

Registered Charity Number: 702057  
Registered Company Number: 2418362



**LEICESTERSHIRE ACTION FOR MENTAL HEALTH PROJECT**

**REPORT AND FINANCIAL STATEMENTS**

**31 MARCH 2022**

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**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2022**



The Trustees submit their report and the audited financial statements for the year ended 31 March 2022. These have been prepared in line with the statement of recommended practice applicable to charities preparing their accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice – UK GAAP), including FRS 102, The Financial Reporting Standards applicable in the UK and Republic of Ireland.

### Board of Trustees

The Trustees have served for the full financial year unless otherwise stated.

Shaun Johnson (Chair)	
Minakshee Patel	
Carolyn Thornley-Yates	(resigned 27 July 2022)
Sarah Higgins	(resigned 9 February 2022)
Nicola Evans-Ward	(resigned 7 July 2022)
Kathryn Haines (Treasurer)	
Elizabeth Manning	
Jonathan Farrell	

### Reference and Administrative Details

<b>Chief Executive Officer</b>	Richard Kotulecki (appointed 1 November 2021) Sue Langley (resigned 31 October 2021)
<b>Registered Office and Operation Address</b>	Universal House, 1 Merus Court, Leicester, LE19 1RJ.
<b>Registered Numbers</b>	2418362 (Company) 702057 (Charity)
<b>Independent Auditor</b>	SFB Group Limited Chartered Accountants Unit 8, Oak Spinney Park Ratby Lane Leicester Forest East Leicester, LE3 3AW
<b>Bankers</b>	The Royal Bank of Scotland 5 Market Street Leicester LE1 6DN
<b>Solicitors</b>	Bond Adams 94 London Road Leicester, LE2 0QS

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Governing Document

The organisation is a charitable company limited by guarantee, incorporated in the United Kingdom on 31 August 1989 and registered as a charity on 2 October 1989. The company was established under a Memorandum of Association which established the objectives and powers of the charitable company ("the Charity") and is governed under its Articles of Association.

The Directors of the charity, as defined by the Companies Act 2006, are also charity Trustees, for the purposes of charity law. They are generally referred to as the Board of Trustees.

Anyone over the age of 18, who complies with the requirements laid down by the Board of Trustees, can become a member of the Charity, each of whom agrees to contribute £1 in the event of the charity winding up.

Appointment of Trustees

The Board of Trustees is elected by the members of Lamp by postal ballot before each Annual General Meeting and hold office from the end of the meeting at which they were elected or appointed. Members are, out of courtesy, asked to give their approval at the Annual General Meeting of those elected. The Board of Trustees elects its Officers (Chair and Treasurer) at the meeting which follows the Annual General Meeting.

The number of Trustees must be not less than 4 nor more than 16 of which the Board may co-opt up to four members with relevant skills and experience.

Trustee induction and training

Proposed Trustees are first required to meet with the Chair of the Board of Trustees in a recruitment process. After appointment, they are supported by the Chair to enable them to understand Lamp's history, their obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. Trustees are actively encouraged to take a portfolio position on the Board and to meet with key employees. Trustees are also regularly encouraged to attend external training events appropriate to their role.

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Objectives & Activities

Leicestershire Action for Mental Health Project (Lamp) was established to promote the preservation and safeguarding of mental health, through assisting in relieving and rehabilitating persons who are suffering from, or affected by, mental or emotional distress.

The charity is an independent voluntary organisation working to promote good mental health for everyone living in Leicester, Leicestershire and Rutland. Lamp believes that those who seek or use mental health services and their families and friends, should have a voice in how those services are provided and planned. In 2021/2022 Lamp worked throughout Leicester, Leicestershire and Rutland offering: -

- Expert person centred professional services for people seeking to use or using mental health services.
- A peer advocacy service for people using mental health services in acute settings.
- Independent professional advocacy services for carers of people experiencing mental distress.
- Information resources on mental health matters and a comprehensive directory of mental health services.
- A widely respected and used community mental health website.
- Information, intelligence and reports highlighting the needs and concerns of local people and communities, for example, Healthwatch, the Care Quality Commission and service provider consultations.

Lamp's offices are located in Leicester and are currently deemed sufficient for purpose. Lamp makes all reasonable effort to make its services accessible to people with physical and/or sensory disabilities through home visits, as well as outreach services in the community and within hospital and other institutional settings.

Lamp has continued to meet the Advice Quality Standard (AQS) and the Advocacy Quality Performance Mark (QPM).

Those caring for people experiencing mental issues are often under immense pressure themselves. A central tenet of our charity is that through the act of caring for someone experiencing mental health issues, carers are subject to the same systemic and societal complexities, challenges, and difficulties as the person who they are supporting. In some cases, carers themselves will experience mental health issues. Throughout this document, all references to people experiencing mental health issues are taken to also include the carers of people experiencing mental health issues.

Organisation

The Board of Trustees administers the charity. The full Board met 7 times during the period 1 April 2021 to 31 March 2022 and held 2 development sessions (one online and one in person). A Chief Executive Officer is appointed by the Trustees to manage day-to-day operations and facilitate strategic direction of the charity. The Chief Executive Officer has authority within terms of delegations approved by the Trustees, for operational matters including areas such as finance, employment, service development, mental health information and advocacy related activity.

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Trustees committed additional time to developing the Board's recruitment skills and the selection process. Prior to and alongside the recruitment process, Trustees also took on a greater executive responsibility during the extended absence of the previous Chief Executive. The new Chief Executive was appointed during the year, joining the organisation on 4 October 2021 and after a short handover period assuming sole operational leadership of the charity from 1 November 2021.

### Risk Management

The Board works with the Chief Executive Officer to manage strategic risks. The Board is satisfied that systems are in place to mitigate as far as possible the risks to which the charity is exposed. The combination of the 2019 loss of statutory service contracts followed by the global COVID-19 pandemic, and subsequent restrictions, created unprecedented risks for the charity. The Chief Executive Officer has delegated responsibility to ensure financial, operational, legal and public interests are managed effectively. Lamp has responded to some key challenges in 2021/2022 as set out in the following paragraphs.

Following the decision in 2020 to continue with provision of non-statutory and community based work to support people experiencing mental health issues, Lamp has aimed to develop these services in readiness for a post-pandemic world. Service developments have been driven by an improved understanding of the external environments that impact on both service provision and income generation. The standout influencing factor of the year remains the pandemic. Its impact, coupled with Lamp's work to increase local level awareness of adverse mental health, has led in particular to the following societal developments:

- An increasing, but by no means universal, acceptance of open discussion about adverse mental health. Variations in acceptance stem from different cultural, social, and generational perceptions.
- Support for people experiencing mental health issues, and their carers, is more widely available, but it remains disjointed, incomplete, and inconsistent. This applies at lower levels of need as much as at higher levels.
- Following a decade of "austerity" in public funding and a drive for efficiency, there appears to be a greater emphasis on effectiveness. Whilst this has translated into increased funding in some areas, the overall public funding picture remains uneven.
- The rapid innovation during the pandemic and the move to online services has been both an enabler and a barrier for people experiencing mental health issues and their carers.
- Socio-economic factors, such as the rapidly increasing cost of living, are likely to continue to have an adverse effect on mental health.
- The legal responsibilities placed on employers to support their employees' mental health – whilst offering an impetus to make positive change – may result in a "compliance only" approach.

