HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH

England & Wales · Charity number 801259

Details

Other names	HAMMERSMITH & FULHAM MIND
Status	Registered
Legal form	Charitable company
Company number	02257523
Registered	1989-04-06
Register	View on the Charity Commission register

Contact

Address	The Circle 44-46 South Ealing Road London w5 4qa
Phone	02074710580
Email	enquiries@wlmind.org.uk
Website	www.wlmind.org.uk

Activities

Objects: 1. TO PROMOTE THE PRESERVATION OF GOOD MENTAL HEALTH IN PARTICULAR BY ENABLING AND EMPOWERING EVERYONE EXPERIENCING MENTAL HEALTH PROBLEMS TO LIVE WITH, MANAGE AND RECOVER FROM THEIR CONDITIONS. 2. TO RELIEVE THE NEEDS OF PEOPLE WITH MENTAL HEALTH PROBLEMS BY WORKING TO INCREASE THE UNDERSTANDING OF MENTAL HEALTH AND MENTAL HEALTH PROBLEMS BY GATHERING AND DISSEMINATING INFORMATION AND WORKING TO RAISE AWARENESS, PROMOTE UNDERSTANDING AND CHALLENGE STIGMA AND DISCRIMINATION.

Activities: social inclusion activities, social enterprises, drop-in service with wide range of therapeutic groups, assertive outreach project, advocacy services at Charing Cross Hospital, Advice and Information service, User involvement projects both at Charing Cross Hospital and in the community, counselling service and physical health advocacy.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Elderly/old People, People With Disabilities, The General Public/mankind

Geography

- Ealing
- Hammersmith And Fulham
- Hounslow

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£4,820,720	£4,643,688	£1,453,745	119
2024-03-31	£4,979,800	£5,522,513	£1,276,713	128
2023-03-31	£4,356,183	£4,349,261	£1,819,426	99
2022-03-31	£4,009,263	£3,167,797	£1,801,864	71
2021-03-31	£2,795,817	£2,617,947	£864,815	57

Trustees

Name	Role	Appointed
Jonathan Bullock	Chair	2023-02-23
Ellisha Coates		2023-02-23
Gary Redhead		2020-07-23
Laura Wilson-Brown		2023-02-23
Neelkant Gohil		2023-02-23
Tamara Quinn		2018-02-25
William Buckley		2023-02-23
Yuqing Qin		2023-06-01

Accounts

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2025

Registered Charity Number: 801259
Registered Company Number: 02257523

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HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

REFERENCE AND ADMINISTRATIVE

FOR THE YEAR ENDED 31 MARCH 2025

Chief Executive	Arti Modhwadia (maternity leave from February 2025)
Interim Chief Executive	Roger Clark (from January 2025)
Company registration no.	02257523
Charity registration no.	801259
Registered office	309 Lillie Road London SW6 7LL
Auditor	Sayer Vincent LLP 110 Golden Lane London EC1Y 0TG
Bankers	National Westminster Bank PLC 25 Shepherds Bush Green London W12 8PR
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The Board of Trustees, who act as Directors of the Charity for the purposes of Company Law, and Trustees for charity law purposes, submit their Annual Report and the Financial Statements of Hammersmith and Fulham Association for Mental Health (HFEH Mind) for the year ended 31 March 2025. The Board of Trustees confirm that the Annual Report and Financial Statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) - Charities SORP FRS102.

Objects

The objects of the Association are:

1. To work for and promote the preservation and safeguarding of mental health and the prevention and treatment of mental disorders among both adults and children; and
2. To work for and promote the study of research into mental health and mental disorders and to obtain and make records of and disseminate information concerning the same.

Activities

We are able to meet our objects through a combination of service provision and strategic influencing. Our wide range of services consists of activities which preserve, promote and safeguard individuals' mental health. Some examples of these services are health promotion with young people in schools, community-based activities such as advocacy, advice and information training in the workplace. Our work in strategic influencing further reaches object 1) by putting the voices of people with mental health problems, and our own professional opinions into a wide variety of settings where the design and delivery of services can be influenced for the betterment of people with mental health problems. It is through this work that we are able to meet object 2) by Influencing commissioning bodies and the West London Transformation Board.

Public Benefit

The Association provides services to benefit those with mental health problems. One in four people will experience a mental health problem of some kind each year in England. Yet only in one in three adults with a common mental health problem are currently getting support. The amount of people with common mental health problems rose 20% between 1993 and 2024 while the number of young people reporting mental health conditions has also risen. Fifty-two percent of 17–23-year-olds have experienced a deterioration in mental health in the last five years. Meanwhile in the workplace, poor mental health accounts for 51% of long-term sick leave due to reasons such as stress, depression or anxiety, while burnout, mental ill-health and work-related stress are now costing the economy £28 billion annually.

Within our boroughs—we have identified the following needs:

- **Hammersmith & Fulham**: The suicide rate surpasses both the London and national averages, compounded by elevated rates of drug misuse, social isolation, crime, and unemployment.
- **Ealing:** Ealing has a significantly higher proportion of individuals on GP registers with psychosis than the national average and a notably higher rate of sectioning compared to London and England as a whole. The 2023 Ealing JSNA reports over 20,000 residents with diagnosed mental health conditions.
- **Hounslow**: Hounslow's suicide rate is above the London average, and levels of anxiety, low happiness, low satisfaction, and low self-worth exceed both London and national averages.

Mental health problems can have a devastating effect on peoples' lives and the goals of the Association are both to prevent mental health problems escalating where this can be avoided and supporting recovery if the mental health problem has become serious. Our projects are in 3 categories:

1. Preventing mental health problems escalating. These are of public benefit in preventing unnecessary distress for those affected, avoiding unnecessary expenditure in the health and benefits systems and improving the efficiency of the workplace by reducing sickness and staff turnover. Relevant services are:

- Education in schools on mental health for both pupils, parents and teaching staff.
- Psychoeducation- providing adults and young people with insight into their own mental health and developing a toolkit of coping mechanisms to prevent severe mental health issues.
- Crisis alternative services that prevent mental health crises from escalating and divert effectively from statutory services like A&E.
- Workplace wellbeing training to ensure employers recognise and support mental health issues in the workplace

2. Supporting people with mental health problems through the secondary mental health system. These are of public benefit in improving the quality of services delivered and aiding recovery through service users having a voice to influence what happens to them. Relevant services are:

    - Independent Mental Health Advocacy- a form of statutory advocacy for detained patients on wards. The service provides patients with information on their rights and help involve them in decisions concerning their care and treatment under the Mental Health Act 1983.
    - CBT based interventions in schools- providing young people with an understanding of their mental health, to prevent mental health issues occurring/worsening in adulthood.
    - Information and Advice- a service that provides support with social issues (often a cause of mental health issues) such as housing, benefits or debt.

3. Supporting the recovery process. These services are of public benefit in preventing relapse, building wellbeing and, where possible, helping service users move on to independence and away from benefits. Relevant services are:

    - Counselling (via sub- contracted arrangement) providing solution focused therapy to individuals in housing associations, so that they can address their mental health issues and sustain their tenancies.
    - SMI health checks- helping those with serious mental illness engage with physical health checks through 1:1 support and assistance at appointments.

All services are carefully risk-assessed to ensure service user wellbeing is a priority and all staff work within safe boundaries to keep all concerned safe. In addition, service users are involved as far as possible in every aspect of the organisation's activity to ensure services meet their needs through co-production, co-design, co-evaluation and consultation. All projects are in line with our objects.

Our workplace training "Well at Work" is a service provided to organisations for which we charge a fee. This income allows us to increase the support we provide to people across the organisation in line with our objectives.

The Board of Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Association's objectives and in planning activities for the year and future periods.

Achievements and Performance
Message from Roger Clark Interim Chief Executive

Arti Modhwadia delivered her first year as CEO of Hammersmith, Fulham, Ealing Hounslow Mind until February 2025. I have had the honour of leading the organisation since. We have continued with an intense focus on delivering quality mental health services for the residents of our three boroughs.

Our strategy continues to drive our approach, concentrating on our key strategic pillars: sustainability and growth, partnership, and accessibility. At the same time, we have continued to strengthen our cross-cutting themes of communication, innovation, quality, and resilience.

Our income has been sustained at previous year's level as we have continued to deliver our range of diverse services. These services include: mental health support teams in schools; safe space centres for adults experiencing a mental health crisis; The Circle for young people in crisis; a gardening project for children and young people, a music project that supports young people and promotes mental health, a men's mental health project to address service accessibility, social prescribing for individuals with mental health issues, and an advice service across the three-boroughs to support service users during the cost-of-living crisis.

This year we have reached over 32,000 people, when including those who utilise our directories and mental health TV channel.

Our Senior team have delivered consistent quality despite the changes in leadership. Our objectives are clear: to increase the number of people we reach through our services by making our services accessible; to reduce health inequalities and disparities; to ensure that everyone in our boroughs who needs mental health support receives it; to expand services tailored to meet the needs of our local population, with service users co-designing and co-producing these services. A further strategic objective is to diversify our income sources, reducing reliance on statutory funding and generating more unrestricted funding through innovation.

We believe this continuing strategic approach for the next year will create a resilient organisation, committed to ensuring that mental health support is available, accessible, relevant and impactful for our community.

Adult Services

This year, between April 24 to March 25 our adult services continued to flourish, providing around 21 diverse support services for individuals aged 18-25 as well as for adults over 25. We delivered over 29,000 interventions to more than 9,000 individuals.

Key Achievements:

1. Crisis Support:
   - We significantly reduced crisis levels within one day for 56% of all service users.
   - 86% of our service users avoided using A&E, saving an average of £200 per visit for the NHS.

2. Advocacy:
   - We supported individuals sectioned under the Mental Health Act 1983 and those in the community needing access to mental health treatment.
   - 96% of service users felt heard and listened to.
   - 89% understood their rights better.
   - 82% felt more included in decisions impacting them when an advocate was involved.

