Support Services	2	3
Support staff:		
Administration/accounts	10	10
Chief executive	1	1
	<hr/> 76 <hr/>	<hr/> 74 <hr/>

11 PENSION SCHEME

The charity operates a defined contribution scheme on behalf of its employees. The pension cost charge for the year represents contributions payable by the charity to the fund and amounted to £51,925 (2021: £45,910). There were outstanding contributions of £Nil (2021: £Nil) at the year end.

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

12 TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Office furniture and equipment £	Housing furniture and equipment £	Total £
COST/VALUATION				
At beginning of year	408,928	72,482	78,280	559,690
Additions	-	9,066	-	9,066
At end of year	408,928	81,548	78,280	568,756
DEPRECIATION				
At beginning of year	132,207	62,780	71,068	266,055
Charge for year	6,479	2,593	2,178	11,250
At end of year	138,686	65,373	73,246	277,305
NET BOOK VALUE				
At 31 March 2022	270,242	16,175	5,034	291,451
At 31 March 2021	276,721	9,702	7,212	293,635

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900 valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. Assets were valued on the basis of 'the market value of the freehold interest in the property in its current physical condition' as defined by the RICS valuation professional standards. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £85,000 which relates to land on which no depreciation has been charged.

Fixed assets are held for direct charitable purposes.

Security enhancements have been included within additions to office furniture and equipment.

If the land and buildings had not been included at valuation they would have been included under the historical cost convention as follows:

	2022 £	2021 £
Cost	380,828	380,828
Accumulated Depreciation	126,605	120,688
Net Book Value	254,223	260,140

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2022

13 DEBTORS

	2022 £	2021 £
Trade debtors	127,016	107,384
Prepayments and accrued income	51,694	53,332
	<u>178,710</u>	<u>160,716</u>

14 CASH AT BANK AND IN HAND

	2022 £	2021 £
Cash at bank and in hand	761,162	621,044
Charities official investment fund	116,523	116,473
	<u>877,685</u>	<u>737,517</u>

15 CREDITORS: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	33,681	25,474
Other taxes and social security	39,845	20,722
Accruals	20,570	18,913
Deferred income (see note 16)	147,268	148,284
Other Creditors	2,700	-
	<u>244,064</u>	<u>213,393</u>

16 DEFERRED INCOME

The movements for the year as follows:

	At 1 April 2021 £	Received £	Released £	At 31 March 2022 £
Deferred income	148,284	661,376	(662,392)	<u>147,268</u>

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

17 STATEMENT OF FUNDS

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
UNRESTRICTED FUNDS					
General fund	879,267	1,800,395	(1,554,793)	(64,605)	1,060,264
<i>Designated funds:</i>					
CSS/Peer support staffing provision	8,156	787	(9,877)	934	-
King Street operational costs	7,813	-	-	(7,813)	-
Service Improvement and Development	3,000	-	-	-	3,000
MACCAS Zone Project	26,360	8,101	(4,420)	(11,844)	18,197
Adult Paid Service	29,613	86,262	(179,203)	63,328	-
Marsh Street Development	-	-	-	20,000	20,000
	<u>954,209</u>	<u>1,895,545</u>	<u>(1,748,293)</u>	<u>-</u>	<u>1,101,461</u>
RESTRICTED FUNDS					
Resilience Project	24,266	-	(24,266)	-	-
Co-op Resilience Programme	-	35,539	(35,539)	-	-
Mind Mentor Project	-	21,281	(18,960)	-	2,321
Whole School Approach	-	22,725	(22,725)	-	-
	<u>24,266</u>	<u>79,545</u>	<u>(101,490)</u>	<u>-</u>	<u>2,321</u>
TOTAL FUNDS	<u>978,478</u>	<u>1,975,090</u>	<u>(1,849,783)</u>	<u>-</u>	<u>1,103,782</u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

CSS/Peer Support staffing provision - the Tuesday evening social support group in the city and also the Be Excellent and Callums Destiney groups will be funded through on going activities.

King Street operational costs - no additional premises costs with respect to dilapidations were required. Service Improvement and Development - funding for continuing professional development activity.

Maccas Zone - awareness raising activity supporting the emotional and mental health needs of young men. Income during the period was generated from donations, fundraising activities and the Co-op Resilience grant included in restricted income.

Adult Paid Service – funding to provide a new service launched during the year, which was impacted by the ongoing pandemic, additional funding required whilst we continue to promote and grow our customer base.

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

17 STATEMENT OF FUNDS (CONTINUED)

Marsh Street Development – investment in the creation of plans for our Marsh Street redevelopment project. This will take us to planning and approval and allows us to create a funding strategy for the build phase.

Transfers

£19,657 was transferred out of the designated fund allocations in relation to King Street operational costs and MACCAS Project as expenditure on these areas of work had not been utilised or was no longer required.

£84,262 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent the following contracts to supply specific services for adults and young people.

£35,539 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through the Co-op Foundation to provide funding for our MACCAS project for a period of 12 months, which will support young people through delivering workshops in schools and colleges across Staffordshire.

£21,281 of the restricted funds income relates to funding from Mind (National Association for Mental Health) through their pilot Mentor Project offering support to employees and line managers.

£22,725 of the restricted funds income relates to funding from Mind (National Association for Mental Health) to carry out Mind's whole school approach to mental health with the Co-op Academy Trust.

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2022

17 STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS 2021

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
UNRESTRICTED FUNDS					
General fund	857,031	1,602,366	(1,540,178)	(39,952)	879,267
<i>Designated funds:</i>					
CSS/Peer support staffing provision	5,600	787	(6,162)	7,931	8,156
King Street operational costs	7,813	-	-	-	7,813
Service Improvement and Development	3,000	-	-	-	3,000
MACCAS Zone Project	36,270	15,068	(36,822)	11,844	26,360
Speak Up Space website	5,661	-	(2,743)	(2,918)	-
Memory page	6,518	-	-	(6,518)	-
Adult paid service	-	-	-	29,613	29,613
	<u>921,893</u>	<u>1,618,221</u>	<u>(1,585,905)</u>	<u>-</u>	<u>954,209</u>
RESTRICTED FUNDS					
Resilience Project	-	28,711	(4,445)	-	24,266
	<u>-</u>	<u>28,711</u>	<u>(4,445)</u>	<u>-</u>	<u>24,266</u>
TOTAL FUNDS	<u>921,893</u>	<u>1,646,932</u>	<u>(1,590,350)</u>	<u>-</u>	<u>978,475</u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

CSS/Peer Support staffing provision - to continue the Tuesday evening social support group in the city and also the Be Excellent and Callums Destiney groups.

King Street operational costs - fund to meet any additional premises costs with respect to dilapidations.

Service Improvement and Development - funding for continuing professional development activity.

Maccas Zone - awareness raising activity supporting the emotional and mental health needs of young people. Income during the period was generated from donations and fundraising activities, additional reserves will be required to continue these activities.

Speak Up Space website – resources were available to continue the development of functionality of new young people’s website, which has been completed during the year.

Memory page – Donations received to create a memory page function to website which cost less than anticipated and has now been completed.

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

17 STATEMENT OF FUNDS (CONTINUED)

Adult Paid Service – funding to provide a new service launched during the year which was impacted by the ongoing pandemic, additional funding required whilst we continue to promote and grow our customer base.

Transfers

£9,436 was transferred out of the designated fund allocations in relation to SUS website and the Memory page as expenditure on these areas of work had not been utilised or was no longer required.

£49,388 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent a contracts to supply specific services for adults. £28,711 of the restricted funds income relates to funding from Mind (National Association for Mental Health) which aims to provide practical tools needed to maintain positive mental health and emotional wellbeing to the local community.

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds General funds £	Unrestricted funds Designated funds £	Restricted funds £	Total Funds £
Tangible fixed assets	291,451	-	-	291,451
Debtors	178,710	-	-	178,710
Cash at bank and in hand	834,167	41,197	2,321	877,685
Creditors due within one year	(244,064)	-	-	(244,064)
Total net assets	1,060,264	41,197	2,321	1,103,782

ANALYSIS OF NET ASSETS BETWEEN FUNDS 2021

	Unrestricted funds General funds £	Unrestricted funds Designated funds £	Restricted funds £	Total Funds £
Tangible fixed assets	293,635	-	-	293,635
Debtors	160,716	-	-	160,716
Cash at bank and in hand	638,309	74,942	24,266	737,517
Creditors due within one year	(213,393)	-	-	(213,393)
Total net assets	879,267	74,942	24,266	978,475

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

19 FINANCIAL INSTRUMENTS

	2022	2021
	£	£
Financial assets measured at fair value through profit or loss	877,685	737,517
Financial assets measured at amortised cost	152,062	132,625
Financial liabilities measured at amortised cost	56,951	44,517

Financial assets measured at fair value through the profit and loss include cash at bank and in hand.