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In summary, on the service side, more people are more aware of adverse mental health and more willing to seek help. This is against a backdrop of no noticeable increase in availability of statutory services – according to some estimates in May 2022, it will take seven years to return to pre-pandemic levels of provision. On the income generation side, there is evidence of grant funders gradually withdrawing from mental health as it becomes a “mainstream” issue. Several large funders have closed to new applicants, pending reviews of their funding strategies. This is against a backdrop of uneven availability of public funding, and ever increasing financial pressures squeezing corporate and community voluntary donations.

The specific risks for Lamp in this perfect storm of increasing demand and reducing income were inherent in the focus on “Let’s talk about mental health.” Whilst increasing awareness, we generated demand for services which Lamp was ill-equipped to provide – leaving the charity with a difficult choice between utilising fringe skills to support people and letting them down by being unable to help.

Thus, the most significant risk management tool developed in the last year is the new strategy. This refocuses Lamp clearly on our strengths and on how we utilise these to support people. Our primary strength is mental health advocacy. In an exceptionally complex, fractured, and disjointed mental health support system this ability to navigate people to the right support, the right treatment, and the right recovery pathways is hugely valuable. Our navigation through this complexity empowers people to rebuild their lives following mental health issues.

Our new strategy focuses clearly on areas where we have expertise – community mental health advocacy, community carers advocacy, advice and information service, and supporting businesses to support their people. Our new messaging reflects this strategic clarity. This focuses on the empowerment of the individual through high quality advocacy, and the subsequent opportunity to rebuild lives. Our vision, mission, and strategic objectives are addressed in the Plans for the Future section on page 16.

Our strategy also sets us on a path towards further income diversification. By its nature grant funding includes a “cliff edge” as agreements expire. Often it is not possible to renew funding from grant makers until after the previous award has been fully utilised and reported on. In many respects, this mirrors the risks with statutory funding – whilst guaranteeing an income stream for a fixed period, it also risks the total loss of that income at the conclusion of an award period. Our 2022-25 strategy recognises this and attempts to realign our income base to become less reliant on grants. In the long-run we are aiming to increase our voluntary income (from individual, community, and corporate sources) as a proportion of our total income, and to similarly increase our trading income.

The risk inherent in this approach is highlighted by the current cost of living crisis. This is putting pressure on the ability of businesses and households to be as generous with donations as in the past. For this reason, we do not envisage replacing all our grant-funding requirements, and we are working towards achieving an equitable and sustainable income balance.

We have completed the reorganisation of the charity and in doing so arrested staff turnover rates, which had at one stage reached 80%. Since October 2021, we have had one member of staff (out of a total of 9) leave the organisation. This has provided an improved stability from which to launch the new plans.

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Our services continue to meet the standards set out by the Advice and Quality Standard (AQS) – for which a renewed accreditation was secured in May 2022 – and the Advocacy Quality Performance Mark (QPM). The next QPM assessment is due by November 2022.

Lamp's Risk Management Strategy has been reviewed throughout the year. A key decision in the risk management approach was to adopt a global lesson of the pandemic and place a greater emphasis on evaluating the impact of risks compared to their likelihood. This approach means that Lamp is better placed to manage any changes and opportunities within the local private, public, and voluntary market places.

The Trustees, Chief Executive Officer and senior staff continue to participate in external processes and forums related to the ever changing landscape of health reform, including Clinical Commissioning Groups, Stakeholder Groups, Leicestershire Partnership Trust Meetings, Mental Health Partnership Boards, etc., impacting on all aspects of Lamp's work, the client groups we serve and the voluntary, statutory and community sectors.

Going Concern

The Trustees have a reasonable expectation that the charitable company will continue in operational existence for the foreseeable future (12 months after signing this report) and have therefore used the going concern basis in preparing the financial statements.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, the Trustees consider how such planned activities contribute to the aims and objectives of Lamp.

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Achievements and Performance

The voluntary sector as a whole has faced significant headwinds in the last year. Demand for services has generally increased as competition for income has become fiercer. Notwithstanding these continuing pressures, Lamp has performed reasonably well in financial terms and very well in impact terms. Trustees can, on the whole, report a successful year in delivering effective and impactful support for people affected by mental health issues.

Advocacy and Support Services

The national exit from lockdowns began in England in spring 2021. This was a phased process which took into account local conditions. By September 2021, the national impact of COVID19 appeared on the wane. However, by the winter of that year, infection rates increased again triggering a more cautious approach. Aside from the lockdown restrictions, the most significant challenge faced in 2021-22 was near constant change in environment and accompanying guidance. The uncertainty had an impact on service demand – the lifting of the last COVID restrictions in spring 2022 coincided with a substantial increase in referrals for advocacy services.

Community mental health advocacy

Our community mental health advocacy service exists to guide people through the complexities of the mental health support system, to make sure that they are adequately represented and to make sure that the system is working for them. The problems within the system are acute enough to render it a difficult system to navigate, even without the additional burden of adverse mental health. Our advocates act independently to represent our clients and ensure that they are empowered to rebuild their lives after experiencing mental health issues.

Although many public services have remained on-line following the forced adaptation of the pandemic, anecdotal evidence from our clients suggests that this has presented additional access barriers. Therefore, we moved our services back to “in person” as soon as practicable and safe to do so. Furthermore, evidence suggests that clients are more likely to engage with our support if advocates meet with them in community settings rather than at our offices. We have sharpened our risk assessment procedures to enable this to happen. In the context of provision of our services, it is unfortunate that public service providers continue to withdraw pandemic restrictions only very cautiously. This restricted our ability to provide the full extent of our services. For example, as of May 2022, we remain unable to gain access to the Bradgate Unit to provide in person advocacy to voluntary inpatients.

Overall, we have supported 460 unique individuals in the last year. The depth of the support we provide varies significantly. In some instances, a short conversation is sufficient to support a client through their immediate needs. In other cases, a more complex set of needs is uncovered, requiring extensive in-depth support. The average time spent on a client case is approximately 4 hours. This, however, is based on incomplete data and we estimate more than 6 hours being a more realistic estimate. In real time, the caseload varies significantly also. In some cases we spend many months supporting our clients. In the year, 52 (11%) of our cases have taken longer than 6 months to resolve. To better understand the demographics of our clients and the relationships between our inputs, service outputs and outcomes, we are improving our data gathering and management processes.

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Our qualitative data is strong, and arguably of more value than quantitative outputs. For example, our understanding of the reasons that people reach out to us is well developed. Over the course of the past year, the main challenges faced by our clients are:

- Long waiting lists for the Improving Access to Psychological Therapies (IAPT) service, currently up to 9 months for face-to-face support.
- Francis Dixon Lodge (personality disorder therapy service) having an 18 - 24 month waiting list.
- Consultant Psychiatrists being quick to label clients as having a personality disorder, without use of a thorough assessment process or screening tool.
- Lack of consistent support from Community Mental Health Teams and Community Psychiatric Nurses.
- Quick discharge from secondary mental health support, without any sufficient resources or community wraparound care put in place to keep a person well.

