

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.

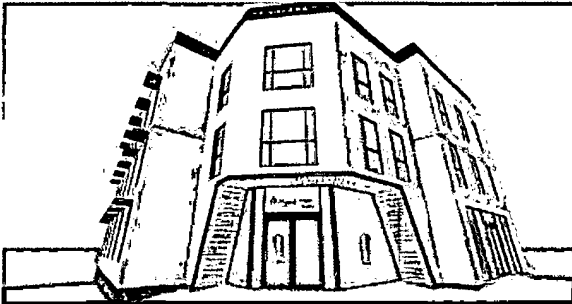
During the year we supported 9,500 local people through our service offer. In addition, there were over 2,500 visits to the Speak Up Space website seeking online resources and onward signposting. We also provided support via our NS Mind website (analytics unavailable 2023-24) which means that we reached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

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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.

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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:

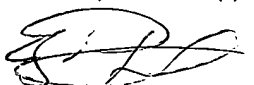
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material 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	
			1,246,371	1,023,916	
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
			1,407,728		1,170,525
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 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 Tru:	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 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 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
	<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/>

4 INVESTMENT INCOME

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

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- 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
	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
	<hr/>	<hr/>
	1,714,504	1,579,428
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	89	84
	<hr/>	<hr/>

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
At end of year	522,538	87,360	177,267	787,165
DEPRECIATION				
At beginning of year	145,165	68,649	77,090	290,904
Charge for year	6,478	3,820	7,974	18,272
At end of year	151,643	72,469	85,064	309,176
NET BOOK VALUE				
At 31 March 2024	370,895	14,891	92,203	477,989
At 31 March 2023	356,263	14,132	39,729	410,124

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
	<hr/>	<hr/>
Net Book Value	334,889	340,806
	<hr/> <hr/>	<hr/> <hr/>

12 DEBTORS

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

13 SHORT TERM DEPOSITS

	2024	2023
	£	£
Treasury reserve account	503,843	250,000
	<hr/>	<hr/>

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
	<hr/>	<hr/>
	582,432	581,355
	<hr/> <hr/>	<hr/> <hr/>

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
	<u>290,489</u>	<u>231,309</u>

16 DEFERRED INCOME

The movements for the year as follows:

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

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>1,202,731</u>	<u>2,469,645</u>	<u>(2,238,505)</u>	<u>-</u>	<u>1,433,871</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 approached 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
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>1,103,782</u>	<u>2,122,432</u>	<u>(2,023,483)</u>	<u>-</u>	<u>1,202,731</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 approached 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)
Total net assets	<u>1,338,467</u>	<u>69,261</u>	<u>26,143</u>	<u>1,433,871</u>

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)
Total net assets	<u>1,092,525</u>	<u>78,000</u>	<u>32,206</u>	<u>1,202,731</u>

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)
	<u>325,172</u>	<u>83,533</u>

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	<u>581,355</u>	<u>1,077</u>	<u>582,432</u>

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	-	-	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

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.