Financial assets measured at amortised cost include trade debtors and accrued income.

Financial liabilities measured at amortised cost include trade creditors, accruals and other creditors.

20 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income/(expenditure) for year	125,307	56,582
Net interest receivable	(91)	(95)
Depreciation and impairment of tangible fixed assets	11,250	10,470
(Increase)/Decrease in debtors	(17,994)	(22,210)
Increase/(Decrease) in creditors	30,671	10,154
	<u>149,143</u>	<u>54,901</u>

21 ANALYSIS OF CHANGES IN NET DEBT

	31 March 2021	Cash flows £000	31 March 2022
	£		£
Cash and cash equivalents	737,517	140,168	877,685
Total net debt	<u>737,517</u>	<u>140,168</u>	<u>877,685</u>

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2022

22 COMMITMENTS

There were no capital commitments at the year end (2021: £nil).

Operating lease commitments with regard to non-cancellable operating leases are as follows:

	2022		2021	
	Land and buildings £	Other £	Land and buildings £	Other £
Operating leases which expire:				
Within 1 year	4,848	6,177	2,050	9,344
Within 2-5 years	-	5,476	-	10,715
Later than 5 years	-	-	-	-

23 RELATED PARTY TRANSACTIONS

There have been no related party transactions.

NORTH STAFFS MIND

England & Wales - Charity number 700788

Accounts

NORTH STAFFS MIND

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

Year Ended 31 March 2021

Company Registration No. 02294089
Registered Charity No. 700788

North Staffs MIND

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North Staffs MIND

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

Charity Number: 700788

Company Number: 02294089

Chair: Susan Moffat

Vice Chair: Vacant

Chief Executive: Kate Boundy

Company Secretary: Kate Boundy

Trustees/Company Directors: Linda Holt
Briege Cullinane
Dr Helen Barnes (resigned 23/08/21)
David Cotton
Neil Dingley
Amy Spruce
Susan Moffat
Mark Poulson (appointed 01/08/20)
Ian Munton (appointed 03/08/20) (resigned 20/07/21)
Jane Millar (appointed 03/08/20) (resigned 20/07/21)
Hayley Lamb (appointed 03/08/20) (resigned 16/06/21)
Susan Davies (appointed 03/08/20)
Kishore Chandirmani (appointed 24/08/20)

Key Management Personnel: Karen Wilson, Chief Executive (until 24/09/20)
Kate Boundy, Deputy Chief Executive/Interim Chief Executive (from 24/09/20 until 28/02/2021)/Chief Executive (from 01/03/21)
Julie Brunt, Training & Development Manager
Deb Smith, Counselling Team Manager
Lisa Woolrich, Counselling Team Manager

Auditors: Dains LLP, Suite 2 Albion House, 2 Etruria Office Village, Forge Lane, Stoke-on-Trent ST1 5RQ

Bankers: National Westminster Bank Plc, 1 Upper Market Square, Hanley, Stoke-on-Trent, ST1 1QA

Registered Office: 83 Marsh Street, Hanley, Stoke-on-Trent, ST1 5HN

Status: North Staffs MIND is a company limited by guarantee. It is a registered charity and governed by the provisions of its Memorandum and Articles of Association.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

The trustees are pleased to present their report together with the financial statements of the charitable company ("the charity") for the year ended 31st March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011, Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

DIRECTORS AND TRUSTEES

The directors of the charity are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows:

David Cotton
Briege Cullinane
Dr Helen Barnes (resigned 23/08/21)
Neil Dingley
Linda Holt
Amy Spruce
Susan Moffat
Mark Poulson (appointed 01/08/20)
Iam Munton (appointed 03/08/20) (resigned 20/07/21)
Jane Millar (appointed 03/08/20) (resigned 20/07/21)
Hayley Lamb (appointed 03/08/20) (resigned 16/06/21)
Susan Davies (appointed 03/08/20)
Kishore Chandiramani (appointed 24/08/20)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

North Staffs MIND is a company limited by guarantee and does not have any share capital. It is a non-profit making organisation and registered charity governed by its Memorandum and Articles of Association.

Organisation and appointment of trustees

The Council of Management is made up of 13 elected members (trustees). The Council meets at least 4 times per year. Decisions are taken by a majority vote and the Council appoints a Chief Executive to manage the day to day operations of the organisation, ensure that the organisation meets its aims and objectives, provide leadership to the organisation and take responsibility, alongside the trustees and the senior management team, for strategic development and planning.

Trustee induction and training

The charity recognises that the trustee board needs to have a diverse range of skills, experience and knowledge to run the organisation effectively. New trustees are attracted to North Staffs MIND based on the use of word-of-mouth and personal recommendation, within a strategic context of the trustee board's current composition and succession planning, identifying any key skills that are lacking. In 2020 North Staffs Mind undertook a proactive external recruitment campaign that resulted in the induction of six new trustees to the board.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

We believe that there is scope to bolster the Board through future recruitment of expertise in digital services, information technology and information management to aid our future development. It would also be useful to consider our local demographic and equality issues in a board context although we have made significant inroads in recent times with respect to attracting individuals with experience of using local health services.

There is a comprehensive Trustees' Induction pack in place, which includes information on roles and responsibilities of trustees, good governance reference material including a generic trustee role description, and information about the charity's structure and remit. The induction pack is reviewed and updated every two years to capture current good practice in governance, trustee board development and planning, and is available electronically. Policies on dealing with conflicts of interest and induction/training are included in the pack. We reviewed the induction pack following the release of the Charity Governance code for larger charities in autumn 2017.

Trustee induction will be further reviewed through the organisation's People Plan due to be launched in the summer of 2021.

All potential trustees meet the Chief Executive and Chair to gain insight into the organisation and the expectations of the trustee role and following this they are invited to observe at a meeting of the trustees. A Trustee Information Sheet is distributed to all new trustees, and annually to existing trustees, to identify specific areas where information or support is required to carry out the role and consider options relating to training/learning styles. Refresher training on roles and responsibilities is provided on a regular basis. An Annual Away Day is organised for trustees to benefit from the opportunity to consider collectively key issues which could influence and impact upon the future direction of the organisation.

During the last financial year meetings were held remotely due to the ongoing pandemic and an Annual Away Day was not held. We look forward to resuming more proactive practices as pandemic restrictions ease into 2021-22.

North Staffs MIND complies with the principles of the national Charity Governance Code.

Risk management

The trustees acknowledge their responsibility for managing risk and regularly give consideration to the major risks to which the charity is exposed and the implementation of robust systems to mitigate these risks. A comprehensive review of risk management was undertaken a couple of years ago and, as a result, a robust new framework and risk profile was developed and populated. The Strategic Risk Register is regularly updated and considered at board meetings with areas of concern highlighted and discussed.

Principal risks and uncertainties

At the time of writing the ongoing Covid pandemic continues to bring uncertainty and necessitates an agile and flexible approach to service delivery and development.

Trustees consider the other principal risks faced by North Staffs Mind to be:

Financial Sustainability - cuts are made to health and social care contracts and grants programmes, meaning that the organisation is at risk of reduced income. In particular the organisation operates a number of large contracts which, if not renewed, would have significant impact on the cost base of the organisation.

Assets/Resources - the organisation fails to invest adequate time and resource into the infrastructure (performance management, premises, management structure, IT, staff and volunteers) of the organisation. Such investment and forward planning is necessary in order to ensure that the organisation is contract-ready and able to respond to new opportunities.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

OBJECTIVES AND ACTIVITIES

The objectives of the charity

The charity's objectives are to work to promote and alleviate mental health problems. The principal activities are concerned with the prevention and treatment of mental ill health among the population of the North Staffordshire Health district.

In order to achieve these objectives, it is the charity's policy to offer a comprehensive range of appropriate services. These include the provision of housing accommodation, counselling, and the promotion of social activities through support group activity.

There has been no material change in policy since the last report was submitted to members.