Whilst our ability to reduce waiting lists is limited, we are able to navigate people to alternative appropriate support, and to ensure they get the right diagnoses and treatment plans for their conditions. In and of itself, support from our advocates and advice and information service provides a degree of comfort and a relief from the challenges of living with mental health issues.

Qualitative feedback confirms that we empower people to rebuild all aspects of their lives following mental health issues. The mean total cost of rebuilding lives in 2021-22 is £748 per rebuilt life. This does not account for the friends and families of those we support, whose quality of life is also improved as a result of our support.

### Carers Advocacy

Carers form a critical part of the support system for people experiencing mental health issues. There exists substantial research highlighting the pressures and subsequent mental health risks that carers themselves face.

We recruited a specialist Carers' Advocate in July 2021. This followed a gap of 4 months without a specialist in the role. Carers' advocacy in particular suffered from pandemic restrictions as a key aspect of the service is the peer support provided in face-to-face group settings. Support groups have been affected by fluctuating restrictions. During the year we have run four successful regular carers' groups – three in the City of Leicester and one in Hinckley. These have attracted 58 regular attendees. Groups in Coalville, Oakham, and Blaby were particularly adversely affected by fluctuating pandemic restrictions. These have been restarted in April 2022.

Our work with Carers is supporting local NHS providers in addressing mental health service gaps for families. One of the key challenges facing carers is that of social isolation. As well as working to address this through carers groups, we trialled an initiative at our Acts of Kindness Awards event in December 2021 through which corporate sponsors unable to attend the event were encouraged to fund places for carers. Ten carers were able to join the event this way. In May 2022, as part of the Lamp Curry Night during Mental Health Awareness Week we repeated the initiative. Absent sponsors funded another ten carers' places.

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Advice and Information Service

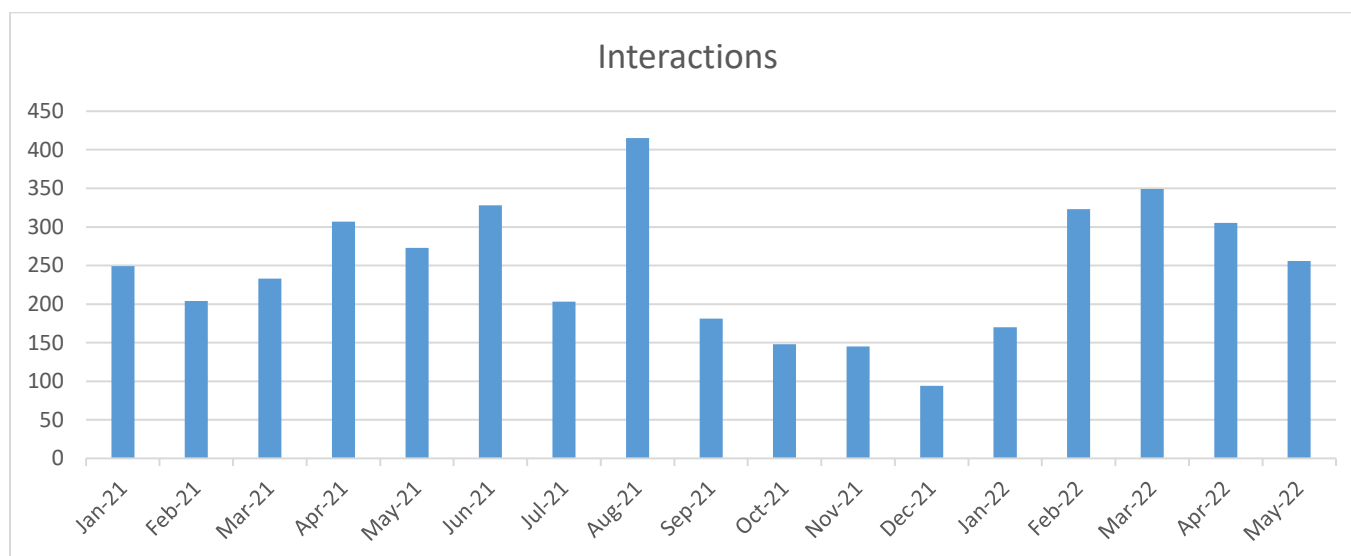
In some instances, it is sufficient for us to provide Advice and Information (AI) on locally available mental health, social or other services. The AI service is more than a signposting service. By forging relationships with other voluntary sector providers we are able to provide qualified advice, and are better placed to ensure that the support offered by the next organisation in the chain is of a high standard. The AI service also plays a triage role in assessing the need and urgency of advocacy referrals.

There are practical restrictions to the support we can provide through AI. We are, for example, restricted by funder agreements with us and third party organisations to working within certain geographic boundaries. Furthermore, where there are no such agreements in place, we are currently unable to support people outside of the Leicester, Leicestershire, and Rutland area for reasons of lack of knowledge of the surrounding area and lack of resources to extend that knowledge. We also receive requests for support with issues such as children's advocacy, something we are currently ill-equipped to provide. In these cases, we are building a fuller picture of where there are existing service gaps, and are developing plans to introduce relevant services to fill these gaps.

Although our website carries much useful information to support people through mental health issues, and the level of engagement with it suggests that this is of help to many people, it is the AI service that adds huge value to enquirers. The adverse impact on mental health of people struggling to speak to other service providers is significant. The option to speak to a real person and have a human interaction even if only by phone is in itself a boon to enquirers. We tend to receive complex calls which take some time to resolve. This puts a huge pressure on our small staff team to field all calls without the use of voicemail – something we are not always able to do, especially at peak times. Whilst we always return calls after messages, we are examining how we can extend our AI capacity to further reduce the need for voicemail.

Despite suggestions that demand for our services overall increased during pandemic restrictions, our data suggests that it is the lifting of restrictions that has resulted in increased activity. That underlying demand has built up during periods of increased restrictions is an intuitive supposition. However, it also appears likely that during these periods, the people most in need of help felt unwilling or unable to reach out to those virtual services that remained open, or felt unsupported in some way. Whilst our face to face services have remained open since the initial lifting of national restrictions, actual demand as measured by the number of interactions we make with the people we support has fluctuated.

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**Significant dates and events for pandemic restrictions:**

January 2021 – England enters third national lockdown

February 2021 – Government publishes roadmap for lifting lockdown

March 2021 – Schools reopen in England

April 2021 – Outdoor gatherings permitted in small groups, non-essential services re-open

May 2021 – Indoor venues and sports arenas reopen

July 2021 – Most legal restrictions on social contact lifted

September 2021 – National winter “Plan-B” announced

December 2021 – “Plan B” measures come into force

February 2022 – Lifting of “Plan B” restrictions and powers announced

We have seen spikes in enquiries and in the number of enquiries translating into advocacy cases in April 2021, August 2021, and again in February to March 2022. Increases in demand coincide with easing of restrictions and/or with reduced national focus on COVID. The falls in demand prior to the final national lifting of restrictions in February 2022 coincide with heightened concern about COVID and/or tightened restrictions. It is against this background that we expect that the sustained increase in demand will emerge as we progress through 2022-23, at the same time as the emergency funding streams that were available to charities expire.

**Volunteering**

An immediate impact of COVID19 was the suspension of Lamp’s volunteering opportunities. The greatest impact has been on the reduction in volunteer numbers to support fundraising efforts. We are currently rebuilding this capability. We are also rebuilding our peer support capability.