3. Information and Advice Services:
   - We helped with benefits, housing, welfare, disability, grants and more.
   - Achieved over £580k in additional income for those entitled to support and grants.
   - 87% achieved their expected outcome.

We participated in a significant project commissioned by National Mind, working within our Integrated Care System footprint to offer self-help support across 8 boroughs and nationally. For the people we helped 98% recorded improved quality of life, 93% had decreased levels of anxiety and 91% had decreased levels of depression.

Recognising a significant gap in perinatal support, our project for non-birthing partners has effectively addressed this need.

Future Ambitions:

- Long-term Services: We aim to transition from short-term projects to sustainable services that offer long-term support. Identified gaps include:
  - Counselling …All motions are being put in place to hopefully have our own counselling service up and running as from 1st September 2025.
  - Housing
  - Support for older people
  - Veteran support…Initial steps are being taken place to get this service up and running before the end of this year.

- Improved Outreach: Our advice services are oversubscribed, while other services have capacity. Enhanced marketing and fundraising will be crucial to reach more people, especially those who may not regularly access mental health services.
- Physical Health Checks: We aim to improve outcomes for our physical health check service, as currently only 43% of service users complete all five checks.

By focusing on these areas, we hope to enhance the impact of our services and reach a broader audience.

Children and Young People's Services

The Children and Young People's Team at HFEH Mind have had a year of change and development. Consolidating the opening of the Circle has involved recruiting a new team with a broad range of skills and experience; focusing on representing the local community. Numbers of children and young people and families accessing the Circle has increased month on month, as we continue to build key partnerships across our boroughs.

We are delighted to have been successful in winning a Big Lottery Fund application to commence in 2025/26 allowing us to recruit a team of community workers and a parenting co-ordinator who work across our area to provide mental health support and anti-stigma work to communities who do not typically access traditional mental health support.

We continue to use other tools to increase access to services – our John Lyons Funded Mind on Music work delivers music/songwriting-based routes to improved emotional wellbeing in 3 schools. Be Kind to Your Mind funding allows us to offer bespoke and creative approaches to supporting the mental health of children and young people with learning disabilities or with neurodiverse conditions.

In January 2025, our MHST (Mental Health Support Team who provide mental health support in schools) doubled in size following a successful bid. Still working across the London Borough of Hammersmith and Fulham, Wave 12 allowed us to recruit 9 trainees who are employees also studying at UCL for post-graduate diplomas in children and young people's school based mental health. The Whole School Approach offer within the MHST has developed and delivered a wide range of training for school staff, parents and pupils, and this continues to be a key part of this work.

We provided direct support services to over 7,000 children and young people in the London Boroughs of Hammersmith and Fulham, Ealing and Hounslow in this financial year.

Looking Forwards

We continue to look at ways we can support children and young people who are not attending school because of exclusion, emotionally based school avoidance or 'missing' and are working closely with the local authorities to develop ways of working that allow us to provide a more flexible offer, addressing the needs of these families.

We are delivering a full programme of support within the Holiday and Food (HAF) offer as part of our MHST, and the team will be offering mental health support via physical activity and music programmes.

We are working to grow our team of young advisors and are working with our colleagues in adult services to develop this for the transition ages of 18-25. Our co-production co-ordinator in Children and Young People's Services is also aiming to have a small group of young advisors who are under 11 years old, and to increase diversity within our young advisor group by working closely with minority communities particularly black boys, who are under-represented in our services.

Other

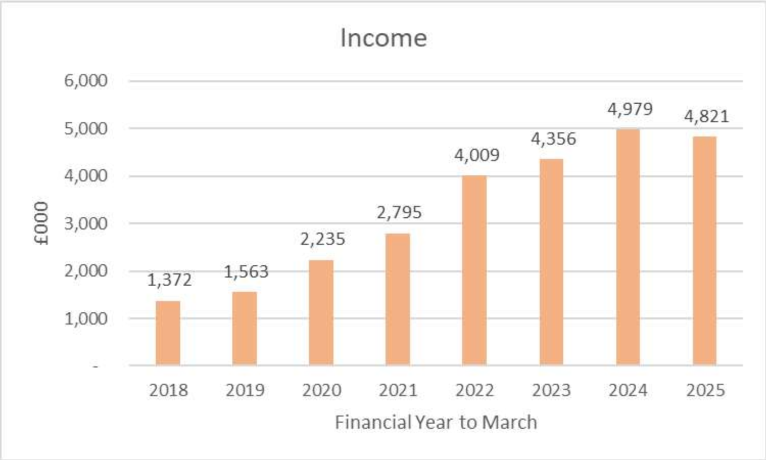
All of us at HFEH Mind reaffirmed our commitment to the mission statement this year.

We provide advice and support to empower anyone experiencing a mental health problem. We campaign to improve services, raise awareness and promote understanding. We are committed to combating stigma, empowering local residents, promoting wellbeing and supporting recovery.

FINANCIAL REVIEW

Income

The organisation has consolidated its financial position following a period of significant growth achieving income in excess of £4m for the past 4 years.



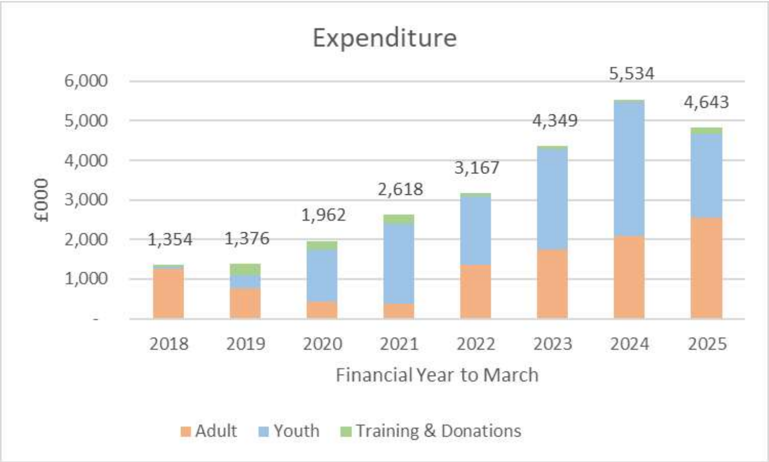
In 2024/25 HFEH Mind recorded income of £4.82m, a 3% decrease on 2023/24 of £4.98m explained by two changes which broadly netted off:

- Continued expansion in our adult services provision, from £2.12m in 2023/24 to £2.56m in 2024/25, achieved through the provision new services, maintaining and building on our current offer specifically the provision of Safe Spaces in each of the three Boroughs and within Accident and Emergency departments.
- At the beginning of 2024/25 the West London Mental Health Service Teams (MHST) contract was transferred to another neighbouring local Mind organisation explaining the reduction in Youth Services income from £2.76m in 2023/24 to £2.13m in 2024/25. Once the transfer of the contract is removed Youth Service increased its income by 28% from £1.67m in 2023/24 to £2.13m in 2024/25

Training and consultancy income performed strongly from £53k in 2023/24 to £89k in 2024/25 following National Mind devolving its training provision to local Mind organisations.

Expenditure

Expenditure has decreased following an unusually high spend in 2023/24 from the utilisation of restricted reserves carried over from 2022/23. In 2024/25 expenditure has kept in line with the level of funding.



Expenditure has decreased from £5.53m in 2023/24 to £4.64m in 2024/25 or by 16%. Likewise, Central support costs have fallen from £834k in 2023/24 to £747k in 2024/25.

Reserves

With a consolidated growth position HFEH Mind has continued to deliver a modest increase in its unrestricted reserves.

In the year unrestricted funds increased by £100k, from an opening position of £1,004k, closing at £1,104k as at 31 March 2025. The results in the year include a payment of £70k to withdraw from the defined benefit pension scheme following the exit of the last remaining active member in 2024. This settles, any remaining liability from the scheme, subject to a small potential additional payment which is dependent on the outcome of an ongoing scheme wide legal matter. Designated reserves forms part of the unrestricted reserves decreased from £165k to £139k providing for the net book value of the fixed assets releasing £26k to general reserves.

Over the last year restricted reserves have increase from £273k in 2023/24 to £350k in 2024/25.
In the year efforts have continued to expend restricted reserves resulting from MHST Youth Services Programme with a reduction of £141k from £273k opening balance closing at £132k. These efforts have been offset by an increase of £218k from the carry forward of funds from other restricted projects.

Balance Sheet

Year on year balance sheet movements have been as follows:

- Debtors reduced by 42% from £710k to £415k
- This helped increase our cash position increasing by 14% from £1,059k to £1,213k.
- Creditors decreased by 54% from £658k to £306k and is attributed to deferred income with the advance funding of projects (£427k in 2023/24 to £117k in 2024/25)

Reserves Policy

Under the requirements of the Statement of Recommended Practice on Accounting and Reporting by Charities, Hammersmith and Fulham Association for Mental Health segregates its funds into those which are restricted and those which are unrestricted. A further description of these funds and how they are further segregated to include the General Reserve is included within Note 18 to the accounts.

Total funds for the Charity as of 31 March 2025 were £1,454k, split between restricted reserves of £350k and unrestricted reserves of £1,104K (as at 31 March 2024 total reserves were £1,276k, £273k restricted, £1,004k unrestricted).

In line with current best practice, the Trustees have reviewed HFEH Mind Reserves Policy, considered the financial impact of those risks identified as part of the on-going risk management process. The Board of Trustees has agreed that the Association, in addition to any restricted or designated reserves and commitments to, and investment in, tangible fixed assets, should have unrestricted general fund reserves equal to three months of operating costs with the flexibility to vary by 10% from this figure. Three months of operating costs equates to some £915k.

Given the variety of funding streams, the Trustees have determined that this would be sufficient to enable the Association to manage any likely eventuality. General reserves of £965k (Unrestricted funds of £1,104k less designated reserves of £139k) is above the 3 months operating expenditure required by Trustees by £50k.