The strategies employed to achieve the charity's objectives

The strategies employed to assist the charity to meet these objectives included the following:

- Providing a range of person-centred, professional and responsive services and working to achieve relevant quality standards.
- Developing North Staffs MIND's governance and management systems to support the delivery of its services.
- Building on the charity's core strengths to deliver better and more effective services.
- Improving internal operations such as finance and information management functions, and increasing capacity to support the delivery of services for the benefit of local people with mental health needs.
- Engaging in relevant strategic partnerships and developing stronger working relationships with the statutory sector and other partners to ensure that North Staffs MIND's services complement other provision.
- Recruiting, training and supporting volunteers to enable the organisation to deliver services to its client group and meet the demands of future service provision.
- Raising awareness of mental health issues in North Staffordshire more widely through the provision of training activity and occasional conferences.
- Maintaining the upkeep of the charity's premises and housing stock to ensure that North Staffs MIND delivers services to clients and residents from accessible, safe and welcoming facilities.

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

2020/21 turned out to be a most challenging year for North Staffs Mind. As well as operating withing a global pandemic we also were affected by the sad loss of our long standing Chief Executive Karen Wilson.

Despite these challenges, which could never have been anticipated, our team responded magnificently. We switched to remote service delivery and home working for the vast majority of staff in an enviably short period of time. We continued to provide high quality mental health services for local people whilst demonstrating individual and organizational resilience and agility which we look forward to building on into 2021 and beyond.

Additional funding was granted in the year including:

- Winter Wellness project secured through our successful CYP Stay Well partnership with Dove and Changes.
- Adult Resilience project funding
- £5,000 grant from Mind re IT which supported us to purchase laptops for remote working staff
- £8,000 donation from Severn Trent which allowed us to launch a online chat service for adults

Adult Counselling Service

In April 2020 we began a new contract term for IAPT and non-IAPT counselling within the Staffordshire and Stoke-on-Trent Wellbeing service. The new service has a central access point which means that we no longer administer our own waiting lists for non-IAPT adult counselling. Between April and June 2020 our non-IAPT work focussed on working through the waiting list of the previous contract term.

Both services operated remotely during the financial year, with our teams coping admirably with adopting new methods of working within a new wider partnership team.

In June 2020 we launched a new paid adult counselling service. This proved challenging within a pandemic but we are proud to report that client numbers picked up during the year and we received a total of 115 + 2 family counselling referrals.

We also continued to work successfully with our corporate clients – notably Cheshire Police where we offer counselling 4 days per week and for Staffordshire County Council through their Thinkwell initiative.

We also provided supervision and support to a range of other corporate customers including a number of schools and within the Destination: Home local homelessness and housing contract.

We were delighted to obtain funding to launch a new adult Resilience project in 2021. Planning for the project took place in 2020-21 with the service going live in April 2021. The service consists of a group workshop exploring the concept of resilience and sharing coping strategies followed by up to three 1:1 sessions with a counsellor.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Training and Development

Overall service aims:

- To source high quality training and development opportunities for NSM staff
- To deliver high quality training to external organisations
- To develop positive working relationships with services/organisations/employers across the private, statutory and voluntary sectors

Internal training:

Inevitably the pandemic impacted on how internal CPD opportunities were offered. The Training and Development Manager (TDM) had planned a monthly programme of workshops for the counselling teams for the year, but these did not take place.

- The TDM shared information with counselling staff about various courses that are available around working with clients remotely. 20 paid staff accessed these, and 4 volunteers.
- Two Level 1 Safeguarding Children sessions were delivered remotely, allowing all those eligible the opportunity to renew, as well as new staff to attend.
- The Training Team delivered 3 sessions on how to use Zoom, with 18 staff accessing these. Comprehensive guidelines on how to use Zoom have also been provided for all staff.
- CYP staff accessed training in February from the Young People's Gambling Harm Prevention Programme – a new topic for us, and increasingly relevant for mental health support.
- The TDM set up a group to take staff through the BACP Accreditation process. This proved popular with 23 staff initially signed up. To date, 7 staff have submitted their applications, 2 successfully.
- Having less training delivery gave the TDM the opportunity to take the lead in our application for BACP Service Accreditation of our counselling services. We currently have 4 minor additional pieces of evidence to submit, following which, our re-Accreditation will be confirmed.

External Training:

We did not deliver any external training between April and June 2020 and instead spent this time developing a completely new way of working to ensure that our remote training maintains the same high standards as our face to face work. We then converted our most popular packages for remote delivery, and, as LivingWorks did not permit remote delivery of safeTALK, we devised our own new 'MIND Suicide Awareness and Prevention' course.

By the end of the year, we had delivered 96 courses (64 in the previous year) to a total of 1203 learners. In the last 3 months of the year we generated a surplus income.

We attracted 10 new customers, with statutory sector work making a very welcome return, accounting for 60% of all deliveries. Significant pieces of work are being done with the Suicide Prevention Partnership and Staffs and Keele Universities. Two new customers were from the private sector – Vinci Construction and Synectics Solutions. They commissioned 12 courses between them.

- We recruited an intern from Keele University, who worked with us to develop a Marketing Plan. We have used this to help us plan for the new financial year. In November the TDM and Training Administrator attended a workshop arranged by NSM, delivered by SO Marketing, which aimed to help services make better use of social media for promotion. We took a great deal from this, with the TDM now aiming to post weekly on LinkedIn to improve our profile.
- During the course of the year moved offices from the Dudson Centre to King St, and then back again!

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Examples of customer feedback:

"The content and delivery of the session were excellent. Julie was so engaging and rarely have I seen such a large group of people completely focussed on a session before. I know that the topic was close and personal to a lot of people but Julie managed to engage everyone, even in such a large group, and made a massive impact. I have had lots of great feedback since the session." (Saint Gobain Abrasives, September 2020).

"I found EVERYTHING useful, especially around what to say and ask someone if they are displaying signs that they could be suicidal."

"Julie and Louise's high level knowledge and understanding was most useful. ('SAP' delivery, March 2021).

"The course was engaging and all topics discussed were relevant and added value. All the material seemed really streamlined and relevant. I will try and utilise as much of what I have learned as I can when interacting with others and thinking about my own self care." (Synectics Solutions, March 2021).

Children and Young People Services - StayWell

We continued to provide a range of services to support CYP in Stoke on Trent through the Stay Well partnership headed by Changes. At the start of the pandemic we shifted to remote service delivery which continued to the end of the financial year.

Overview statistics

Referrals received – 248
Sessions offered – 1049
Sessions completed with positive outcomes – 880
Parent support sessions – 40
Extra contacts to school, social workers, FSW, caregivers etc – 2352
Positive outcomes – 83%
DNA/CNX rate – 6%

These figures demonstrate that the Stay Well team have done an amazing job providing young people and their families support, advice and interventions over a very challenging time.

All the work has been done remotely and we have flexed and adapted the service model according to the demands of a consistently changing environment, while still offering clients choice and autonomy within the therapeutic model.

Wellbeing sessions – 22
Decider Skills sessions – 223
Counselling sessions – 635

The only part of the model we have not been able to offer is relational therapy, as it proved difficult and somewhat unethical for therapists to facilitate the dynamics of this work with several family members remotely.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

One of the greatest challenges has been to work with very young children remotely. Trying to hold a six-year-old engaged for 50 minutes in their bedroom whilst on a Zoom call did prove almost impossible. Therefore, we had to temporarily change the service offer to 8 years and over. We have worked with several 7, 8- and 9-year olds by adapting the Decider Skills model and including parents on the remote sessions to engage and support them to work together and put strategies into place. The feedback we have had from these joint sessions has been positive and the parents have appreciated the opportunity to be able to understand and support their child both in the sessions and for future developmental hurdles that they may encounter. We gave them the tools and a mini manual to refer to and guide them moving forward, this is an additional offer that we will be continuing with, offered remotely or face to face.

The demand for face to face sessions was been low, in fact we have found that older young people prefer remote sessions and are more committed to attending and completing therapy, our DNA/CNX rate demonstrates this. As we start to look to reintroduce face to face sessions they will again be integrated into the service offer, but my sense is that these sessions will continue to have the minimal uptake and remote sessions will prove to be the main staple for Stay Well.

We received extra funding to supplement services within North Staffordshire through a joint Winter Wellbeing application with Changes and Dove. This allowed us to provide 1:1 counselling, schools workshops, online webchat and supervision for schools staff between December 2020 and March 2021.

Housing Service

North Staffs Mind provides 30 units of accommodation based supported housing for people with mental health problems. In 2020 we joined the Destination: Home partnership led by Honeycomb which successfully tendered for the Stoke on Trent Single Homeless Housing-Related Support services contract. This is an extremely exciting opportunity for us and means that from the autumn of 2020 we gained an additional 16 units of accommodation through an agreement with Staffs Housing, and also took on a further 16 floating support units in the local area. We now have responsibility for up to 62 customers.