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Communications and Engagement

The development of our messaging is an ongoing project. The objective to “talk about mental health” contributed to raising the charity’s profile. However, in the process we became one of a growing number of organisations doing a similar thing. The messaging also contributed to creating a service demand that we could not meet – for example, for counselling services. Our new strategy focuses Lamp on our core strength of advocacy – navigating people through the complexities of mental health support to empower them to rebuild their lives. This gives us a rare role within the community – there are few other mental health advocates providing community services. Our communications have evolved accordingly.

Traditional Media

Throughout the year, Lamp appeared in 89 media pieces. 48 (54%) featured in online news, 25 (28%) as broadcasts, 14 (16%) in print media. Two appeared as blogs. This reflects changing news consumption habits as more people consume news through online media.

Online coverage appeared most frequently in the following outlets:

- LeicestershireLive – the online version of the Leicestershire Mercury. Monthly visitor traffic is approximately 5.9m
- In Your Area – community news platform with reach of 625,000
- Business Live – national business publication with monthly visitor traffic of 459,000

Our broadcast coverage was achieved primarily through local and regional BBC outlets:

- BBC Radio Leicester – covering the whole of the LLR region and a listenership of 163,000
- BBC East Midlands Today – with a viewership of 250,000

Social Media

Social media is now an established communications channel. As a relative late-comer to social media, we have nevertheless quickly built up a strong following across Facebook, Twitter, Instagram, and LinkedIn. We have built on this following in 2021-22. All the above platforms have relatively mature user bases. As we develop services to reach younger audiences we will have to develop a presence on “newer” social media platforms, such as TikTok.

As we aim to reach a wider business audience, LinkedIn is becoming progressively more important to us. In the last year, our page audience has increased from 331 to 564. It is worth acknowledging that whilst this starts from a low base, it is rapid growth in engagement. Furthermore, this represents an active engagement, as measured by the interaction that our posts generate. During the year, our content has generated 2273 reactions, 231 comments, and 274 shares. The comments represent a 600% increase on the previous year.

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Growth across Facebook business pages is hard to achieve. It is an ageing platform initially designed as a social, not professional, network. Nevertheless, for the time being there remains a value in maintaining our output. Retreat from Facebook activity may drive negative speculation about the health of the charity. Our page likes have grown to 743 in the last year (from a base of 654) – a 14% increase. Overall, based on reach data, our posts reach an average of 71 people per day. Particularly successful campaigns have been the Acts of Kindness awards in October 2021 and the Lamp 5K in May 2021 generating in excess of 80 and 100 reactions respectively.

Our Instagram reach has increased by 219% to 5948. Our top performing Instagram post was during the Lamp 5K campaign, achieving a reach of 1058. As measured by reach, this was our 7<sup>th</sup> most successful post. All other posts in our Top 20 as measured by reach were Facebook posts – the top post being notification of the reopening of Carers' Groups in September. The most liked post – 109 likes – was our Walk, Talk, and Shine post in October 2021.

Our Twitter followers have increased by a similar percentage to Facebook, growing 14% to 1246. In total, impressions (the total number of accounts seeing our posts) stands at 178,900.

The change to our positioning necessitates further development in our communications and engagement strategy. This is included in the future plans outlined below.

### Lamp 5K Campaign

Our success in engaging new audiences through traditional and, particularly, social media is best illustrated through our Lamp 5K campaign during Mental Health Awareness Week in May 2021. The campaign encouraged people to get active and to cover a distance of 5 kilometres by any self-propelled method as a means of improving mental health and raising awareness of the work of the charity. We set ourselves an objective of engaging sufficient numbers of people to cover a total distance equivalent to the circumference of the globe – 40,075km.

Linking people through a Strava group, and leveraging the remaining pandemic restrictions and consequent public embrace of virtual networking, the campaign captured the imagination of people globally. Collectively, 1422 people joined the Strava group. Led by efforts such as Stewart Bint's barefoot walk, supporters travelled more than 85,000km and raised £7627. The success of the campaign was recognised at the Furnley House Foundation Leicestershire Community Champions Awards 2021, with Lamp winning the Community Event of the Year Award.

At time of writing, the 2022 campaign – to achieve a total travelled equivalent to the distance to the moon, 384,000km – was well underway. An aim of the 2022 campaign is to persuade people to maintain the activity beyond Mental Health Awareness Week. At the end of May 2022, we had achieved a total distance 193,452km (more than half way) and were on target for an event income of approximately £15,000.

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Lamp Business Club

The Lamp Business Club brings together businesses from across Leicester, Leicestershire, and Rutland to focus on improving mental health in the workplace. It is the first, and to our knowledge so far only, such network in the country. In 2021-22 the Business Club grew from 33 to 53 members. We retained 29 of the previous year's members and added 24 new members. Membership fees were increased to £125 per year, raising in excess of £6000 in income for Lamp. Meetings followed the online format we introduced during the first lockdown, with four virtual meetings held in the year.

In 2022-23 we are moving to hosting two meetings in person, and two online. The first such meeting in May 2022 generated substantial positive feedback and we are on course to increase membership further as we develop the offer for local and regional businesses.

Mental Health First Aid (MHFA) Training and Workshops

During the year we ran training and workshops for seven organisations, encompassing the private and voluntary sectors. In April 2022, we ran mental health first aid workshops with another two companies.

MHFA training is a very competitive market with many providers. Our prices are consistent with many other providers. Our USP is the relationship we can continue to build with organisations following training, and the range of community services we offer as a local mental health charity.

Charity of the Year (COTY)

In the last year, we have been nominated as COTY by the following six organisations:

Tokio Marine  
Anthony James Insurance  
Macildowie  
HJ Hall / Pantherella  
Hinckley Ladies Circle  
Let's Get Lost

We are hugely grateful for the financial and promotional support these relationships have offered us.

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### Community Fundraising

The various restrictions in place during the year hampered community fundraising efforts. We are, therefore, exceptionally grateful to the following people who undertook personal challenges to raise money for Lamp.

- Alex Wadden – Leicester Half Marathon – Raised £780
- Bleep – Byromania Event, organised by the family of Byron Allred in celebration of his life and to raise awareness of mental health – £2,000
- Charley Johnson and Stef Woods – Climbed Snowdonia – Raised £270
- Loughborough Badminton Society – Cycle Ride to Kyiv – Raised £500
- Lynette Jones – London Marathon – Raised £680
- Nicola Jones – 10Km and Half Marathon – Raised £330
- Shehla Patel – 3 Peak Challenge – Raised £1,200
- Andrew Aldridge – Ultra Castle Event – Raised £1,118 (then doubled by Tokio Marine)

### Fundraising Grants and Donations:

The Trustees of Lamp are hugely grateful for all the corporate, community, individual, and public donations received, including those received in memory of loved ones. In addition to the organisations and people identified above, we would like to thank:

#### Grant Funders

The National Lottery  
Market Harborough and Bowdens Charity  
Shire Community Grant (Leicestershire County Council)  
HCC Tokio Marine  
Garfield Weston Foundation