The Charity has not made any fundraising appeals to the general public during the year, and as a result there has been no outsourced fundraising via professional fundraisers or other third parties. Consequently, the charity is not registered with the fundraising regulator. The charity has not received any fundraising complaints in the year.

Plans for future periods

Our future plans include:

- Addressing the cost-of-living crisis and rising health inequalities.
- Ensuring we work with the police and statutory sector to reduce the impact of right care right person.
- Responding to emerging community needs identified through coproduction, ensuring our services meet local demands.
- Expanding our reach by making our services more accessible and diversifying our offerings to ensure everyone in our boroughs who needs mental health support receives it.
- Increasing partnerships with local organisations, including corporates, local businesses, third-sector organisations, and the statutory sector.
- Strengthening our position within the Shifting Settings of Care to ensure effective collaboration with GPs and primary services as commissioning and care continue to evolve.
- Diversifying our funding streams to reduce reliance on statutory funding and generate more unrestricted funding.
- Collaborating with neighbouring Local Minds in the new Northwest London region to align with the Strategic Transformation Partnership (STP).
- Working collaboratively within the newly formed Mind in London organisation to create multi-borough responses for mental health services.

Risk Management and Key Risks

The Board of Trustees have overall responsibility for risk management and Trustees review the analysis, assessment and management of risks on a quarterly basis. To assist in the close monitoring of risk the remit of the Clinical and Safeguarding Subcommittee has been expanded to include the systematic review of risk, alongside considerations of strategic direction. Major risks to which the charity is exposed have been reviewed and actions taken in mitigation. The major risks identified include:

1) Changing landscape with the closure of NHS England and changes within the NHS London and the Integrated Care Boards could mean loss of funding for services. Changes in health provision could mean a significant shift in the contract finances of the organisation and an increased need to transition to increase unrestricted and community funding.

2) Continued diversification of our income streams- the organisation is heavily reliant on statutory funding, and we find ourselves in a position where all high value contracts will come to an end at the same time. To mitigate the risk, we have developed a robust income generation and fundraising strategy. Both our head of income generation and head of marketing and communications have high income generation targets for funding in subsequent years, with a view to increase our unrestricted income.

3) Increased complexity and impact on staff- though as a third sector organisation our place sits well in prevention and working with those who have low to moderate needs. However, we are seeing more clients with a complex presentation requiring a clinical intervention. To mitigate the risk, we have increased our training offer to staff alongside lunch and learns, lessons learned and workshops. We have a robust set of operational policies and managers with expertise who provide support for staff. This has helped staff manage the initial presentation and then effectively signpost.

STRUCTURE, GOVERNANCE AND MANAGEMENT

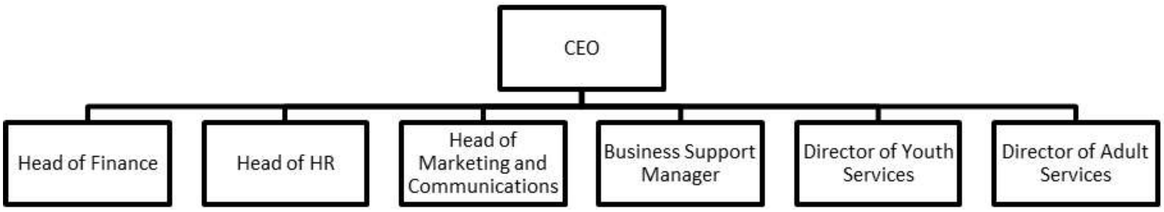
Hammersmith and Fulham Association for Mental Health is a charitable company (no. 801259) governed by Articles of Association agreed by its members and controlled by a Board of Trustees elected at an Annual General Meeting. Membership of the Association is obtained through application to the Board of Trustees and the decision to accept or reject an application rest with the trustees. Any member is entitled to stand for election as a Trustee at the Annual General Meeting. One third of the Trustees are required to retire automatically each year and to stand for re-election if they wish to continue. The Chair, Vice· Chair and Honorary Treasurer are elected annually at the Annual General Meeting.

The Board of Trustees usually meets between four and six times per year. The quorum for the transaction of business of the Board of Trustees is five. Subject to the objects and powers designated by the Articles, the Board members are empowered to control the business as they deem fit and to appoint new trustees. Trustees are a mix of people with relevant experience, people of standing in the local community and users of the services of the Association. Trustees have received some training in governance and roles and responsibilities. We have three subcommittees:

1. Resources
2. Safeguarding and Clinical Risk

The Board has elected leads in the following areas: Human Resources, Health and Safety, Accommodation, Safeguarding and GDPR.

The Board continues to keep under review risks arising from all areas of operations. The day to day running of the charity is delegated to the CEO who is supported by the senior leadership team, the structure is detailed below. We have a GDPR and several safeguarding leads within the organisation for governance.



Salary Policy for Key Management Personnel

Salaries are set in accordance with our salary policy that takes into account a variety of different factors including, line management responsibility, autonomy, specialism and benchmarking. The Resources Committee oversees and reviews this and other policies in line with Mind Quality Mark. The pay of Key Management personnel is approved by Trustees.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Hammersmith and Fulham Association for Mental Health for the purposes of company law) are responsible for preparing the Board of Trustees' Report (incorporating a Directors' 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. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the result of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting 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;
- observe the methods and principles in charity SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees, after making appropriate enquiries, have a reasonable expectation that HFEH Mind has adequate resources to continue in operational existence for the foreseeable future, and in particular for at least 12 months from the date of the approval of these accounts. For this reason, they have adopted the going concern basis in preparing the financial statements.

In so far as the Trustees are aware:

- there is no relevant audit information of which the 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

SMALL COMPANY PROVISIONS

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

Approved by the Board on 7th August 2025 and signed on its behalf

Julie Pal

Chair

Independent auditor's report

to the members of

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

Opinion

We have audited the financial statements of Hammersmith, Fulham, Ealing and Hounslow Mind (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or

- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

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

Farrah Kitabi (Senior statutory auditor)
29 October 2025
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	2	37,893	–	**37,893**	18,365	–	18,365
Charitable activities							
Adult Services	3	2,208,648	346,695	**2,555,343**	1,759,127	361,740	2,120,867
Youth Services	3	208,389	1,917,280	**2,125,669**	427,847	2,332,628	2,760,475
Training & Consultancy	3	89,445	–	**89,445**	53,386	–	53,386
Other trading activities	4	–	–	**–**	18,000	–	18,000
Investments	5	12,370	–	**12,370**	8,707	–	8,707
Total income		2,556,745	2,263,975	**4,820,720**	2,285,432	2,694,368	4,979,800
Expenditure on:							
Charitable activities							
Adult Services	6	2,167,776	250,853	**2,418,629**	1,708,242	385,816	2,094,058
Youth Services	6	223,186	1,936,325	**2,159,511**	398,830	2,986,781	3,385,611
Training and Consultancy	6	65,548	–	**65,548**	54,519	–	54,519
Total expenditure		2,456,510	2,187,178	**4,643,688**	2,161,591	3,372,597	5,534,188
Net Income / (expenditure) / before Movement on Pension Provision		100,235	76,797	**177,032**	123,841	(678,229)	(554,388)
Movement on Pension Provision	16	–	–	**–**	11,675	–	11,675
Net movement in funds		100,235	76,797	**177,032**	135,516	(678,229)	(542,713)
Reconciliation of funds:							
Total funds brought forward		1,003,404	273,309	**1,276,713**	867,888	951,538	1,819,426
Total funds carried forward	18	1,103,639	350,106	**1,453,745**	1,003,404	273,309	1,276,713

Notes on pages 21 to 32 form part of the financial statements.

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Hammersmith and Fulham Association for Mental Health
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

Balance sheet

Company no. 02257523

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	12		**138,870**		164,897
			138,870		164,897
Current assets:					
Debtors	13	**414,709**		709,964	
Cash at bank and in hand		**1,212,710**		1,059,560	
		1,627,419		1,769,524	
Liabilities:					
Creditors: amounts falling due within one year	14	**(312,544)**		(657,708)	
Net current assets			**1,314,875**		1,111,816
Total assets less current liabilities			**1,453,745**		**1,276,713**
Total net assets			**1,453,745**		1,276,713
The funds of the charity:	18				
Restricted income funds			**350,106**		273,309
Unrestricted income funds:					
Designated funds		**138,870**		164,897	
General funds		**964,769**		848,236	
Pension reserve		-		(9,729)	
Total unrestricted funds			**1,103,639**		1,003,404
Total charity funds			**1,453,745**		1,276,713

Approved and authorised for issue by the trustees on 7th August 2025 and signed on their behalf by

Tamara Quinn
Treasurer

Hammersmith and Fulham Association for Mental Health
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

Statement of cash flows

For the year ended 31 March 2025

	Note	**2025** £	£	2024 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)			**177,032**		(542,713)
Depreciation charges		**66,244**		72,339	
Movement on Pension Provision		–		(9,729)	
Interest, dividends and rent from investments		**(12,370)**		(8,707)	
Decrease in debtors		**295,255**		55,562	
(Decrease) / Increase in creditors		**(345,164)**		311,864	
			3,965		421,329
Net cash provided by / (used in) operating activities			**180,997**		(121,384)
Cash flows from investing activities:					
Dividends, interest and rents from investments		**12,370**		8,707	
Purchase of fixed assets		**(40,217)**		(44,355)	
Net cash (used in) investing activities			**(27,847)**		(35,648)
Change in cash and cash equivalents in the year			**153,150**		(157,032)
Cash and cash equivalents at the beginning of the year			**1,059,560**		1,216,592
Cash and cash equivalents at the end of the year			**1,212,710**		**1,059,560**

Analysis of cash and cash equivalents

	At 1 April 2024 £	Cash flows £	Other changes £	**At 31 March 2025 £**
Cash in hand	1,059,560	153,150	–	**1,212,710**
Total cash and cash equivalents	1,059,560	153,150	–	**1,212,710**

Notes on pages 21 to 32 form part of the financial statements.