Void levels remain higher than our 5% target throughout the year as moves were impacted by covid restrictions.

Key achievements:

- Our team continued to support vulnerable housing clients throughout a global pandemic ensuring that they remained comfortable and confident in their homes.
- The housing team have remained positive and worked hard to implement new methods of working during a particularly challenging year.
- The housing team are represented within the new Mind Together consultation group and attended training, individually and as a team.
- We completed a thorough review of rents to ensure that they reflect the true costs of service delivery and will sustain a more proactive and planned repairs and maintenance service into the future. This meant some customers transferring into the new service with us actually had a rent reduction in April 2021.

Schools

42 schools commissioned North Staffs Mind to provide counselling at the end of March 2020. This included five schools commissioned for a temporary one year pilot project by Staffordshire County Council.

The team consisted of 23 paid members of staff, and 1 volunteer, working in schools, as of March 2020. We saw 1,232 clients from April 2019 – March 2020 (929 new referrals and 303 carried forward from previous year).

North Staffs MIND

TRUSTEES' ANNUAL REPORT

- 9,263 sessions were offered to children and young people.
- We also supported individuals in five schools through an ad hoc arrangement
- We continue to provide a service to a Crewe school.

The Maccas Project

Overall service aim

The Maccas Project is specifically aimed at supporting young men's mental health but we now support all young people. We deliver whole class workshops and smaller targeted group workshops in schools and colleges across Staffordshire. All of our workshops raise awareness of mental health and where to access support. We also attend events and offer drop ins at local colleges, universities and other venues to raise awareness, support and signposting for mental health.

MACCAS Zone offers a free, confidential informal drop-in service supporting young people aged 14 - 18 years who are interested in developing their emotional wellbeing. We offer a variety of workshops and well-being sessions are available for one to one support if required.

Summary of performance

- We have reached over 722 young people through workshops in schools or remotely and online groups.
- We can offer schools 3 different days per week to deliver the workshops mentioned above.
- We have no waiting time and no referral is necessary to access the Maccas Zone drop in.
- We offer various workshops at the Maccas Zone drop in, including topics such as anxiety, anger, self-harm, friendships etc

Key achievements

- We have had contact with over 16,000 young people since the project began in 2013.
- We saw 307 young people as part of a funded Winter Wellness Project.
- Each young person who attends a workshop completes a series of questions at the beginning and end of each workshops, to evaluate the impact of each workshop.
- Based on the young people we saw last year:
 - Over **60%** of young people felt they had a **really good understanding of mental health** by the end of the workshop.
 - Over **54%** of young people would **definitely access support for their mental health** if they needed to by the end of the workshop.

Speak Up Space

Speak Up Space is an online support project comprising a website: www.speakupspace.org.uk offering coping strategies, self-help resources and an instant messaging service for young people up to the age of 18 years old living in Stoke-on-Trent.

In April 2020 the instant messaging service was available 5 evenings per week: Sunday through to Thursday inclusive. A Friday & Saturday service launched in July 2020 and Speak Up Space now offers support 7 days per week across a range of times with the earliest shift beginning at 16:00 and the latest shifts ending at 23:00.

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In June 2020 SUS changed domain name to www.speakupspace.org.uk from [.co.uk](http://www.speakupspace.co.uk) and launched a new redeveloped WordPress website.

Between 01.04.20 & 31.03.21 www.speakupspace.org.uk provided support to 6,756 service users via the website, an increase of 21% on the previous year.

In the same period the instant messaging service delivered 627 1-2-1 support sessions to 402 different young people.

Between 30.11.20 & 31.03.21 SUS formed part of the Winter Wellness Project offering instant messaging support to young people across the whole of Staffordshire 5 days per week during the school day.

- The SUS WW sessions supported 73 young people throughout this period.
- Throughout the pandemic Speak Up Space has delivered uninterrupted support to young people in Stoke-on-Trent and beyond.

In September 2020 SUS increased its social media presence launching a SUS Instagram account. We have posted an original post every single day since (198 in this period), including on Christmas Day & New Years Day.

Posts share self-help techniques, supporting young people in an accessible & bite-size format, celebrate achievements & promote the service.

Our instant messaging Training programme has been developed and refined over the last 12 months and has been commissioned twice; by another local charity and another local Mind.

Training commissions for SUS have received positive reviews and generated income.

Community support

We continue to fund the weekly 'Tuesday Evening Group', with an average of 15 clients attending each session to take part in a range of activities that include crafting, reading and music. The Group is a place where people can have a coffee/tea and an informal chat and make friends/socialise in a relaxed atmosphere, which is important for some of the clients who struggle with social anxiety and loneliness.

During the pandemic face to face meetings were furloughed, but our team kept in regular contact with clients through telephone calls. In the autumn of 2020 we hosted a series of wellbeing walks.

General

- Donations to NS Mind were undoubtedly hit by the pandemic, with many planned events being cancelled or postponed. However despite these challenges we still raised £96,039.
- Our pandemic response was coordinated through a crisis management (and subsequent recovery) group which met regularly and associated plans which were updated and shared with our trustees as appropriate.
- We continued to engage with national Mind and North Staffs Mind's Chief Executive was appointed to the role of Chair for the Network Futures Group. We were visited during the year by colleagues from national Mind's fundraising team to share the latest best practice and ideas to bolster our own fundraising efforts and by colleagues within the CYP teams who wanted to share our own service development and delivery best practice.

North Staffs MIND

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Public Benefit

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

The trustees believe that the charity meets the principles relating to charities and public benefit described in the Charity Commission guidance and that this Trustees' Annual Report demonstrates the charity's contribution to the prevention and treatment of mental ill health among the people of North Staffordshire through the provision of supported housing, counselling services and the promotion of social activities through social support groups and befriending/mentoring activity.

Fundraising

Fundraisers and donors to North Staffs Mind can be assured that we comply with the regulatory standards for fundraising. We are registered with the Fundraising Regulator and are committed to the Fundraising Promise and adherence to the Code of Fundraising Practice.

In the last financial year it cost North Staffs Mind just under £2million to deliver its range of mental health services. Our income from statutory funding and commercial services does not cover all of our costs and so we need to raise the balance through fundraising efforts.

In the last financial year we employed a Fundraising Coordinator to manage and support our fundraising efforts.

We are registered with the Fundraising Regulator and comply with all the relevant standards set out in the Code of Fundraising Practice.

We ensure that safeguards are in place with our suppliers and those who fundraise on our behalf to ensure ongoing compliance and maintain our reputation in the local community and beyond. We require them to confirm that they comply with the Code of Fundraising Practice.

We have a complaints policy which clearly explains how an individual can complain. This is included on our website. We did not receive any complaints regarding our fundraising activities in the financial year 2020-21. We report to the Fundraising Regulator on the totality of our complaints.

As a provider of mental health services, we aim to ensure that our fundraising meets the needs of the whole community. We are signed up to the Fundraising Preference Service to enable individuals to opt out from receiving fundraising communications from us.

Financial review

A Statement of the Financial Activities of the charity is given on page 19. The total incoming resources for the year amounted to £1,646,932 (2020: £1,946,146) and £1,590,350 (2020: £1,943,761) was dispensed in direct pursuance of the charitable objectives of the company. There were net incoming resources of £56,582 (2020: £2,385). This has been added to the fund values brought forward at the beginning of the financial year, and the total of fund balances at 31 March 2021 was £978,475 (2020: £921,893).

The charity reviews its expenditure commitments on a regular basis and has implemented a programme of cost improvements to address the ongoing sustainability of a number of its operations going forward.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Premises at Marsh Street are stated at their 1999 valuation figure. A re-valuation was undertaken during 2007 and this indicated a material difference between the value of the company's assets and the amount at which they are stated in the accounts at that point in time. The Marsh Street premises continue to operate at full capacity. Trustees will continue to be provided with opportunities to reflect on the charity's future premises' requirements in the coming financial years, and a decision will then be taken as to whether and if so, when to incorporate the full value of head office accommodation.

Investments during the year, which were interest bearing deposits with the Charities Official Investment Fund, were acquired in accordance with the powers contained in the company's governing instrument and with the provisions of the Charities Act 2011.

The total grants for the year, after transfers to deferred income, were £1,011,724 (2020: £1,365,723). Grants from Public Sector Organisations totalled £766,215 (2020: £1,256,407) and represent 47% of total incoming resources.