#### Charity of the Year

Tokio Marine  
Anthony James Insurance Brokers  
Macildowie  
HJ Hall/Panthrella  
Hinckley Ladies Circle  
Let's Get Lost

#### Corporate Funders

Next PLC  
Hastings Direct  
Arnold Clark  
Nesbit (Pladis)  
Funk Academy  
Gamtol Limited t/a Monika  
Furnley House Foundation  
Amazon  
Pepsico  
Catterpillar  
Chinese Christian Church  
Kester's Nook

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Grant Funding Trusts

Maud Elkington Charitable Trust  
Helen Jean Cope Trust  
Edith Murphy Foundation  
The Haremead Trust  
Florence Turner Trust

Community Fundraisers

Henry Boot Christmas Challenge  
Natwest  
GWFN  
Charities Trust  
Charities Aid Foundation  
Ecclesiastical  
Cite  
As the Lord Helps Me  
Botanical Gardens  
Bleep - Byronmania  
Alex Wadden  
Charley Johnson and Stef Woods  
Loughborough Badminton Society  
Lynette Jones  
Nicola Jones  
Shehla Patel  
Andrew Aldridge  
Donations through Go Fund Me  
Donations through Just Giving  
Donations through DONR  
Donations through PayPal  
Donations through Facebook  
Donations through Virgin Money Giving  
Donations through the Big Give  
Donations at the Kindness Event  
Sponsors, Fundraisers and donators for 5k Around the World Challenge

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Planning for the future

As outlined above, the pandemic has resulted in a significant shift of the mental health landscape. Evidence suggests it has resulted in increases in awareness of mental health issues and in demand for mental health services. Simultaneously, national financial pressures arising in the early post-pandemic period make for a difficult environment in which to operate. The new strategy recognises these challenges, and sets out a course for Lamp that builds on our core expertise.

The full strategy is available on our website. Key points are replicated here.

Our vision, mission, and values

We believe that mental health issues should not be a barrier to leading a full life.

It is no longer disputed that those with acute or chronic physical conditions or disabilities should not be denied the chance to live a full life. In recognition of the fact that this may not always be easy for people to achieve entirely on their own, many organisations exist to support individuals and their families.

We believe the same should be available for people experiencing mental health issues and their carers. It is not easy to live a full life when experiencing mental health issues. We believe that people should be supported to do so.

Our vision is that **all people affected by mental health issues are actively represented, supported, and empowered to live a full life.**

Societal understanding of physical health concerns is generally much more developed than that of mental health issues. As such, there is much more clarity and cohesion at all levels of the treatment and support pathways.

The breadth of possible mental health issues is such that “active support” will mean very different things to different people, depending on their needs. Knowing where to seek the right support in a fractured and incomplete system is difficult enough without also having to manage a mental health condition, or care for someone experiencing mental health issues. Each wrong turn, or dead end, or incorrect diagnosis adds to the weight of the problem and creates further difficulties to be overcome.

Our mission is **to navigate people through the complexities of mental health support and empower them to rebuild their lives.**

The values that drive us to deliver our mission are:

- Empathy
- Inclusion
- Independence
- Passion
- Collaboration
- Authenticity

TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2022



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### Strategic Principles

Our strategy is underpinned by four key principles:

- Supporting our people, our community
- Ensuring sufficient and sustainable resources for the long term
- Excelling at what we do
- Learning and adapting our charity

These principles are interwoven into all of our long term strategic objectives and short term priorities.

### Our Strategic Themes, Objectives, and Priorities

Balancing short, medium, and long term needs of an organisation and its community and maintaining all of the strategic principles will present difficult and competing choices. To support making these choices, we have committed to six overarching long term strategic themes each underpinned by a medium term strategic objective and short term priorities as follows:

#### **Individuals – the right support, at the right time, for all our people**

Historically Lamp has supported adults through statutory advocacy. Currently we support adults and carers through community advocacy. We know we make a huge positive difference to the lives of the people we have helped. There are, however, people we do not yet reach and who would benefit from our support. For example, there is a gap where children's and young people's advocacy would help rebuild lives. There are gaps among hard-to-reach sectors of the community. Our objective is **to provide the full range of mental health advocacy and navigation support to all people experiencing mental health issues (including carers) of all ages in Leicester, Leicestershire, and Rutland.**

Within this, our priorities for 2022-23 are:

- Build up a full picture of who uses our services, who does not, and achieve clarity on the reasons for these discrepancies
- Build up clear quantitative and qualitative pictures of how we make a difference – establish the relationships between our inputs, outputs, outcomes, and impact
- Map existing public, private, and voluntary sector mental health services in the region. Identify the most critical gaps in provision and achieve clarity on the reasons for these gaps.
- In collaboration with others, develop and implement services to fill the three most critical gaps
- Develop and implement approaches to reach those who do not access our services to achieve demographic parity in the region
- Ensure readiness for resumption of provision of statutory services

TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2022



### Organisations – preventative action to improve mental health

A challenge for all mental health service providers is that as awareness and acceptance of issues grow so, inevitably, will demand for services. This risks creating an unsustainable situation where demand far outstrips supply. Therefore, to complement individual advocacy, we will work with business and community organisations in Leicester, Leicestershire, and Rutland to **develop a programme of “preventative” advocacy through which we support organisations to take steps to support their people before they need the support of the mental health service providers.** This develops our “Let’s talk about mental health” concept into “Let’s empower others to do something about mental health.”

Within this, our priorities for 2022-23 are:

- Build up a full picture of the challenges faced by organisations and community organisations in supporting the mental health of their people
- Achieve clarity of purpose for our business offer
- Develop a coherent range of “business services” to support organisations to improve the mental health of their people
- Become a retained mental health partner for three regionally important businesses

### Communities – leading voluntary organisations to improve mental health

Mental health issues run through almost all social issues. In some cases, mental health issues are a symptom, in others a cause. Addressing these problems effectively requires a multi-disciplinary approach, and active guidance towards services able to make the greatest difference to clients. These services are likely to continue being provided by independent voluntary organisations. We aim to **be at the centre of these voluntary networks, have a clear understanding of the expertise of our partners, and the joint processes to confidently refer our clients to them (and receive referrals from them).**

Within this, our priorities for 2022-23 are:

- Develop three multi-lateral service partnerships to support our people through mental health and social challenges
- Establish Lamp as an indispensable component of local voluntary networks
- Position Lamp in a central role in the development of the new Integrated Care Systems (ICS) and Integrated Neighbourhood Teams (INT) partnerships with NHS, Local Authority, and voluntary organisations

### Income sustainability

Sustainability is achieved through income diversification. We have moved from being reliant on statutory funding to being reliant on grant funding. Neither are sustainable positions. We will **develop our income to achieve a sustainable balance between statutory funds, grants, voluntary donations, events, and trading.** Our day-to-day community work will be predominantly funded through trading income and voluntary donations. We will bid for public funds where these support our work and enable us to carry it out without compromising quality. We will use grant funds for start-up capital.

TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2022



Within this, our priorities for 2022-23 are:

- Develop and deliver a new fundraising strategy that utilises the full fundraising spectrum to support our work.
- Strengthen our fundraising capabilities through recruitment.
- Develop and implement a compelling proposition that engages both intellectual and emotional support.