1 Accounting policies

a) Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) General Information:

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 02257523) and a charity registered in England and Wales (charity number: 801259). The charity's registered office is 309 Lillie Road, London, SW6 7LL.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees have assessed that there are no material uncertainties about the charitable company's ability to continue as a going concern.

e) Key judgments and uncertainties

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1 Accounting policies (continued)

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

- Expenditure on charitable activities includes the costs of directly delivering the charitable activities.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the support cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time attributable to each activity.

k) Operating leases

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

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to central costs. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The assets are depreciated at the following rates:

● Leasehold Improvements	5 years
● Fixtures and Fittings	5 years
● Computer Equipment	3 Years

m) Financial Investments:

Basic financial intrustments are transactions that result in the recognition of financial assets and liabilities. The trade and other accounts receivables and payables are accounted for on the following basis:

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term savings accounts. Cash balances exclude any funds held on behalf of service users.

1 Accounting policies (continued)

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Employee Benefits: Pensions

Hammersmith, Fulham, Ealing and Hounslow (HFEH) Mind participated in a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements for 2023/24. In March 2025 HFEH Mind settled its liability with The Pensions Trust following exit of the final employee from the scheme in March 2024. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

Short Term benefits

r) Short term benefits including holiday pay are recognised in the period in which the service is received.

2 Income from donations and legacies (all unrestricted)

	2025 Total £	2024 Total £
Donations	**37,893**	18,365
Total	**37,893**	18,365

3 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Adult Services	2,208,648	346,696	**2,555,344**	1,759,127	361,740	2,120,867
Youth Services	208,389	1,917,279	**2,125,668**	427,847	2,332,628	2,760,475
Training & Consultancy	89,445	–	**89,445**	53,386	–	53,386
	2,506,482	2,263,975	**4,770,457**	2,240,360	2,694,368	4,934,728

4 Other Trading Activities (Unrestricted Income)

	2025 Total £	2024 Total £
North West London (local Mind Collaboration)	–	18,000
	–	18,000

5 Investment Income

	2025 Total £	2024 Total £
Bank Interest income	**12,370**	8,707
	12,370	8,707

6a Analysis of total expenditure

	Staff £	Other £	Support £	**2025 Total £**
Adult Services	1,739,584	290,047	388,998	**2,418,629**
Youth Services	1,521,636	290,552	347,323	**2,159,511**
Training and Consultancy	41,619	13,387	10,542	**65,548**
Support Costs	357,797	389,066	(746,863)	**–**
Total Expenditure	3,660,636	983,052	–	**4,643,688**

Analysis of total expenditure (2024)

	Staff £	Other £	Support £	2024 Total £
Adult Services	1,446,007	332,369	315,682	2,094,058
Youth Services	2,216,342	658,884	510,385	3,385,611
Training and Consultancy	41,619	4,681	8,219	54,519
Support Costs	408,422	425,863	(834,285)	–
Total Expenditure	4,112,390	1,421,797	–	5,534,188

6b Analysis of Support Costs

	2025 Total £	2024 Total £
Space and Office Costs	50,445	88,569
Management and Personnel Costs	371,535	458,284
Staff related costs	39,267	38,538
IT Costs	112,098	74,815
Legal and professional costs	109,295	106,178
Governance Costs	19,968	14,400
Other Support Costs	28,453	53,501
Total Support Costs	**746,863**	834,285

6c Analysis of Governance Costs

	2025 Total £	2024 Total £
Auditor’s fees	**15,120**	14,400
Total Governance Costs	**15,120**	14,400

7 Net expenditure for the year

This is stated after charging:

	2025	2024
	£	£
Depreciation	**66,244**	72,339
Operating lease rentals:		
Property	**128,466**	114,047
Other	**8,951**	8,914
Auditor's remuneration (excluding VAT):		
Audit	**12,600**	12,000

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

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	3,240,170	3,662,813
Social security costs	307,971	353,959
Employer's contribution to defined contribution pension scheme	73,965	95,618
Redundency Costs	24,674	–
Operating costs of defined benefit pension schemes	13,856	21,183
	3,660,636	4,133,573

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2025	2024
	No.	No.
£60,000 – £69,999	**1**	1

The total employee benefits including pension contributions of the key management personnel were £416,026 (2024: £370,717), split as follows: Salaries £364,645 (2024 £269,581), Social Security Costs £40,103 (2024 £30,681, and Pensions £11.278 (2024 £8.011).

The organisation paid redundancy costs of £24,674 for four posts (2024– £nil)

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £Nil (2024: £nil).

9 Staff numbers

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

	2025 No.	2024 No.
Adult Services	**64**	54
Youth Services	**42**	60
Training and Consultancy	**1**	1
Support Services	**12**	13
	119	128

10 Related party transactions

There were no related party transactions, including donations from Trustees for 2025 (2024: £nil).

11 Taxation

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

12 Tangible fixed assets

	Leasehold Improvements £	Fixtures and fittings £	Computer equipment £	**Total £**
Cost or valuation				
At the start of the year	142,900	53,464	173,624	369,988
Additions in year	8,297	12,048	19,872	40,217
At the end of the year	151,197	65,512	193,495	**410,205**
At the start of the year	40,030	32,937	132,124	205,091
Charge for the year	29,260	6,547	30,437	66,244
At the end of the year	69,290	39,484	162,561	**271,335**
Net book value				
At the end of the year	**81,907**	**26,028**	**30,934**	**138,870**
At the start of the year	102,870	20,527	41,500	164,897

All of the above assets are used for charitable purposes.

13 Debtors

	2025	2024
	£	£
Trade debtors	**220,037**	591,659
Accrued Income	**128,444**	114,144
Prepayments	**66,228**	4,161
	414,709	709,964

14 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	**81,318**	86,051
Taxation and social security	**50,782**	79,347
Accruals	**38,283**	55,150
Deferred income (Note 15)	**117,486**	427,431
Pension provision within one year	–	9,729
Other creditors	**24,675**	–
	312,544	657,708

15 Deferred income

	2025	2024
	£	£
Balance at the beginning of the year	**427,431**	387,681
Amount released to income in the year	**(427,431)**	(387,681)
Amount deferred in the year	**117,486**	427,431
Balance at the end of the year	**117,486**	427,431

The income deferred relates to amounts invoiced in advance for services to be undertaken in 2025/26.

16 Pension Provision > 1year

	2025	2024
	£	£
Pension Provision	**–**	–
	–	–

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. This pension scheme has now been fully settled.

17 Analysis of net assets between funds

	Designated	General unrestricted	Restricted	**Total funds**
	£	£	£	**£**
Tangible fixed assets	138,870	–	–	**138,870**
Net current assets	–	964,769	350,106	**1,314,875**
Pension Provision	–	–	–	**–**
Net assets at the end of the year	**138,870**	**964,769**	**350,106**	**1,453,745**

Comparative Analysis of net assets between funds (2024)

	Designated	General unrestricted	Restricted	**Total funds**
	£	£	£	**£**
Tangible fixed assets	164,897	–	–	**164,897**
Net current assets	–	838,507	273,309	**1,111,816**
Net assets at the end of the year	**164,897**	**838,507**	**273,309**	**1,276,713**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	**At the end of the year £**
Restricted funds:					
Youth Services					
MHST Hammersmith & Fulham	–	1,016,000	(1,016,000)	–	**–**
MHST Hammersmith & Fulham	273,309	–	(141,149)	–	**132,160**
MHST Wave 12	–	111,000	(111,000)	–	**–**
EHPs and CWPs Training (NHS Education)	–	313,664	(313,664)	–	**–**
Circle Safe Space (Youth)	–	329,708	(311,367)	–	**18,341**
Lottery	–	80,373	–	–	**80,373**
John Lyon's Charity	–	37,000	(13,610)	–	**23,390**
Youth Music	–	1,500	(1,500)	–	**–**
York Dance	–	8,035	(8,035)	–	**–**
Trauma Informed Fund	–	20,000	(20,000)	–	**–**
Adult Services					
Know My Mind	–	108,072	(108,072)	–	**–**
Crisis Line	–	143,578	(73,241)	–	**70,337**
Forensic	–	35,822	(35,822)	–	**–**
Mens Mind	–	42,344	(31,758)	–	**10,586**
The Carer's Project	–	14,919	–	–	**14,919**
Cost of Living	–	1,960	(1,960)	–	**–**
Total restricted funds	273,309	2,263,975	(2,187,178)	–	**350,106**
Unrestricted funds:					
Designated funds:					
Fixed Assets	164,897	–	–	(26,028)	**138,869**
Total designated funds	164,897	–	–	(26,028)	**138,869**
Pension Reserve	(9,729)	–	–	9,729	**–**
General funds	848,236	2,556,745	(2,456,510)	16,299	**964,770**
Total unrestricted funds	1,003,404	2,556,745	(2,456,510)	–	**1,103,639**
Total funds including pension fund	1,276,713	4,820,720	(4,643,688)	–	**1,453,745**

Purposes of restricted funds

Youth Services - Provision of mental health support teams (MHST) in educational settings, funded by the local Clinical Commission Groups of the NHS and NHS Education Enland through the provision of trainees covering the areas of Hammersmith and Fulham. Following the successful introduction of Safe Spaces in the community, West London NHS Health Trust is funding a pilot to establish a Safe Space for young people (Circle). National Lottery funded a programme of community engagement and John Lyon's Charity continued the funding the Youth Music programme, specifically targeted at young people from the Beneficial Area of John Lyon’s Charity. Further York dance designed to improve the mental wellbeing of 13 to 18 year olds and a Mind National fund embedding Tauma Informed pracice into our work.

Adult Services - Hounslow Borough Council funded a number of mental health projects, Know my mind, Crisis Line, Forensic and Men's Minds. The Carers Project will enhance the mental health, overall wellbeing, and social connections of carers across Hounslow. Mind National funded a Cost of Living project aimed at mitgating the impact of the cost of living crises.