There were no capital commitments at the balance sheet date and, in the view of the trustees, the funds held at 31 March 2021 were available and adequate to fulfill its existing obligations.

Through prudent financial management of North Staffs MIND, the majority of services and projects during the year remained within budget.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

The trustees have reviewed the reserves policy and have agreed that the level of reserves is assessed annually in order to mitigate current and future risks as well as enabling North Staffs MIND to achieve its objectives. As at 31 March 2021, the actual reserves were £978,475. The amount required to meet contractual obligations is £22,109 and a further £74,942 relates to the designated fund requirement. The difference between the actual reserves and free reserves is £881,424 which predominantly relates to the organisation's investment in long-term assets. Designated funds relate to service improvement and development (£3,000), Peer/Tuesday social support groups (£8,156), King Street operational costs (£7,813), MACCAS project (£26,360) and the Adult paid service (£29,613).

Financial value of volunteers

Volunteers make a significant contribution to the work of North Staffs MIND, supporting the charity to deliver both Counselling and the Tuesday social support group, and as trustees and in other roles. Volunteer counsellors support the charity to deliver counselling sessions for adults and children/young people, and volunteers within Community Support Services were involved in befriending/mentoring relationships and helped run social support group activity.

We placed volunteers and placement students on furlough in 2020-21 as we focused on delivering a safe and effective remote service for clients via our paid team through covid response and recovery plans.

We are looking forward to reintroducing them in 2021 as lockdown restrictions end.

The charity estimates that during 2019/20 3,000 hours were contributed by the volunteers to Counselling services and 400 to the Tuesday group.

North Staffs MIND

TRUSTEES' ANNUAL REPORT

Powers of investment

The trustees are authorised by the Memorandum of Association to invest monies not immediately required for the charity's own purposes in such investments, securities or property as they deem fit, subject to any conditions required by law.

Plans for future years

Our trustees are currently finalising a new Strategic Plan for 2021-24. This plan will focus on our continued recovery from the covid pandemic to ensure we build on the resilience and agility demonstrated, and lessons learned, from the challenging year that was 2020-21.

We have had a restructure at senior management level with the introduction of a new Service Manager. This internal promotion opportunity will allow us to better coordinate service delivery and development into the future. We are also introducing a new Development Manager post that will bolster our entrepreneurial and business skills.

We see collaboration and partnerships as key to our ongoing success – both internally and externally with local stakeholders and colleagues within the Mind network.

We also plan to review governance and embrace the new Mind Quality Mark accreditation and BACP accreditation schemes to enhance our internal continuous improvement and quality focus.

CHANGES IN FIXED ASSETS

The movement of fixed assets during the year is detailed in note 12 to the financial statements.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors (Trustees) are aware, there is no relevant information of which the company's auditors are unaware. Additionally, the directors have taken all necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities and in accordance with the provisions applicable to companies entitled to the small companies exemption.

Signed on behalf of the trustees:



Sue Moffat

Chair

Date: 22 September 2021

North Staffs MIND

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN THE PREPARATION OF FINANCIAL STATEMENTS

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company 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; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report was approved by the trustees on 22/09 / 2021 and signed on their behalf by:



Sue Moffat
Chair

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Opinion

We have audited the financial statements of North Staffs MIND (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the Trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime.

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

North Staffs MIND

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NORTH STAFFS MIND

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 1 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

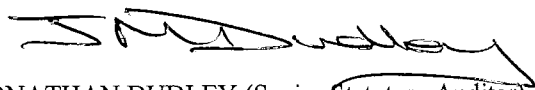
- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charitable company's legal advisors

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 for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of this 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.



JONATHAN DUDLEY (Senior Statutory Auditor)

For and on behalf of Dains LLP

Statutory Auditor

Chartered Accountants

Suite 2, Albion House

2 Etruria Office Village

Forge Lane

Stoke-on-Trent

ST1 5RQ

30 October 2021

North Staffs MIND

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

for the year ended 31 March 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM:					
Donations and legacies	1	96,039	-	96,039	161,000
Charitable activities:					
Grants receivable	2	983,013	28,711	1,011,724	1,365,723
Property service charges – housing benefit, rent and supporting people	2	470,726	-	470,726	351,336
External training	2	34,432	-	34,432	29,386
Other trading activities:					
Miscellaneous income	3	20,670	-	20,670	38,014
Investment income	4	95	-	95	687
Other income	5	13,246	-	13,246	-
TOTAL INCOME		1,618,221	28,711	1,646,932	1,946,146
EXPENDITURE ON:					
Charitable activities:					
Adult counselling	6	624,362	4,445	628,807	526,190
Children’s counselling	6	566,045	-	566,045	1,033,783
Housing	6	322,271	-	322,271	313,928
Community support services	6	9,249	-	9,249	8,918
External training	6	63,978	-	63,978	60,942
TOTAL EXPENDITURE		1,585,905	4,445	1,590,350	1,943,761
NET INCOME AND NET MOVEMENT IN FUNDS	17	32,316	24,266	56,582	2,385
RECONCILIATION OF FUNDS:					
Total funds brought forward		921,893	-	921,893	919,508
TOTAL FUNDS CARRIED FORWARD	17	954,209	24,266	978,475	921,893

All income and expenditure derives from continuing activities.

All gains and losses recognised in the year have been dealt with in the Statement of Financial Activities.

The notes on pages 22 to 41 form part of the financial statements.

North Staffs MIND

BALANCE SHEET

At 31 March 2021

	Note	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible assets	12		293,635		297,871
CURRENT ASSETS					
Debtors	13	160,716		138,506	
Cash at bank and in hand	14	737,517		688,755	
		<u>898,233</u>		<u>827,261</u>	
CREDITORS: Amounts falling due within one year	15	(213,393)		(203,239)	
NET CURRENT ASSETS			<u>684,840</u>		<u>624,022</u>
NET ASSETS			<u>978,475</u>		<u>921,893</u>
THE FUNDS OF THE CHARITY					
UNRESTRICTED FUNDS					
General funds	17-18		879,267		857,031
Designated funds	17-18		74,942		64,862
			<u>954,209</u>		<u>921,893</u>
RESTRICTED FUNDS	17-18		24,266		-
TOTAL CHARITY FUNDS	17-18		<u>978,475</u>		<u>921,893</u>

The financial statements on pages 19 to 41 were approved by the board and authorised for issue on ~~22 September~~ 2021 and were signed on its behalf by:



Sue Moffat
Chair



Neil Dingley
Treasurer

Company Registration No. 02294089

Registered Charity No. 700788

The notes on pages 22 to 41 form part of the financial statements.

North Staffs MIND
 STATEMENT OF CASH FLOWS
 for the year ended 31 March 2021

	Note	2021 £	2020 £
NET CASH FLOW FROM OPERATING ACTIVITIES	20	54,901	(51,780)
CASH FLOW FROM INVESTING ACTIVITIES:			
Payments to acquire tangible fixed assets	12	(6,234)	(7,124)
Interest received	4	95	687
NET CASH FLOW FROM INVESTING ACTIVITIES		(6,139)	(6,437)
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		48,762	(58,217)
Cash and cash equivalents brought forward		688,755	746,972
CASH AND CASH EQUIVALENTS CARRIED FORWARD		737,517	688,755
CASH AND CASH EQUIVALENTS CONSISTS OF:			
Cash at bank and in hand	14	737,517	688,755
CASH AND CASH EQUIVALENTS CARRIED FORWARD		737,517	688,755

The notes on pages 22 to 41 form part of the financial statements.

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2021

The principal accounting policies adopted, judgements and key sources of estimation of uncertainty in the preparation of the financial statements are as follows.

GENERAL INFORMATION AND BASIS OF PREPARATION

North Staffs MIND is a company limited by guarantee in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are given in the trustees annual report on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

GOING CONCERN

The Trustees have reviewed and approved financial projections including cashflow forecasts for the period to 30 September 2022. The Trustees believe there are adequate resources which will enable the charity to meet its liabilities as they fall due for the foreseeable future. For this reason, the Trustees have adopted the going concern basis in preparing the financial statements.

ACCOUNTING CONVENTION

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received. Service charges received in advance are apportioned over the accounting periods to which they relate. Interest receivable on bank deposits is accrued on a daily basis over the period in which it is earned.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2021

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received, and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

LEGACY INCOME

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion, legacies will be notified to the charity, however, it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

RESOURCES EXPENDED

Expenditure is charged on an accruals basis, inclusive of irrecoverable Value Added Tax. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required, and the amount of the obligation can be measured reliably.