### Clarity of understanding of mental health advocacy

Experience of community and corporate engagement work suggests outside of the mental health sector understanding of what mental health advocacy entails or means is limited. This is to the detriment of people experiencing mental health issues, support service providers, and Lamp. Without this understanding people do not know they can get the right help. Without collaborative advocacy support services are stretched as people are directed to “wrong” services. Without understanding support for our work remains limited. We will **engage our audiences with clear and understandable messages about what advocacy means, how it benefits people, and how we can provide mutual support**. Timing of our messaging is critical, especially for potential clients.

Within this, our priorities for 2022-23 are:

- Develop and deliver a revised Marketing, Communications, and PR strategy to reflect our position as a voluntary sector leader in mental health.
- Develop a clear understanding of who our potential audience is and implement effective approaches to reach them.
- Develop our website and digital output to reflect our positioning.

### Leadership by example

Organisations that successfully support their staff mental health commonly reflect on the need for fair pay and conditions for staff and for leadership to be open and authentic. It is ironic, therefore, that the mental health sector suffers from high staff turnover as overwork, poor pay, and unempathetic management lead people to abandon it. Even within the (relatively) well-funded NHS mental health workforce, there exists a vicious circle of significant pressures on staff and high levels of vacancies (BMA, 2022). We will **be a leader and early adopter of excellent mental health practice for all our stakeholders, offering a template for other organisations to follow**.

Within this, our priorities for 2022-23 are:

- Develop a clear understanding of current best practice and innovation in supporting stakeholders' wellbeing and mental health and mapping how we achieve this within our organisation.
- Establish a framework for developing a research and insight capability to identify future trends in individual and organisational wellbeing.
- Recognising that organisational culture, governance, and management play a significant role in stakeholders' wellbeing, implement sustainable and effective organisational structures, policies, and processes.

TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2022



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## Financial Review

**Reserves Policy** - The Reserves Policy was adopted by Lamp's Board of Trustees on 9 February 1999 and was most recently updated on 30 January 2020. It is as follows:

**Statement of Principle** - All resources available to Lamp will be used in accordance with the charitable objects of Lamp.

**Statement of Policy** - Lamp will use reserves for the purpose of ensuring its continuing ability to fulfil its obligations, including those:

- To people whose lives are affected by mental health issues
- As an employer
- In respect of service agreements and grant funding agreements
- In respect of contracts and agreements necessary to the proper running of the organisation

Lamp's aim is to hold an amount sufficient to provide for 4 months of operating costs arising out of the above obligations. The reserves will be held in unrestricted funds, to be readily available to the Board of Trustees to expend where and if the need arises. If this is not achieved Lamp will aim to rectify as soon as possible.

**Statement of Practice** - Lamp's reserves will be reviewed annually in line with this policy, in conjunction with the Auditors, and approved by the Board of Trustees.

**Policy Review** - This Policy will be reviewed by Lamp's Board of Trustees as part of its rolling review of policies.

**Financial Review** - The deficit for the year amounted to £17,576. When subtracted to the fund balances at the beginning of the year, the fund balances at 31 March 2022 were £104,115 of which £55,165 related to restricted funds and £3,676 to designated funds.

The Trustees consider the balance of £45,273 in unrestricted funds to be adequate to cover any short-term expenditure that may occur. During the year, the principle funding sources of the charity continued to be donations from individuals and businesses, and grants received from public and non-public sector bodies. Furtherance of the charity's objectives has been achieved during the year through advocacy and information provided by the employees of the charity.

Details of the movements in fixed assets are shown in note 8 on pages 35 and 36 of the financial statements. A copy of these financial statements will be sent to the Charity Commission after the forthcoming Annual General Meeting.

**TRUSTEES' REPORT  
FOR THE YEAR ENDED 31 MARCH 2022**

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**Responsibilities of the Trustees**

Law applicable to charities in England and Wales requires the Trustees to prepare accounts for each financial year, which give a true and fair view of the state of the charitable company's affairs and of its income, and expenditure for the financial year. In preparing these accounts the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charitable company and enable them to ensure that the accounts 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 information of which the charitable company's auditor is not aware; 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.

**Auditor**

Lamp continues to appoint SFB Group Limited as auditor to the charity.

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

The statement of financial activities has been prepared in accordance with the requirements of the Charities Statement of Recommended Practice (SORP)

This report was approved by the Board of Trustees on 27 July 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'S Johnson'.

S Johnson  
Chair

**INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2022**

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**Opinion**

We have audited the financial statements of Leicestershire Action for Mental Health Project for the year ended 31 March 2022 which are set out on pages 26 to 38. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard 102 (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at the year end 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 applicable to Smaller Entities; 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.

**INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2022****Other information**

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on

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

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

We have nothing to report in this regard.

**Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

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

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

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

**INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2022**

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**Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement set out on page 18, 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 financial statements**

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

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

- Enquiry of management around actual and potential litigation and claims;
- Enquiry of management to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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.

**INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2022**

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

**Use of our report**

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

A handwritten signature in black ink, appearing to read 'Paul Carvell', is written over a light blue horizontal line.

Paul Carvell BFP FCA (Senior Statutory Auditor)  
For and on behalf of SFB Group Limited  
Chartered Accountants  
Statutory Auditor  
Unit 8 Oak Spinney Park  
Ratby Lane  
Leicester Forest East  
Leicester  
LE3 3AW

26 August 2022

STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2022

		Unrestricted funds £	Designated funds £	Restricted funds £	Total 2022 £	Total 2021 £
<b>Income and endowments</b>						
Donations and legacies		80,904	-	-	80,904	95,203
Investment income		412	-	-	412	46
<b>Income from charitable activities</b>						
Grants from public sector bodies		45,818	-	-	45,818	60,380
Other grants		25,000	15,000	135,620	175,620	209,436
Other income		23,537	-	-	23,537	8,239
<b>Total income and endowments</b>	2	175,671	15,000	135,620	326,291	373,304
<b>Expenditure</b>						
<b>Expenditure on raising funds</b>		591	-	-	591	359
<b>Expenditure on charitable activities</b>						
Advocacy, information & development		180,160	27,623	135,481	343,264	332,000
<b>Total expenditure</b>	4	180,751	27,623	135,481	343,855	332,359
<b>Net (Expenditure)/Income</b>		(5,080)	(12,623)	139	(17,564)	40,945
Fund balances at the beginning of the year		50,366	16,299	55,026	121,691	80,746
Transfers between funds		-	-	-	-	-
<b>Fund balances carried forward</b>	16,17 & 18	45,286	3,676	55,165	104,127	121,691

All income and expenditure derive from continuing activities.

All gains and losses recognised in the year are included in the statement of financial activities.

The notes on pages 28-38 form part of these financial statements.

**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 MARCH 2022**



	Note	£	2022 £	£	2021 £
<b>Fixed assets</b>					
Tangible assets	8		7,581		10,031
<b>Current assets</b>					
Debtors	9	14,252		11,697	
Cash at bank and in hand		117,366		154,623	
		-----		-----	
		131,618		166,320	
<b>Creditors:</b>					
Amounts falling due within one year	10	(19,877)		(31,365)	
		-----		-----	
<b>Net current assets</b>			111,741		134,955
<b>Creditors:</b>					
Amounts falling due after one year	11		15,195		23,295
			-----		-----
<b>Net assets</b>			104,127		121,691
			=====		=====
<b>Capital and reserves</b>					
Unrestricted funds			45,286		50,366
Designated funds	16		3,676		16,299
Restricted funds	17		55,165		55,026
			-----		-----
			104,127		121,691
			=====		=====

These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard 102.