Purposes of designated funds
The Fixed Assets Fund reflects capitalised equipment purchased by using unrestricted fund or Capital grants where there is no continuing restriction as to use. The balance carried forward is equal to the net book value of the related fixed assets.

Comparative Movement in Funds (2024)

	At the start of the year	Income	Expenditure and Movements in Pension Provision	Transfers	**At the end of the year**
	£	£	£	£	**£**
Restricted funds:					
Youth Services					
MHST West London	51,822	1,090,915	(1,142,737)	–	–
MHST Hammersmith & Fulham	632,191	949,145	(1,308,027)	–	**273,309**
MHST Wave 9		159,000	(159,000)	–	–
Circle Safe Space (Youth)	196,912	–	(196,912)	–	–
Schools & Colleges Early Support	10,366	30,421	(40,787)	–	–
Digital Wellbeing Guides	36,171	69,647	(105,818)		–
Youth Music	–	28,500	(28,500)		–
Right to Thrive	–	5,000	(5,000)	–	–
Adult Services					
Know My Mind	20,096	20,000	(40,096)	–	–
Crisis Line	3,980	120,578	(124,558)	–	–
Forensic	–	27,862	(27,862)	–	–
My practice my health	–	181,800	(181,800)	–	–
Clear your Mind – Hoarding	–	–	–	–	–
Mind my home	–	10,000	(10,000)		–
Cost of Living	–	1,500	(1,500)		–
					–
Total restricted funds	951,538	2,694,368	(3,372,597)	–	**273,309**
Unrestricted funds:					
Designated funds:					
Fixed Assets	192,881	–	–	(27,984)	**164,897**
Legacy	59,460	–	(59,460)	–	–
Total designated funds	252,341	–	(59,460)	(27,984)	**164,897**
Pension Reserve	(21,404)	–	11,675	–	**(9,729)**
General funds	636,951	2,285,432	(2,102,131)	27,984	**848,236**
Total unrestricted funds	867,888	2,285,432	(2,149,916)	–	**1,003,404**
Total funds including pension fund	1,819,426	4,979,800	(5,522,513)	–	**1,276,713**

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2025	2024	**2025**	2024
	£	£	**£**	£
Less than one year	**107,000**	97,000	**6,800**	6,840
One to five years	**184,083**	109,083	**25,500**	20,520
Total Operating Lease commitment	**291,083**	206,083	**32,300**	27,360

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2024

Registered Charity Number: 801259
Registered Company Number: 02257523

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HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2024

Board of Trustees	Julie Pal	Chair	
	Tamara Quinn	Treasurer	
	William Buckley		
	Jonathan Bullock		
	Ellisha Coates		
	Liz Curran		
	Caroline Dobbs		Resigned 21/09/2023
	Neel Gohil		
	Henal Parmar		Resigned 01/06/2023
	Eusta Qin		Appointed 01/06/2023
	Gary Redhead		
	Laura Wilson-Brown		
Chief Executive	Arti Modhwadia		Appointed 01/01/2024
Company registration no.	02257523		
Charity registration no.	801259		

Registered office
309 Lillie Road
London
SW6 7LL

Auditors
Sayer Vincent LLP
110 Golden Lane
London
EC1Y 0TG

Bankers
National Westminster Bank PLC 25
Shepherds Bush Green London
W12 8PR

Solicitors
Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

The Board of Trustees, who act as Directors of the Charity for the purposes of Company Law, and Trustees for charity law purposes, submit their Annual Report and the Financial Statements of Hammersmith and Fulham Association for Mental Health for the year ended 31 March 2024. The Board of Trustees confirm that the Annual Report and Financial Statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) - Charities SORP FRS102.

Objects

The objects of the Association are:

1. To work for and promote the preservation and safeguarding of mental health and the prevention and treatment of mental disorders among both adults and children; and
2. To work for and promote the study of research into mental health and mental disorders and to obtain and make records of and disseminate information concerning the same.

Activities

We are able to meet our objects through a combination of service provision and strategic influencing. Our wide range of services consists of activities which preserve, promote and safeguard individuals' mental health. Some examples of these services are health promotion with young people in schools, community-based activities such as advocacy, advice and information training in the workplace. Our work in strategic influencing further reaches object 1) by putting the voices of people with mental health problems, and our own professional opinions into a wide variety of settings where the design and delivery of services can be influenced for the betterment of people with mental health problems. It is through this work that we are able to meet object 2) by Influencing commissioning bodies and the West London Transformation Board.

Public Benefit

The Association provides services to benefit those with mental health problems. More than 1 in 7 UK adults say their mental health is currently either bad, or the worst it’s ever been and 24% of 16-24 year olds have stated they have been affected by mental health struggles, describing their mental health as either bad or the worst it's ever been. In the UK in 2024, the term ‘How to reduce stress’ is searched on Google once every 10 minutes, on average.

Mental health problems can have a devastating effect on peoples' lives and the goals of the Association are both to prevent mental health problems escalating where this can be avoided and supporting recovery if the mental health problem has become serious. Our projects are in 3 categories:

1. Preventing mental health problems escalating. These are of public benefit in preventing unnecessary distress for those affected, avoiding unnecessary expenditure in the health and benefits systems and improving the efficiency of the workplace by reducing sickness and staff turnover. Relevant services are:
    - Education in schools on mental health for both pupils, parents and teaching staff.
    - Psychoeducation- providing adults and young people with insight into their own mental health and developing a toolkit of coping mechanisms to prevent severe mental health issues.
    - Crisis alternative services that prevent mental health crises from escalating and divert effectively from statutory services like A&E.
    - Workplace wellbeing training to ensure employers recognize and support mental health issues in the workplace.

2. Supporting people with mental health problems through the secondary mental health system. These are of public benefit in improving the quality of services delivered and aiding recovery through service users having a voice to influence what happens to them. Relevant services are:

    - Independent Mental Health Advocacy- a form of statutory advocacy for detained patients on wards. The service provides patients with information on their rights and help involve them in decisions concerning their care and treatment under the Mental Health Act 1983.
    - CBT based interventions in schools- providing young people with an understanding of their mental health, to prevent mental health issues occurring/worsening in adulthood.
    - Information and Advice- a service that provides support with social issues (often a cause of mental health issues) such as housing, benefits or debt.

3. Supporting the recovery process. These services are of public benefit in preventing relapse, building wellbeing and, where possible, helping service users move on to independence and away from benefits. Relevant services are:

    - Counselling (via sub- contracted arrangement) providing solution focused therapy to individuals in housing associations, so that they can address their mental health issues and sustain their tenancies.
    - SMI health checks- helping those with serious mental illness engage with physical health checks through 1:1 support and assistance at appointments.

All services are carefully risk-assessed to ensure service user wellbeing is a priority and all staff work within safe boundaries to keep all concerned safe. In addition, service users are involved as far as possible in every aspect of the organisation's activity to ensure services meet their needs through co-production, co-design, co-evaluation and consultation. All projects are in line with our objects.

Our workplace training is a service provided to organisations and for which we charge a fee. This income allows us to increase the support we provide to people across the organisation in line with our objectives.

The Board of Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Association's objectives and in planning activities for the year and future periods.

Achievements and Performance
Message from Arti Modhwadia- CEO

The organisation has experienced significant changes and some sad events over the past year, notably the passing of our previous CEO, Benn Keaveney. Benn has made a lasting impact in building up the charity over the last six years and will be greatly missed. Despite these challenges, we have much to be proud of.

We have fully embraced our strategy, concentrating on our key strategic pillars: sustainability and growth, partnership, and accessibility. At the same time, we have strengthened our cross-cutting themes of communication, innovation, quality, and resilience.

Our income has reached an all-time high, and we have expanded the number of projects to increase our reach and impact. These services include a gardening project for children and young people, a music project that supports young people and promotes mental health, a men's mental health project to address service accessibility, social prescribing for individuals with mental health issues, and an advice service across the tri-borough to support service users during the cost-of-living crisis.

This year, we have reached over 19,000 service users directly and approximately 35,000 when including those who utilise our directories and mental health TV channel. We were successful in being nominated and subsequently winning an Equity Award for our Shakti Project- a mental health project focusing on using coproduction to create a more accessible NHS for those within the Asian community. We have also been nominated for several awards and won an innovation award for our service The Circle- a crisis alternative for children and young people.

Our senior leadership team has expanded and adapted to ensure we are agile and able to deliver our strategy. We have welcomed a new Director of Youth Services and a new Head of Marketing and Communications. We have also permanently recruited our interim Director of Adult Services who is now substantive in post. Our efforts have focused on stabilising the organisation over the past year and into the current one, given the key challenges and impacts our staff have faced.

Moving forward, our objectives are clear: to increase the number of people we reach through our services by making our services accessible, to reduce health inequalities and disparities, ensuring that everyone in our boroughs who needs mental health support receives it; to expand services tailored to meet the needs of our local population, with service users co-designing and co-producing these services; and to diversify our income sources, reducing reliance on statutory funding and generating more unrestricted funding through innovation.

We believe this strategic approach for the next year will create a resilient organisation, committed to ensuring that mental health support is available, accessible, relevant and impactful for our community.

Adult Services

This year, our adult services have flourished, providing around 20 diverse support services for individuals aged 18-25 up to older adults. We delivered over 27,000 interventions to more than 4,000 individuals.

Key Achievements:

1. **Crisis Support**:
    - We significantly reduced crisis levels within one day for 56% of all service users.
    - 86% of our service users avoided using A&E, saving an average of £200 per visit for the NHS.

2. **Advocacy**:
    - We supported individuals sectioned under the Mental Health Act 1983 and those in the community needing access to mental health treatment.
    - 96% of service users felt heard and listened to.
    - 72% understood their rights better.
    - 67% felt more included in decisions impacting them when an advocate was involved.