- Direct charitable activities expenditure comprises those costs directly incurred in pursuance of the charity's charitable activities. These costs are related to the employment of counsellors, the provision and maintenance of furnished housing accommodation, the provision of housing workers, the running of befriending projects and the expenses incurred by volunteer workers in connection with their befriending and other charitable activities.
- Support costs comprise all services supplied centrally, and include headquarters' staff and office overhead and accommodation expenses. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.
- Administration costs include the employment costs applicable to organisational, as opposed to project, administration and expenses arising from compliance with constitutional and statutory requirements, including audit fees.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly.

OPERATING LEASES

Annual rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

TANGIBLE FIXED ASSETS

Capital expenditure over a value of £500 is capitalised.

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property.

Depreciation is provided at the following annual rates as applied to the cost or valuation in order to write off each asset over its estimated useful economic life.

Freehold land	- nil
Freehold buildings	- 2% straight line
Housing furniture and equipment	- 15% - 33.3% straight line
Office furniture and equipment	- 15% - 33.3% straight line

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2021

INVESTMENTS

Investments comprising short-term deposits with the Charities Official Investment Fund are stated at cost and are repayable on demand. They are therefore included in the accounts as current assets.

DEBTORS

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments repayable without penalty on notice of not more than 24 hours.

CREDITORS

Creditors 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 are normally recognised at their settlement amount after allowing for any trade discounts due.

FINANCIAL INSTRUMENTS

The charitable company only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charitable company and their measurement basis are as follows:

Financial assets – Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 13. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition, deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

RETIREMENT BENEFITS

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The amount charged against profits represents the contributions payable to the scheme in respect of the accounting year.

FUND ACCOUNTING

General accumulated funds are unrestricted funds available to the charity for its general purposes and include, from time to time, funds designated by the charity for particular purposes, the use of any such designated funds remaining at all times at the discretion of the Trustees.

Restricted funds are subject to restrictions imposed by the donor or by the specific terms of the appeal under which funds are raised. The cost of raising and administering such funds are charged against the specific fund. The restrictions are binding upon the Charity.

TAXATION

As a registered charity the company is exempt from liability to corporation tax on its income from charitable activities and capital gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

North Staffs MIND

ACCOUNTING POLICIES

for the year ended 31 March 2021

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

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

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

Freehold Property

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900, valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £85,000 which relates to land on which no depreciation has been charged.

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

1 DONATIONS AND LEGACIES

Unrestricted funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Donations and Legacies	96,039	-	96,039	161,000

2 CHARITABLE ACTIVITIES

Charitable activities for 2021 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2021 £
Adult Counselling			
North Staffordshire CCG	4,848	-	4,848
Healthy Minds (Stoke-on-Trent CCG)	224,451	-	224,451
Mind (NAMH)	-	28,711	28,711
Cheshire Police	50,710	-	50,710
Private commissioned work	14,817	-	14,817
Midlands Partnership NHS Foundation Trust	198,057	-	198,057
Changes Health & Wellbeing	2,700	-	2,700
	495,583	28,711	524,294
Children's Counselling			
Stoke-on-Trent/Staffordshire Schools	280,899	-	280,899
Reach/PRU	7,250	-	7,250
Private commissioned work	240	-	240
Changes Health & Wellbeing	198,254	-	198,254
	486,643	-	486,643
Community Support Services			
Stafford Borough Council	787	-	787
	787	-	787
Property Services charges – housing benefit, rent and supporting people	470,726	-	470,726
External Training	34,432	-	34,432
	1,488,171	28,711	1,516,882

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

2. CHARITABLE ACTIVITIES (CONTINUED)

Charitable activities for 2020 are made up as follows:

	Unrestricted funds £	Restricted funds £	Total 2020 £
Adult Counselling			
North Staffordshire CCG	56,662	-	56,662
Stoke-on-Trent CCG	167,763	-	167,763
Stoke-on-Trent City Council	21,500	-	21,500
Healthy Minds (Stoke-on-Trent CCG)	183,315	-	183,315
Mind (NAMH)	4,500	18,500	23,000
Cheshire Police	12,111	-	12,111
Private commissioned work	480	-	480
	-----	-----	-----
	446,331	18,500	464,831
Children's Counselling			
Stoke-on-Trent CAMHS	93,663	-	93,663
Staffordshire CAMHS	87,995	-	87,995
North Staffordshire CCG	100,134	-	100,134
Stoke-on-Trent/Staffordshire Schools	316,807	-	316,807
Reach/PRU	17,958	-	17,958
Staffordshire County Council	142,470	-	142,470
Private commissioned work	234	-	234
Stafford & Surrounds CCG	30,043	-	30,043
Cannock Chase CCG	25,986	-	25,986
Changes Health & Wellbeing	85,602	-	85,602
	-----	-----	-----
	900,892	-	900,892
Property Services charges – housing benefit, rent and supporting people	351,336	-	351,336
External Training	29,386	-	29,386
	-----	-----	-----
	1,727,945	18,500	1,746,445
	=====	=====	=====

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

3 MISCELLANEOUS INCOME

<i>Unrestricted funds</i>	Total 2021 £	Total 2020 £
Placement Fees	-	6,270
ThinkWell	15,170	25,450
Other	5,500	6,294
	<hr/> 20,670 <hr/>	<hr/> 38,014 <hr/>

4 INVESTMENT INCOME

<i>Unrestricted funds</i>	Total 2021 £	Total 2020 £
Interest	95	687
	<hr/> 95 <hr/>	<hr/> 687 <hr/>

5 OTHER INCOME

The charitable company has been able to claim from the government's support schemes in response to the Covid-19 outbreak. The charitable company furloughed certain staff under the government's Coronavirus Job Retention Scheme (CRJS). The funding received of £13,246 (2020: £nil) relates to a claim made in respect of the year.

6 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2021

	Activities undertaken directly £	Grant funding of activities £	Support Costs £	Total 2021 £
Adult counselling	194,927	313,489	120,391	628,807
Children's counselling	36,822	418,092	111,131	566,045
Housing	260,532	-	61,739	322,271
Community support services	5,375	787	3,087	9,249
External training	51,630	-	12,348	63,978
	<hr/> 549,286 <hr/>	<hr/> 732,368 <hr/>	<hr/> 308,696 <hr/>	<hr/> 1,590,350 <hr/>

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

6 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2021 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2021
	£	£	£	£	£	£
Salaries and social security costs	451,262	410,061	110,358	6,007	44,460	1,022,148
Pension contributions	14,721	16,640	4,921	145	2,049	38,476
Training	90	-	1,515	-	-	1,605
Travel	206	311	3,680	-	-	4,197
Advertising and publicity	-	344	-	-	-	344
Sessional work	3,067	-	-	-	-	3,067
Professional insurance	733	525	-	-	-	1,258
Supervision	5,675	11,565	-	-	-	17,240
Volunteer expenses	-	-	-	-	-	-
Other costs	26,421	11,739	9,270	10	2,817	50,257
Property costs	6,241	3,729	123,081	-	2,304	135,355
Depreciation	-	-	7,707	-	-	7,707
Support costs (see note 6)	120,391	111,131	61,739	3,087	12,348	308,696
	<u>628,807</u>	<u>566,045</u>	<u>322,271</u>	<u>9,249</u>	<u>63,978</u>	<u>1,590,350</u>

Resources expended on charitable activities for 2021 was £1,590,350 (2020: £1,943,761) of which £4,445 (2020: £29,936) was attributable to restricted funds and £1,585,905 (2020: £1,913,825) was attributable to unrestricted funds.

RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2020:

	Activities undertaken directly	Grant funding of activities	Support Costs	Total 2020
	£	£	£	£
Adult counselling	26,267	405,817	94,106	526,190
Children's counselling	49,588	799,468	184,727	1,033,783
Housing	258,161	-	55,767	313,928
Community Support Services	5,433	-	3,485	8,918
External training	24,284	26,202	10,456	60,942
	<u>363,733</u>	<u>1,231,487</u>	<u>348,541</u>	<u>1,943,761</u>

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

6 RESOURCES EXPENDED: CHARITABLE ACTIVITIES 2020 (CONTINUED)

	Adult counselling	Children's counselling	Housing	Community support services	External training	Total 2020
	£	£	£	£	£	£
Salaries and social security costs	363,527	667,005	104,612	5,228	42,360	1,182,732
Pension contributions	12,052	25,670	4,278	157	1,909	44,066
Training	2,408	-	2,100	-	-	4,508
Travel	1,033	2,153	4,446	-	793	8,425
Advertising and publicity	-	3,172	-	-	-	3,172
Sessional work	7,520	-	-	-	-	7,520
Professional insurance	628	1,014	-	-	-	1,642
Supervision	7,649	21,329	-	-	-	28,978
Volunteer expenses	1,493	632	-	-	-	2,125
Other costs	28,414	22,235	16,779	48	3,677	71,153
Property costs	7,360	25,649	117,747	-	1,747	152,503
Depreciation	-	-	8,199	-	-	8,199
Support costs (see note 6)	94,106	184,727	55,767	3,485	10,456	348,541
Sub-contracting	-	80,197	-	-	-	80,197
	<u>526,190</u>	<u>1,033,783</u>	<u>313,928</u>	<u>8,918</u>	<u>60,942</u>	<u>1,943,761</u>

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

7 SUPPORT COSTS ALLOCATION 2021

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2021
	£	£	£	£	£	£
Salaries and social security costs	71,731	66,213	36,785	1,839	7,357	183,925
Pensions	2,899	2,676	1,487	74	297	7,433
Training	282	260	145	7	29	723
Travelling expenses	88	82	45	2	9	226
Office expenses	8,019	7,402	4,112	206	822	20,561
Insurance	1,590	1,468	815	41	163	4,077
Professional fees	788	727	404	20	81	2,020
Advertising and publicity	70	64	36	2	7	179
Rent	2,384	2,201	1,222	61	245	6,113
Utilities	2,231	2,060	1,144	57	229	5,721
Computer software and support	12,130	11,197	6,221	311	1,244	31,103
Repairs and renewals	2,558	2,362	1,312	66	262	6,560
Depreciation	1,078	995	553	28	111	2,765
Other	10,747	9,920	5,511	276	1,102	27,556
Governance	3,796	3,504	1,947	97	390	9,734
	<u>120,391</u>	<u>111,131</u>	<u>61,739</u>	<u>3,087</u>	<u>12,348</u>	<u>308,696</u>

SUPPORT COSTS ALLOCATION 2020

	Adult Counselling	Children's Counselling	Housing	Comm- unity support services	External training	Total 2020
	£	£	£	£	£	£
Salaries and social security costs	57,299	112,476	33,956	2,122	6,366	212,219
Pensions	2,028	3,980	1,202	75	225	7,510
Training	2,216	4,350	1,313	82	246	8,207
Travelling expenses	539	1,059	320	20	60	1,998
Office expenses	4,499	8,830	2,666	167	500	16,662
Insurance	647	1,270	383	24	72	2,396
Professional fees	666	1,307	394	25	74	2,466
Advertising and publicity	1,229	2,413	728	45	137	4,552
Rent	303	594	179	11	34	1,121
Utilities	1,900	3,729	1,126	70	211	7,036
Computer software and support	9,908	19,450	5,872	367	1,101	36,698
Repairs and renewals	4,465	8,765	2,646	165	496	16,537
Depreciation	723	1,419	428	27	80	2,677
Other	4,913	9,645	2,912	182	546	18,198
Governance	2,771	5,440	1,642	103	308	10,264
	<u>94,106</u>	<u>184,727</u>	<u>55,767</u>	<u>3,485</u>	<u>10,456</u>	<u>348,541</u>

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

The charity allocates its support costs as shown above and then further apportions these costs between the five charitable activities undertaken (see note 5). Support costs are allocated on a basis consistent with the use of resources.

8 NET INCOMING RESOURCES FOR THE YEAR

Net incoming resources are arrived at after charging the following:

	2021	2020
	£	£
Depreciation and other amounts written off tangible fixed assets		
– owned	10,470	10,876
Auditors' remuneration:		
Audit services	8,640	8,520
Operating lease:		
Land & building	12,415	20,874
Other equipment	18,636	22,129
	<u> </u>	<u> </u>

9 TRUSTEES AND KEY MANAGEMENT PERSONNEL REMUNERATION AND EXPENSES

In accordance with the governing instrument, no emoluments were paid during the year (2020: £Nil) to the Chair, the directors or any of the trustees.

The total amount of employee benefits received by key management personnel is £161,955 (2020: £183,780). Key management are as disclosed on page 1.

Travel expenses of £Nil (2020: £Nil) have been reimbursed during the year to trustees.

10 STAFF COSTS AND NUMBERS

Details of employee costs are as follows:

	2021	2020
	£	£
Wages and salaries	1,131,655	1,307,375
Social security costs	75,487	88,799
Pension costs	45,910	51,576
	<u> </u>	<u> </u>
	1,253,052	1,447,750
	<u> </u>	<u> </u>

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

10 STAFF COSTS AND NUMBERS (COUNTINUED)

No employee received remuneration amounting to more than £60,000 in either year.

The average number of persons (excluding trustees) employed, analysed during the year by category, was as follows:

	2021	2020
	Number	Number
Counselling and Care Services	54	61
Housing Project Services	6	4
Community Support Services	3	3
Support staff:		
Administration/accounts	10	12
Chief executive	1	1
	<hr/>	<hr/>
	74	81
	<hr/> <hr/>	<hr/> <hr/>

11 PENSION SCHEME

The charity operates a defined contribution scheme on behalf of its employees. The pension cost charge for the year represents contributions payable by the charity to the fund and amounted to £45,910 (2020: £51,576). There were outstanding contributions of £Nil (2020: £3,669) at the year end.

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

12 TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Office furniture and equipment £	Housing furniture and equipment £	Total £
COST/VALUATION				
At beginning of year	408,928	66,248	78,280	553,456
Additions	-	6,234	-	6,234
At end of year	408,928	72,482	78,280	559,690
DEPRECIATION				
At beginning of year	125,729	61,492	68,364	255,585
Charge for year	6,478	1,288	2,704	10,470
At end of year	132,207	62,780	71,068	266,055
NET BOOK VALUE				
At 31 March 2021	276,721	9,702	7,212	293,635
At 31 March 2020	283,199	4,756	9,916	297,871

Freehold land and buildings comprise the company headquarters at Marsh Street, Hanley (cost £141,900 valuation £170,000) and properties held for the provision of housing (cost £238,928). The land and buildings were valued in 1999 by McGarrigle and Company, Chartered Surveyors and Valuers. Assets were valued on the basis of 'the market value of the freehold interest in the property in its current physical condition' as defined by the RICS valuation professional standards. On transition to FRS 102 the Trustees' have taken the decision to use the valuation at 1999 as the deemed cost of the property. Included in the total land and buildings is £85,000 which relates to land on which no depreciation has been charged.

Fixed assets are held for direct charitable purposes.

Security enhancements have been included within additions to office furniture and equipment.

If the land and buildings had not been included at valuation they would have been included under the historical cost convention as follows:

	2021 £	2020 £
Cost	380,828	380,828
Accumulated Depreciation	120,688	114,771
Net Book Value	260,140	266,057

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

13 DEBTORS

	2021	2020
	£	£
Trade debtors	107,384	76,866
Prepayments and accrued income	53,332	61,055
Other debtors	-	585
	<u>160,716</u>	<u>138,506</u>

14 CASH AT BANK AND IN HAND

	2021	2020
	£	£
Cash at bank and in hand	621,044	572,420
Charities official investment fund	116,473	116,335
	<u>737,517</u>	<u>688,755</u>

15 CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	25,474	39,490
Other taxes and social security	20,722	21,082
Accruals	18,913	25,483
Deferred income (see note 16)	148,284	113,505
Pension	-	3,679
	<u>213,393</u>	<u>203,239</u>

16 DEFERRED INCOME

The movements for the year as follows:

	At 1 April 2020	Received	Released	At 31 March 2021
	£	£	£	£
Deferred income	113,505	344,700	309,921	<u>148,284</u>

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

17 STATEMENT OF FUNDS

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
UNRESTRICTED FUNDS					
General fund	857,031	1,602,366	(1,540,178)	(39,952)	879,267
<i>Designated funds:</i>					
CSS/Peer support staffing provision	5,600	787	(6,162)	7,931	8,156
King Street operational costs	7,813	-	-	-	7,813
Service Improvement and Development	3,000	-	-	-	3,000
MACCAS Zone Project	36,270	15,068	(36,822)	11,844	26,360
Speak Up Space website	5,661	-	(2,743)	(2,918)	-
Memory page	6,518	-	-	(6,518)	-
Adult paid service	-	-	-	29,613	29,613
	<u>921,893</u>	<u>1,618,221</u>	<u>(1,585,905)</u>	<u>-</u>	<u>954,209</u>
RESTRICTED FUNDS					
Resilience Project	-	28,711	(4,445)	-	24,266
	<u>-</u>	<u>28,711</u>	<u>(4,445)</u>	<u>-</u>	<u>24,266</u>
TOTAL FUNDS	<u><u>921,893</u></u>	<u><u>1,646,932</u></u>	<u><u>(1,590,350)</u></u>	<u><u>-</u></u>	<u><u>978,475</u></u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

CSS/Peer Support staffing provision - to continue the Tuesday evening social support group in the city and also the Be Excellent and Callums Destiney groups.