These financial statements were approved by the members of the committee and authorised for issue at the board meeting on 27<sup>th</sup> July 2022 and are signed on their behalf by:

S Johnson  
Chair  
Company Number: 2418362

Kath Haines  
Treasurer

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022****1. Accounting policies****a) Basis of accounting**

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

**b) Company Status**

The company is limited by guarantee incorporated in the United Kingdom. The members of the company are the trustees/directors named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

**c) Financial reporting standard 102 – reduced disclosure exemptions**

The charity has taken advantage of the following disclosure exemption in preparing these financial statements as permitted by FRS 102:

- The requirement of Section 7 Statement of Cash Flows

**d) Income and endowments**

Incoming resources are the total amounts receivable by the company from donations, grants and trading in furtherance of charitable activities.

**e) Expenditure**

Direct charitable expenditure comprises services supplied identifiable as wholly or mainly in support of the company's objectives.

Those costs shown as support costs relate to the management of the company's assets, organisation and administration. They are allocated across funding streams according to the number of staff hours worked on each project.

**f) Volunteer help**

The company receives significant amounts of assistance from volunteers, whose assistance is greatly appreciated, and which cannot be valued in commercial terms.

**g) Income under service agreement and grants receivable**

Income under service agreement and grants receivable are recognised (on an accruals basis) in the income and expenditure account so as to match them against the funding year to which they relate.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022****1. Accounting policies (continued)****h) Capitalisation and depreciation of tangible fixed assets**

All assets are for use by the charity.

Depreciation of tangible fixed assets is charged so as to write off their full cost, less estimated residual value, over their expected useful lives at the following rates:

Office equipment	20% of cost per annum
Computer equipment	33.33% of cost per annum

**i) Leased assets**

All leases are operating leases and the payments made under them are charged to the income and expenditure account.

**j) Pensions**

The company is a member of the Pensions Trust Growth Plan, a multi-employer defined benefit scheme which is in deficit. As a member, it is not possible to identify its share of the underlying assets and liabilities, therefore it accounts for the scheme as a defined contribution scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed a deficit of £31.6m (2017: £131.5m). To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme payable monthly. Plan expenses are also payable monthly and will increase by 3% in April of each year. Should the company withdraw from the scheme whilst it is still in deficit, it would be required by law to pay its share of the deficit, but this liability will not crystallise as long as LAMP continues to employ at least one active member.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable and plan expenses under the agreement. The present value of this obligation at 31<sup>st</sup> March 2022 is £23,295.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022****1. Accounting policies (continued)****k) Critical accounting judgements and key sources of estimation uncertainty**

In the application of the charity'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 the revision and future periods if the revision affects both current and future periods.

Critical judgements in applying the charity's accounting policies:

The following are critical judgements, apart from those involving estimations (which are dealt with separately below), that the trustees have made in the process of applying the charity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

**Going concern**

The charity's ability to continue as a going concern is assessed based on the expected future ability to receive income and donations from charitable activities over a period of not less than 12 months from the date of approval of these financial statements. Judgement is required in reviewing forecast income levels and cash flows.

Key sources of estimation uncertainty:

There are no key sources of estimation uncertainty as at March 2022.

**l) Funds accounting**

Funds held by the charity are:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated general funds – these are funds set aside by the trustees out of unrestricted general funds for specific future purposes or projects.

Restricted funds – these are funds that can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022



2. Incoming resources

	Voluntary income	Investment income	Service agreement	Other income	Total
	£	£	£	£	£
<b>2022</b>					
Donations (note 2a)	80,904	-	-	-	80,904
Grants from public sector bodies (note 3)	-	-	45,818	-	45,818
Other grants (note 3a)	-	-	-	175,620	175,620
Bank interest and Compensation Payments	-	412	-	-	412
Other income (note 2b)	-	-	-	23,537	23,537
	<u>80,904</u>	<u>412</u>	<u>45,818</u>	<u>199,157</u>	<u>326,291</u>
	=====	=====	=====	=====	=====
<b>2021</b>					
Donations (note 2a)	95,203	-	-	-	95,203
Grants from public sector bodies (note 3)	-	-	60,380	-	60,380
Other grants (note 3a)	-	-	-	209,436	209,436
Bank interest	-	46	-	-	46
Other income (note 2b)	-	-	-	8,239	8,239
	<u>95,203</u>	<u>46</u>	<u>60,380</u>	<u>217,675</u>	<u>373,304</u>
	=====	=====	=====	=====	=====

2a) Donations includes amounts received from individuals, Business Club members and other corporates and charities.

2b) Other income includes Business Club subscriptions, Mental Health First Aid Training and other Invoiced work.

3. Grants from public sector bodies

	Unrestricted funds		Designated funds		Restricted funds	
	2022	2021	2022	2021	2022	2021
	£	£	£	£	£	£
Leicestershire County Council	-	-	-	-	-	15,500
Leicester City CCG	45,818	44,880	-	-	-	-
	<u>45,818</u>	<u>44,880</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>15,500</u>
	=====	=====	=====	=====	=====	=====

3a) Other grants

Lloyds Foundation Grant	-	-	15,000	55,788	-	-
Shires Grant	-	-	-	-	7,500	3,350
The National Lottery	-	-	-	-	108,120	104,604
Leicester & Rutland Community Foundation	-	-	-	-	-	7,500
Market Harborough and Bowdens Charity	-	-	-	-	10,000	10,000
Carlton Hayes Mental Health Charity	-	-	-	-	-	20,000
The UPS Foundation	-	-	-	-	-	8,194
HCC Tokio Marine	-	-	-	-	10,000	-
Garfield Weston Foundation	25,000	-	-	-	-	-
	<u>25,000</u>	<u>-</u>	<u>15,000</u>	<u>55,788</u>	<u>135,620</u>	<u>153,648</u>
	=====	=====	=====	=====	=====	=====

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022



4. Resources expended

	Direct costs £	Apportioned support costs £	2022 Total £	2021 Total £
<b>Expenditure on raising funds</b>				
Fundraising expenses	591	-	591	359
<b>Charitable activities</b>				
Advocacy, information and development work	184,180	159,084	343,264	332,000
	-----	-----	-----	-----
	184,771	159,084	343,855	332,359
	=====	=====	=====	=====

5. Analysis of support costs

	Unrestricted funds		Designated funds		Restricted funds	
	2022	2021	2022	2021	2022	2021
	£	£	£	£	£	£
Management and admin staff costs	76,541	26,222	13,989	45,247	1,138	10,379
Premises costs	13,066	8,272	-	1,640	16,530	14,248
Other overheads	14,157	11,662	-	102	16,453	12,738
Professional fees	3,750	8,917	-	-	-	-
Audit fees	2,580	3,350	-	-	-	-
Trustees expenses	880	650	-	-	-	-
	-----	-----	-----	-----	-----	-----
	110,974	59,073	13,989	46,989	34,121	37,365
	=====	=====	=====	=====	=====	=====

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022



6. Staff costs

	Unrestricted funds		Designated Funds		Restricted funds	
	2022	2021	2022	2021	2022	2021
			£	£	£	£
Wages and salaries	117,080	67,032	14,302	40,467	75,665	70,084
Social security costs	7,652	992	409	2,932	4,431	4,626
Pension Deficit and contributions	8,868	48,090	1,035	2,096	5,531	3,482
Training, support and subsistence	622	250	-	-	880	3,582
	-----	-----	-----	-----	-----	-----
	134,222	116,364	15,746	45,495	86,507	81,774
	=====	=====	=====	=====	=====	=====

No employee earned £60,000p.a. or more in either year under review.