3. **Information and Advice Services**:
    - We provided assistance with benefits, housing, welfare, disability, and more.
    - Achieved over £73,000 in additional income for those entitled to support.
    - Resolved over 76% of social issues.

    We participated in a significant project commissioned by National Mind, working within our ICS footprint to offer self-help support across our 8 boroughs and nationally.

    Recognising a significant gap in perinatal support, our project for non-birthing partners has effectively addressed this need.

Future Ambitions:

- **Long-term Services**: We aim to transition from short-term projects to sustainable services that offer long-term support. Identified gaps include:
    - Counselling
    - Housing
    - Support for older people
    - Veteran support
- **Improved Outreach**: Our advice services are oversubscribed, while other services have capacity. Enhanced marketing and fundraising will be crucial to reach more people, especially those who may not regularly access mental health services.
- **Physical Health Checks**: We aim to improve outcomes for our physical health check service, as currently only 43% of service users complete all five checks.

By focusing on these areas, we hope to enhance the impact of our services and reach a broader audience.

Youth Services

Our youth services team has enjoyed an immensely successful year, engaging with over 15,000 young people, including those reached through school assemblies.

Key Achievements:

1. **Growth of the Circle**: The Circle is a crisis prevention hub designed to support children and young people before they reach a mental health crisis. From its recent launch, we have successfully aided numerous children and young people in managing their wellbeing through safety plans, effectively diverting them from emergency room visits.
2. **Introduction of WYSA**: WYSA utilises AI technology to support children and young people with low-level mental health needs, helping them with self-regulation and improving their mental wellbeing.
3. **Continued School Services**: Through our Mental Health Support Teams (MHST) and the Be Kind to Your Mind initiatives, we have continued to provide vital services in schools, reaching over 200 educational institutions.
4. **Mental Wellbeing Improvements**: Our efforts have led to significant reductions in anxiety and depression among the youth we serve, contributing to overall improved mental wellbeing.

The Circle has been particularly notable, earning us awards for innovation and multiple service nominations. Our work has garnered media attention, including features in Roman Kemp's documentary "The fight for young lives" and broadcast by the BBC in November 2023.

Future Ambitions:

- **Improved Access**: We aim to expand the reach of our MHST and Circle services, ensuring they effectively support those in need, including those currently on Child and Adolescent Mental Health Services (CAMHS) waiting lists.
- **Seamless Service for Transition Age Group**: We are committed to working closely with adult services to design seamless support for the 16–25-year-old transition age group, ensuring continuity of care as young people move into adulthood.
- **Enhanced Reach and Targeted Support**: We strive to engage children and young people who have been excluded from schools, those in communities where mental health is still stigmatized, and those experiencing emotionally based school avoidance. Our goal is to provide targeted support to these often-overlooked groups, ensuring no one falls through the cracks.

By building on these achievements and pursuing our future ambitions, we are dedicated to continuing our positive impact on the mental health and wellbeing of young people in our community

Other

All of us at Hammersmith and Fulham Association for Mental Health (HFEH Mind) reaffirmed our mission statement this year to enhance, remedy, maintain and protect the mental health of the residents. We have identified four key values which our projects and initiatives will work to.

These are:

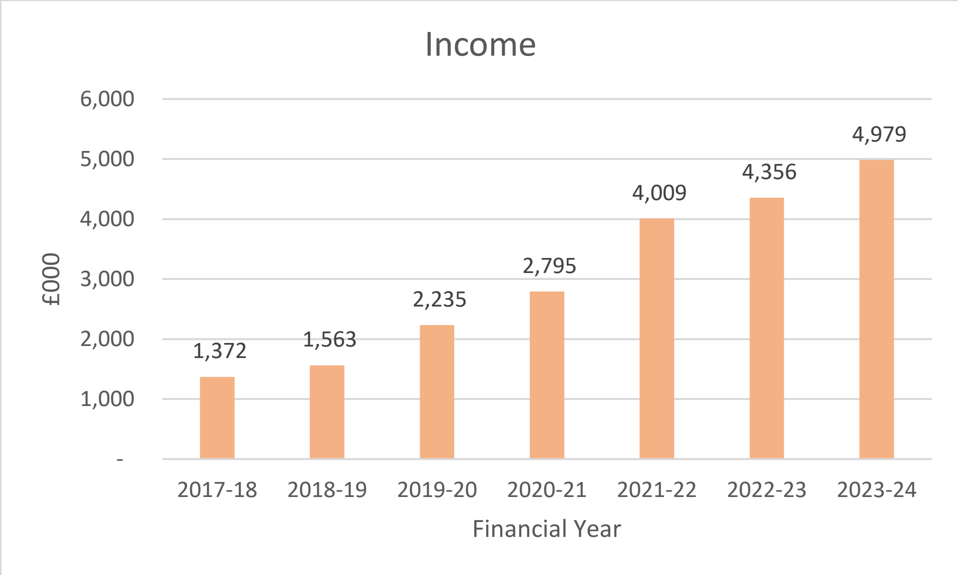
- Supporting empowerment;
- Combatting stigma;
- Promoting wellbeing;
- Aiding recovery and re-integration into the community.

HFEH Mind is committed to providing high quality mental health services works in line with the MQM (Mind Quality Mark) governance framework which has 20 quality standards, all of which must be met by the Local Mind. We are proud to say we passed our latest review in 2021, winning an Excellence Award in promoting positive attitudes towards mental health. Our next review will take place in 2025.

FINANCIAL REVIEW_

Income

The organisation has continued to consolidate its financial position following a period of significant growth specifically achieving income in excess of £3m for the past 3 years.



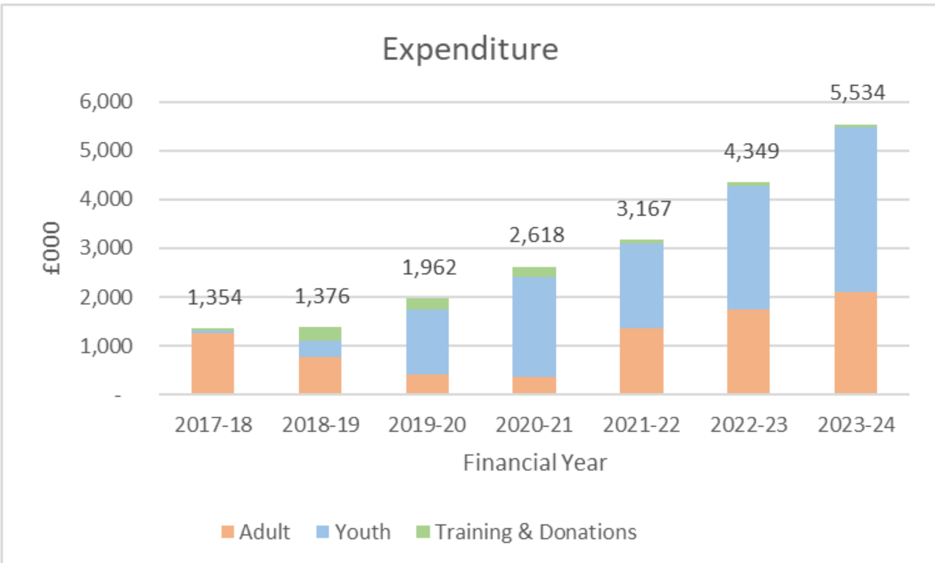
In 2023/24 HFEH Mind recorded income of £4.98m, a 14% increase on 2022/23 of £4.36m. The increase in income has been attributed to:

- Continued expansion in our adult services provision, from £1.74m in 2022/23 to £2.12m in 2022/23, achieved through the provision of funding of new services, maintaining and building our current offer specifically the provision of Safe Spaces in each of the three Boroughs and within Accident and Emergency departments.
- Youth Services income increasing year on year from £2.43m in 2022/23 to £2.76m in 2023/24 with extension of the Mental Health Service Teams (MHST) provision within schools.

In a tough trading environment training and consultancy income has fallen, £71k in 2022/23 to £53k in 2023/24.

Expenditure

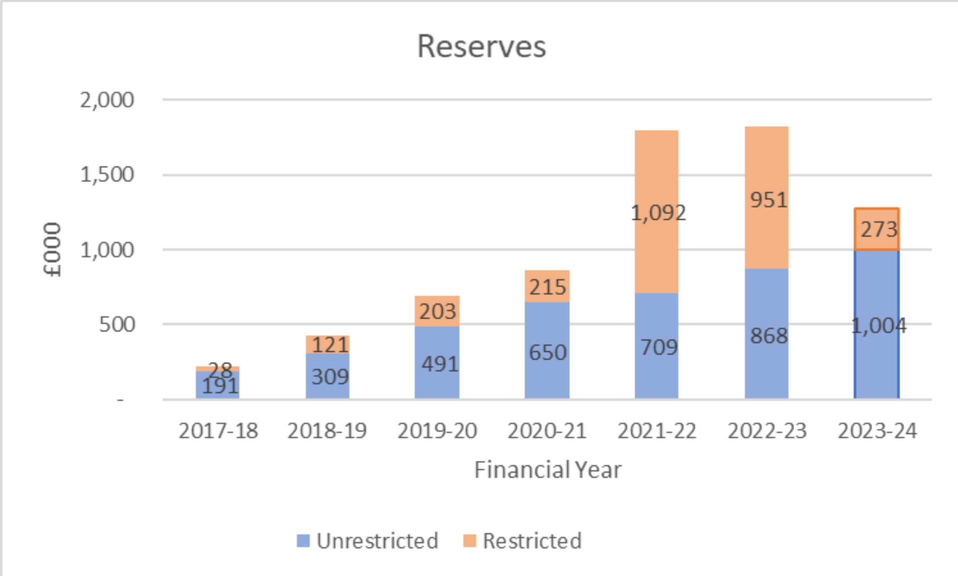
Expenditure has increased, utilising restricted reserves carried forward from 2022/23 and with the continued diversification of our service provision.