King Street operational costs - fund to meet any additional premises costs with respect to dilapidations.

Service Improvement and Development - funding for continuing professional development activity.

Maccas Zone - awareness raising activity supporting the emotional and mental health needs of young men. Income during the period was generated from donations and fundraising activities, additional reserves will be required to continue these activities.

Speak Up Space website – resources were available to continue the development of functionality of new young people’s website, which has been completed during the year.

Memory page – Donations received to create a memory page function to website which cost less than anticipated and has now been completed.

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 March 2021

17 STATEMENT OF FUNDS (CONTINUED)

Adult Paid Service – funding to provide a new service launched during the year which was impacted by the ongoing pandemic, additional funding required whilst we continue to promote and grow our customer base.

Transfers

£9,436 was transferred out of the designated fund allocations in relation to SUS website and the Memory page as expenditure on these areas of work had not been utilised or was no longer required.

£49,388 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent a contracts to supply specific services for adults. £28,711 of the restricted funds income relates to funding from Mind (National Association for Mental Health) which aims to provide practical tools needed to maintain positive mental health and emotional wellbeing to the local community.

North Staffs MIND
 NOTES TO THE FINANCIAL STATEMENTS
 for the year ended 31 March 2021

17 STATEMENT OF FUNDS (CONTINUED)

STATEMENT OF FUNDS 2020

	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
UNRESTRICTED FUNDS					
General fund	770,087	1,865,353	(1,796,226)	17,817	857,031
<i>Designated funds:</i>					
CSS staffing provision	5,800	-	(5,433)	5,233	5,600
King Street operational costs	8,490	-	(677)	-	7,813
Service Improvement and Development	5,000	-	(2,000)	-	3,000
MACCAS Zone Project	36,123	50,904	(50,757)	-	36,270
IT Infrastructure project	5,000	-	(4,172)	(828)	-
Website developmen	6,000	-	(5,860)	(140)	-
Additional Trainer capacity	12,207	-	(6,349)	(5,858)	-
Deputy Chief Executive function	41,635	-	(34,776)	(6,859)	-
Speak Up Space website	2,730	4,071	(1,140)	-	5,661
Bid writer capacity & feasibility study resource	15,000	-	(5,635)	(9,365)	-
Memory page	-	7,318	(800)	-	6,518
	<u>908,072</u>	<u>1,927,646</u>	<u>(1,913,825)</u>	<u>-</u>	<u>921,893</u>
RESTRICTED FUNDS					
Blue Light Programme year 4	11,436	18,500	(29,936)	-	-
	<u>11,436</u>	<u>18,500</u>	<u>(29,936)</u>	<u>-</u>	<u>-</u>
TOTAL FUNDS	<u>919,508</u>	<u>1,946,146</u>	<u>(1,943,761)</u>	<u>-</u>	<u>921,893</u>

Unrestricted Funds

The general funds represent the unrestricted funds of the charity that are not designated for particular purposes.

The designated funds are as follows:

- CSS staffing provision - to continue the Tuesday evening social support group in the city.
- King Street operational costs - fund to meet any additional premises costs with respect to dilapidations.
- Service Improvement and Development - funding for continuing professional development activity.
- Maccas Zone - awareness raising activity supporting the emotional and mental health needs of young men. Income during the period was generated from donations and fundraising activities.
- IT Infrastructure project – capital investment was available to complete upgrades.

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

17 STATEMENT OF FUNDS (CONTINUED)

Website development – resource was available to develop a more effective digital platform for the organisation, now completed.

Additional Trainer capacity – additional post taken on to increase training delivery capacity.

Deputy Chief Executive function – recruited a new role for 12 month post in first instance.

Speak Up Space website – continued development of functionality of new young people’s website.

Bid writer capacity and feasibility study resource – funds used to recruit a fundraiser post.

Memory page – Donations received to create a memory page function to website.

Transfers

£23,050 was transferred out of the designated fund allocations in relation to IT infrastructure, website development, additional trainer capacity, Deputy Chief Executive and bid writer capacity as expenditure on these areas of work had not been utilised or was no longer required.

£5,233 has been transferred from the general fund to the designated funds as agreed by the board of trustees to ensure that adequate levels of funding are available to deliver the required developments.

Restricted Funds

The restricted funds represent contracts to supply specific services for adult and children’s services.

£18,500 of the restricted funds income relates to funding from Mind (National Association for Mental Health) to deliver community based mental health interventions, including counselling and training activity, to emergency services personnel.

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds General funds £	Unrestricted funds Designated funds £	Restricted funds £	Total funds £
Tangible fixed assets	293,635	-	-	293,635
Debtors	160,716	-	-	160,716
Cash at bank and in hand	638,309	74,942	24,266	737,517
Creditors due within one year	(213,393)	-	-	(213,393)
Total net assets	879,267	74,942	24,266	978,475

North Staffs MIND

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2021

18 ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

ANALYSIS OF NET ASSETS BETWEEN FUNDS 2020

	Unrestricted funds General funds	Unrestricted funds Designated funds	Restricted funds	Total funds
	£	£	£	£
Tangible fixed assets	297,871	-	-	297,871
Debtors	138,506	-	-	138,506
Cash at bank and in hand	623,893	64,862	-	688,755
Creditors due within one year	(203,239)	-	-	(203,309)
	<hr/>	<hr/>	<hr/>	<hr/>
Total net assets	857,031	64,862	-	921,893
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

19 FINANCIAL INSTRUMENTS

	2021	2020
	£	£
Financial assets measured at fair value through profit or loss	737,517	688,755
Financial assets measured at amortised cost	132,625	104,925
Financial liabilities measured at amortised cost	44,517	42,038

Financial assets measured at fair value through the profit and loss include cash at bank and in hand.

Financial assets measured at amortised cost include trade debtors and accrued income.

Financial liabilities measured at amortised cost include trade creditors, accruals and other creditors.

20 RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income/(expenditure) for year	56,582	2,385
Net interest receivable	(95)	(687)
Depreciation and impairment of tangible fixed assets	10,470	10,876
(Increase)/Decrease in debtors	(22,210)	(56,212)
Increase/(Decrease) in creditors	10,154	(8,142)
	<hr/>	<hr/>
	54,901	(51,780)
	<hr/> <hr/>	<hr/> <hr/>

North Staffs MIND
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

21 ANALYSIS OF CHANGES IN NET DEBT

	31 March 2020 £	Cash flows £000	31 March 2021 £
Cash and cash equivalents	688,755	48,762	737,517
Total net debt	<u>688,755</u>	<u>48,762</u>	<u>737,517</u>

22 COMMITMENTS

There were no capital commitments at the year end (2020: £nil).

Operating lease commitments with regard to non-cancellable operating leases are as follows:

	2021		2020	
	Land and buildings £	Other £	Land and buildings £	Other £
Operating leases which expire:				
Within 1 year	2,050	9,344	12,188	20,062
Within 2-5 years	-	10,715	-	19,615
Later than 5 years	-	-	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

23 RELATED PARTY TRANSACTIONS

There have been no related party transactions.

24 CONTINGENT LIABILITIES

On 31 March 2020 the provision by North Staffs Mind of a long standing statutory contract came to an end and the contract was awarded to an alternative provider. It had been anticipated that those employees who had been employed to provide this service would be transferred to the new provider under the normal TUPE provisions, as has been the case in the past when similar contracts were awarded to alternative providers. Legal advice was sought and counsel's opinion obtained, reaffirming our view that we should not be held liable for the former employees statutory entitlements and that this liability should lie with the new provider. This notwithstanding, the new provider has not adopted the former employees' contracts of employment and has not accepted liability for their entitlements. As a consequence, as at 31 March 2020 and 31 March 2021, the former employees are taking North Staffs Mind to an employment tribunal, the date of which we are still waiting for. We have been advised that it is likely liability does not lie with North Staffs Mind but are recording this disclosure in line with the principles of openness and transparency. The estimated value of the disputed liability is estimated to be £71,285.