The average number of employees during the year was 10 (2021: 11)

None of the Trustees (or any persons connected with them) received any remuneration during the year.

2021 Unrestricted funds Pension Deficit and contributions (£48,090) refer to accounting policy j) Pensions.

7. Net incoming resources

	2022	2021
	£	£
Net incoming resources is stated after charging:		
Depreciation	5,187	1,547
Auditors remuneration	2,980	2,950
	=====	=====

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022



8. Tangible fixed assets

	Office Equipment £	Computer Equipment £	Total £
<b>a) Unrestricted fund</b>			
<b>Cost</b>			
At 1 April 2021	17,167	48,055	65,222
Disposals	17,167	48,055	65,222
Additions	-	-	-
At 31 March 2022	-	-	-
	-----	-----	-----
<b>Depreciation</b>			
At 1 April 2021	17,167	48,055	65,222
Disposals	17,167	48,055	65,222
Additions	-	-	-
At 31 March 2022	-	-	-
	-----	-----	-----
<b>Net book value</b>			
At 31 March 2022	-	-	-
	=====	=====	=====
At 31 March 2021	-	-	-
	=====	=====	=====
	Office Equipment £	Computer Equipment £	Total £
<b>b) Designated fund</b>			
<b>Cost</b>			
At 1 April 2021	3,540	-	3,540
Additions	2,737	-	2,737
Disposals	1,700	-	1,700
At 31 March 2022	4,577	-	4,577
	-----	-----	-----
<b>Depreciation</b>			
At 1 April 2021	102	-	102
Charge for the year	2,499	-	2,499
Disposals	1,700	-	1,700
At 31 March 2022	901	-	901
	-----	-----	-----
<b>Net book value</b>			
At 31 March 2022	3,676	-	3,676
	=====	=====	=====
At 31 March 2021	3,438	-	3,438
	=====	=====	=====

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022



8. Tangible fixed assets (Continued)

	Office Equipment £	Computer Equipment £	Total £
<b>c) Restricted fund</b>			
<b>Cost</b>			
At 1 April 2021	43,039	25,540	68,579
Disposals	43,039	17,502	60,541
Additions	-	-	-
At 31 March 2022	-	8,038	8,038
	-----	-----	-----
<b>Depreciation</b>			
At 1 April 2021	43,039	18,947	61,986
Disposals	43,039	17,502	60,541
Charge for the year	-	2,688	2,688
At 31 March 2022	-	4,133	4,133
	-----	-----	-----
<b>Net book value</b>			
At 31 March 2022	-	3,905	3,905
	=====	=====	=====
At 31 March 2021	-	6,593	6,593
	=====	=====	=====
<b>Total at 31 March 2022</b>	3,676	3,905	7,581
	=====	=====	=====
<b>Total at 31 March 2021</b>	3,438	6,593	10,031
	=====	=====	=====

Fully depreciated Assets of Unrestricted £65,222, Designated £1700 and Restricted £60,541 were disposed of during office move in December 2021 and subsequently removed from the Fixed Asset Register under disposals.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022**



**9. Debtors**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade debtors	11,563	10,462
Prepayments and accrued income	2,689	1,082
VAT owed by HM Revenue and Customs	-	153
	-----	-----
	14,252	11,697
	=====	=====

**10. Creditors amounts due within one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade creditors	3,449	8,426
Other taxes and social security	3,900	3,715
VAT payable to H M Revenue and Customs	1,449	-
Accrued expenses	2,980	8,860
Pension deficit contributions	8,100	10,364
	-----	-----
	19,878	31,365
	=====	=====

**11. Creditors amounts due after one year**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Pension deficit contributions	15,195	23,295
	-----	-----
	15,195	23,295
	=====	=====

**12. Share capital**

Leicestershire Action for Mental Health Project is a company limited by guarantee and consequently does not have a share capital.

**13. Operating lease commitments**

At 31 March 2022 the company had no annual commitments under non-cancellable operating leases

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022



#### 14. Capital commitments

At 31 March 2022, the company had capital commitments of £14,400.

#### 15. Contingent liabilities

At 31 March 2022, the company had no contingent liabilities.

#### 16. Designated funds

	Balance 1 Apr 2021 £	Movement in resources		Balance 31 Mar 2022 £	Transfers 31 Mar 2021 £	Balance 31 Mar 2022 £
		incoming £	outgoing £			
Lloyds Funding (Operations)	8,799	15,000	20,123	3,676	-	3,676
Building Fund	7,500	-	7,500	-	-	-
	-----	-----	-----	-----	-----	-----
Total	16,299	15,000	27,623	3,676	-	3,676
	=====	=====	=====	=====	=====	=====

The building fund was set up in 2020 to fund the premises redecoration and repairs of the building, which was a condition of the premises lease. The lease was terminated on 31<sup>st</sup> December 2021 and these funds were spent on dilapidation and moving costs.

#### 17. Restricted funds

	Balance 1 Apr 2021 £	Movement in resources		Balance 31 Mar 2021 £	Transfers 31 Mar 2021 £	Balance 31 Mar 2021 £
		incoming £	outgoing £			
The National Lottery	40,525	108,120	107,549	41,096	-	41,096
Market Harborough & Bowdens	-	10,000	7,570	2,430	-	2,430
The UPS Foundation	4,671	-	1,836	2,835	-	2,835
Carlton Hayes Mental Health Charity	9,830	-	9,830	-	-	-
HCC Tokio Marine	-	10,000	1,196	8,804	-	8,804
	-----	-----	-----	-----	-----	-----
Total Projects	55,026	128,120	127,981	55,165	-	55,165
	=====	=====	=====	=====	=====	=====

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2022



18. Analysis of net assets between funds

	Tangible Fixed assets £	Net current assets £	Total £
<b>Designated funds</b>			
Lloyds Funding (Operations)	3,676	-	3,676
	=====	=====	=====
	3,676	-	3,676
 <b>Restricted funds</b>			
The National Lottery	1,070	40,026	41,096
The UPS Foundation	2,835	-	2,835
Market Harborough & Bowdens	-	2,430	2,430
HCC Tokio Marine	-	8,804	8,804
	=====	=====	=====
	3,905	51,260	55,165
 <b>Unrestricted funds</b>	-	45,273	45,273
	=====	=====	=====
 <b>Total funds</b>	7,581	96,533	104,114
	=====	=====	=====

19. Related Party Transactions

No transactions with related parties were undertaken such as are required to be disclosed under FRS 102.

20. Taxation

The charitable company is exempt from Corporation Tax on its charitable activities.