Expenditure has increased from £4.35m in 2022/23 to £5.53m in 2023/24 or by 27%. Central support costs are in line with this increase and have risen by 25% from £669k in 2022/23 to £834k in 2023/24.

Reserves

With growth in income HFEH Mind has continued to increase its unrestricted reserves.



In the year unrestricted funds increased by £135k, from an opening position of £868k, closing at £1003k as at 31st March 2024. The movement includes a defined benefit pension scheme surplus of £11.7k (£10.6k surplus in 2022/23). Designated reserves forms part of the unrestricted reserves decreased from £252k to £165k reflecting utilisation of the legacy provision £59k and a provision for fixed assets of £28k totalling a release to general reserves of £87k.

Over recent years, payment in advance for the Circle and challenges regarding the recruitment of qualified clinical staff for the MHST Youth Services Programme saw an accumulated restricted reserve of £951k carried forward into 2023/24. During the year, with agreement from the funding bodies, we have utilised these reserves reducing the balance to £273k by the end of the year.

Balance Sheet

Year on year balance sheet movements have been as follows:

- Debtors reduced by 7% from £766k to £710k
- Cash reduced by 13% from £1,217k to £1,060k through utilisation of the restricted funds
- Creditors increased by 90% from £346k to £658k and is attributed to deferred income with the advance funding of projects (£80k in 2022/23 and £427k in 2023/24)

Hammersmith and Fulham Mind participates in a defined benefit pension scheme administered by The Pensions Trust. This year, the liability has reduced by £10k and the Pension Fund Provision paid off in full that reflected a service deficit payment plan issued by the Pensions Trust involving payment over a ten-year period at an average of £25k per annum.

The Trustees note this liability analysed further in note 16 to the financial statements. The Trustees are aware that the deficit on the scheme will fluctuate with changing market conditions and that their responsibility is to meet the required contribution rates, which are built into the annual budgetary processes of the Charity. The cashflow projections are annually calculated to reflect these continuing service deficit repayments. The Trustees do not consider this deficit to represent an immediate demand on the Charity's funds and do not, therefore, consider that there are any resultant limitations on resources available for general application or on the application of any restricted income funds. The restricted income funds have limitations that mean that they cannot be used to contribute towards any additional resource requirements of the Charity's unrestricted funds arising from the pension scheme deficit. We will continue to review and rigorously monitor our pension fund liabilities.

Reserves Policy

Under the requirements of the Statement of Recommended Practice on Accounting and Reporting by Charities, Hammersmith and Fulham Association for Mental Health segregates its funds into those which are restricted and those which are unrestricted. A further description of these funds and how they are further segregated to include the General Reserve is included within Note 17 to the accounts.

Total funds for the Charity as of 31 March 2024 were £1,276k, split between restricted reserves of £273k and unrestricted reserves of £1003K (as at 31 March 2023 total reserves were £1,819k, £952k restricted, £867k unrestricted).

In line with current best practice, the Trustees have, in reviewing Hammersmith and Fulham Association for Mental Health's Reserves Policy, considered the financial impact of those risks identified as part of the on-going risk management process. The Board of Trustees has agreed that the Association, in addition to any restricted or designated reserves and commitments to, and investment in, tangible fixed assets, should have unrestricted general fund reserves equal to three months of operating costs. This equates to some £862k after an adjustment is made for the West London MHST transferred to a neighbouring Mind organisation and not forming part of HFEH Mind going forward.

Given the variety of funding streams, the Trustees have determined that this would be sufficient to enable the Association to manage any likely eventuality. General reserves of £848k (Unrestricted funds of £1,003k less designated reserves of £165k adding back the pension reserves of £10k) is below the 3 months operating expenditure required by Trustees by £14k. Nevertheless this is an improvement on the position last year with a shortfall of £138k recorded. Over the coming year the Trustees will look to align general reserves to within 3 month operating expenditure.

The Charity has not made any fundraising appeals to the general public during the year, and as a result there has been no outsourced fundraising via professional fundraisers or other third parties. Consequently, the charity is not registered with the fundraising regulator but will look to register in 2024/25. The charity has not received any fundraising complaints in the year.

Plans for future periods

Our future plans include:

- Addressing the cost-of-living crisis and rising health inequalities, as well as the consequences of the election.
- Ensuring we work with the police and statutory sector to reduce the impact of right care right person.
- Responding to emerging community needs identified through coproduction, ensuring our services meet local demands.
- Expanding our reach by making our services more accessible and diversifying our offerings to ensure everyone in our boroughs who needs mental health support receives it.
- Increasing partnerships with local organizations, including corporates, local businesses, third-sector organizations, and the statutory sector.
- Strengthening our position within the Shifting Settings of Care to ensure effective collaboration with GPs and primary services as commissioning and care continue to evolve.
- Diversifying our funding streams to reduce reliance on statutory funding and generate more unrestricted funding.
- Collaborating with neighbouring Local Minds in the new Northwest London region to align with the Strategic Transformation Partnership (STP) commissioned in 2020.
- Working collaboratively within the newly formed Mind in London organization to create multi-borough responses for mental health services.

Risk Management and Key Policies

The Board of Trustees have overall responsibility for risk management and Trustees review the analysis, assessment and management of risks on a quarterly basis. To assist in the close monitoring of risk the remit of the Clinical and Safeguarding Subcommittee has been expanded to include the systematic review of risk, alongside considerations of strategic direction. Major risks to which the charity is exposed have been reviewed and actions taken in mitigation. The major risks identified include:

1) Increased complexity and impact on staff- though as a third sector organisation our place sits well in prevention

   and working with those who have low to moderate needs. However, we are seeing more clients with a complex presentation requiring a clinical intervention. To mitigate the risk, we have increased our training offer to staff alongside lunch and learns, lessons learned and workshops. We have a robust set of operational policies and managers with expertise who provide support for staff. This has helped staff manage the initial presentation and then effectively signpost.

2) Lack of diversified income streams- the organisation is heavily reliant on statutory funding, and we find ourselves in a position where high value contracts are coming to an end. To mitigate the risk, we are looking to extend these high value contracts and have developed a robust income generation and fundraising strategy. Both our head of income generation and head of marketing and communications have high income generation targets for funding in subsequent years, with a view to increase our unrestricted income.

STRUCTURE, GOVERNANCE AND MANAGEMENT

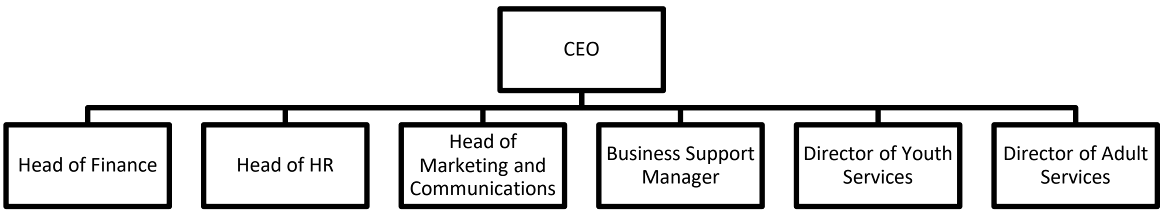
Hammersmith and Fulham Association for Mental Health is a charitable company (no. 801259) governed by Articles of Association agreed by its members and controlled by a Board of Trustees elected at an Annual General Meeting. Membership of the Association is obtained through application to the Board of Trustees and the decision to accept or reject an application rest with the trustees. Any member is entitled to stand for election as a Trustee at the Annual General Meeting. One third of the Trustees are required to retire automatically each year and to stand for re-election if they wish to continue. The Chair, Vice· Chair and Honorary Treasurer are elected annually at the Annual General Meeting.

The Board of Trustees usually meets between four and six times per year. The quorum for the transaction of business of the Board of Trustees is five. Subject to the objects and powers designated by the Articles, the Board members are empowered to control the business as they deem fit and to appoint new trustees. Trustees are a mix of people with relevant experience, people of standing in the local community and users of the services of the Association. Trustees have received some training in governance and roles and responsibilities. We have three subcommittees:

1. Resources
2. Safeguarding and Clinical Risk
3. Service User- a new addition this year to ensure our service users have a strategic voice and input into the charity

The Board has elected leads in the following areas: Human Resources, Health and Safety, Accommodation, Safeguarding and GDPR.

The Board continues to keep under review risks arising from all areas of operations. The day to day running of the charity is delegated to the CEO who is supported by the senior leadership team, the structure is detailed below. We have a GDPR and several safeguarding leads within the organisation for governance.



Salary Policy for Key Management Personnel

Salaries are set in accordance with our salary policy that takes into account a variety of different factors including, line management responsibility, autonomy, specialism and benchmarking. The Resources Committee oversees and reviews this and other policies in line with Mind Quality Mark. The pay of Key Management personnel is approved by Trustees.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Hammersmith and Fulham Association for Mental Health for the purposes of company law) are responsible for preparing the Board of Trustees' Report (incorporating a Directors' 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. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the result of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting 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;
- observe the methods and principles in charity SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 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 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

SMALL COMPANY PROVISIONS

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

Approved by the Board on 1st August 2024 and signed on its behalf

Julie Pal
Chair

Opinion

We have audited the financial statements of Hammersmith and Fulham Association for Mental Health known as Hammersmith, Fulham, Ealing and Hounslow Mind (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the 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 year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Hammersmith and Fulham Association for Mental Health's (known as Hammersmith, Fulham, Ealing and Hounslow Mind) ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or

- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

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

Noelia Serrano (Senior statutory auditor)
18 October 2024
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations and legacies	2	18,365	–	**18,365**	78,550	–	78,550
Charitable activities							
Adult Services	3	1,759,127	361,740	**2,120,867**	1,301,233	441,472	1,742,705
Youth Services	3	427,847	2,332,628	**2,760,475**	216,619	2,223,341	2,439,960
Training & Consultancy	3	53,386	–	**53,386**	71,004	–	71,004
Other trading activities	4	18,000	–	**18,000**	19,780	–	19,780
Investments	5	8,707	–	**8,707**	4,184	–	4,184
Total income		2,285,432	2,694,368	**4,979,800**	1,691,370	2,664,813	4,356,183
Expenditure on:							
Charitable activities							
Adult Services	6	1,708,242	385,816	**2,094,058**	1,289,509	465,970	1,755,479
Youth Services	6	398,830	2,986,781	**3,385,611**	190,220	2,339,765	2,529,985
Training and Consultancy	6	54,519	–	**54,519**	63,797	–	63,797
Total expenditure		2,161,591	3,372,597	**5,534,188**	1,543,526	2,805,735	4,349,261
Net (expenditure) / income before Movement on Pension Provision		123,841	(678,229)	**(554,388)**	147,844	(140,922)	6,922
Movement on Pension Provision	21	11,675	–	**11,675**	10,640	–	10,640
Net movement in funds		135,516	(678,229)	**(542,713)**	158,484	(140,922)	17,562
Reconciliation of funds:							
Total funds brought forward		867,888	951,538	**1,819,426**	709,404	1,092,460	1,801,864
Total funds carried forward	18	1,003,404	273,309	**1,276,713**	867,888	951,538	1,819,426

Notes on pages 16 to 31 form part of the financial statements.

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Balance sheet

Company no. 02257523

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	12		164,897		192,881
			164,897		192,881
Current assets:					
Debtors	13	709,964		765,526	
Cash at bank and in hand		1,059,560		1,216,592	
		1,769,524		1,982,118	
Liabilities:					
Creditors: amounts falling due within one year	14	(657,708)		(345,844)	
Net current assets			1,111,816		1,636,274
Total assets less current liabilities			1,276,713		1,829,155
Provision of Pension Liability	16		–		(9,729)
Total net assets			1,276,713		1,819,426
The funds of the charity:	18				
Restricted income funds			273,309		951,538
Unrestricted income funds:					
Designated funds		164,897		252,341	
General funds		848,236		636,951	
Pension reserve		(9,729)		(21,404)	
Total unrestricted funds			1,003,404		867,888
Total charity funds			1,276,713		1,819,426

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved and authorised for issue by the trustees on 1st August 2024 and signed on their behalf by

Tamara Quinn
Treasurer

Statement of cash flows

For the year ended 31 March 2024

	Note	2024 £	£	2023 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)			**(542,713)**		17,562
Depreciation charges		**72,339**		57,852	
Movement on Pension Provision		**(9,729)**		–	
Interest, dividends and rent from investments		**(8,707)**		(4,184)	
Decrease in debtors		**55,562**		347,809	
Increase / (Decrease) in creditors		**311,864**		(181,467)	
			421,329		220,010
Net cash (used in) / provided by operating activities			**(121,384)**		237,572
Cash flows from investing activities:					
Dividends, interest and rents from investments		**8,707**		4,184	
Purchase of fixed assets		**(44,355)**		(199,237)	
Net cash used in investing activities			**(35,648)**		(195,053)
Change in cash and cash equivalents in the year			**(157,032)**		**31,879**
Cash and cash equivalents at the beginning of the year			**1,216,592**		1,184,713
Cash and cash equivalents at the end of the year			**1,059,560**		**1,216,592**

Analysis of cash and cash equivalents

	At 1 April 2023 £	Cash flows £	Other changes £	**At 31 March 2024 £**
Cash in hand	1,216,592	(157,032)	–	**1,059,560**
Total cash and cash equivalents	1,216,592	(157,032)	–	**1,059,560**

Notes on pages 16 to 31 form part of the financial statements.

1 Accounting policies

a) Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) General Information:

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 02257523) and a charity registered in England and Wales (charity number: 801259). The charity's registered office is 309 Lillie Road, London, SW6 7LL.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees have assessed that there are no material uncertainties about the charitable company's ability to continue as a going concern.

e) Key judgments and uncertainties

Apart from the provision for the pension scheme liability as noted in the Trustees' Report, the trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 **Accounting policies (continued)**

i) **Expenditure and irrecoverable VAT**

- Expenditure on charitable activities includes the costs of directly delivering the charitable activities.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) **Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the support cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time attributable to each activity.

k) **Operating leases**

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

l) **Tangible fixed assets**

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to central costs. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The assets are depreciated at the following rates:

● Leasehold Improvements	5 years
● Fixtures and Fittings	5 years
● Computer Equipment	3 Years

m) **Financial Investments:**

Basic financial intrustments are transactions that result in the recognition of financial assets and liabilities. The trade and other accounts receivables and payables are accounted for on the following basis:

n) **Debtors**

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

o) **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term savings accounts. Cash balances exclude any funds held on behalf of service users.

p) **Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) **Employee Benefits: Pensions**

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

r) **Short Term benefits**

Short term benefits including holiday pay are recognised in the period in which the service is received.

2 Income from donations and legacies (all unrestricted)

	2024 Total £	2023 Total £
Donations	**18,365**	78,550
	18,365	78,550

3 Income from charitable activities

	Unrestricted £	Restricted £	**2024 Total £**	Unrestricted £	Restricted £	2023 Total £
Adult Services	1,759,127	361,740	**2,120,867**	1,301,233	441,472	1,742,705
Youth Services	427,847	2,332,628	**2,760,475**	216,619	2,223,341	2,439,960
Training & Consultancy	53,386	–	**53,386**	71,004	–	71,004
	2,240,360	2,694,368	**4,934,728**	1,588,856	2,664,813	4,253,669

4 Other Trading Activities

	2024 Total £	2023 Total £
North West London (local Mind Collaboration)	**18,000**	7,680
Rental Income	–	12,100
	18,000	19,780

Unrestricted income in both 2024 and 2023

5 Investment Income

	2024 Total £	2023 Total £
Bank Interest income	**8,707**	4,184
	8,707	4,184

6a Analysis of total expenditure

	Staff £	Other £	Support £	2024 Total £
Adult Services	1,446,007	332,369	315,682	2,094,058
Youth Services	2,216,342	658,884	510,385	3,385,611
Training and Consultancy	41,619	4,681	8,219	54,519
Support Costs	408,422	425,863	(834,285)	–
Total Expenditure	4,112,390	1,421,797	–	5,534,188

Analysis of total expenditure (2023)

	Staff £	Other £	Support £	2023 Total £
Adult Services	1,335,452	150,012	270,015	1,755,479
Youth Services	1,431,860	708,981	389,144	2,529,985
Training and Consultancy	50,694	3,290	9,813	63,797
Support Costs	308,444	360,528	(668,972)	–
Total Expenditure	3,126,450	1,222,811	–	4,349,261

6b Analysis of Support Costs

	2024 Total £	2023 Total £
Space and Office Costs	88,569	135,774
Management and Personnel Costs	458,284	319,147
Staff related costs	38,538	23,505
IT Costs	74,815	70,147
Legal and professional costs	106,178	30,054
Governance Costs	14,400	26,040
Other Support Costs	53,501	64,305
Total Support Costs	834,285	668,972

6c Analysis of Governance Costs

	2024 Total £	2023 Total £
Auditor’s fees	14,400	13,440
Trustee recruitment	–	12,600
Total Governance Costs	14,400	13,440

7 Net expenditure for the year

This is stated after charging / crediting:

	2024 £	2023 £
Depreciation	**72,339**	57,852
Operating lease rentals:		
Property	**114,047**	155,961
Other	**8,914**	8,856
Auditor's remuneration (excluding VAT):		
Audit	**12,000**	11,200

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

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	**3,662,813**	2,771,753
Social security costs	**353,959**	273,534
Employer’s contribution to defined contribution pension schemes	**95,618**	55,484
Operating costs of defined benefit pension schemes	**21,183**	25,679
	4,133,573	3,126,450

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2024 No.	2023 No.
£60,000 – £69,999	**1**	2

The total employee benefits including pension contributions of the key management personnel were £370,717 (2023: £308,273), split as follows: Salaries £269,581, Social Security Costs £30,681, and Pensions £8,011.

The organisation paid Nil redundancy costs (2023: £NIL).

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

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £Nil (2023: £nil).

9 Staff numbers

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

	2024 **No.**	2023 No.
Adult Services	**54**	55
Youth Services	**60**	33
Training and Consultancy	**1**	1
Support Services	**13**	10
	128	99

10 Related party transactions

There were no related party transactions to disclose for 2024 (2023: £nil).

11 Taxation

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

12 Tangible fixed assets

	Leasehold Improvements £	Fixtures and fittings £	Computer equipment £	**Total** **£**
Cost or valuation				
At the start of the year	118,414	53,126	154,093	325,633
Additions in year	24,486	338	19,531	44,355
Disposals in year	–	–	–	–
At the end of the year	142,900	53,464	173,624	**369,988**
At the start of the year	12,751	26,089	93,912	132,752
Charge for the year	27,279	6,848	38,212	72,339
Eliminated on disposal	–	–	–	–
At the end of the year	40,030	32,937	132,124	**205,091**
Net book value				
At the end of the year	**102,870**	**20,527**	**41,500**	**164,897**
At the start of the year	105,663	27,037	60,181	192,881

All of the above assets are used for charitable purposes.

13 Debtors

	2024	2023
	£	£
Trade debtors	591,659	676,445
Accrued Income	114,144	49,981
Prepayments	4,161	38,700
Other debtors	–	400
	709,964	765,526

14 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	86,050	127,979
Taxation and social security	79,348	79,535
Accruals	55,150	46,493
Deferred income (Note 15)	427,431	80,162
Pension provision within one year	9,729	11,675
	657,708	345,844

15 Deferred income

	2024	2023
	£	£
Balance at the beginning of the year	80,162	375,172
Amount released to income in the year	(80,162)	(375,172)
Amount deferred in the year	427,431	80,162
Balance at the end of the year	427,431	80,162

The income deferred relates to amounts invoiced in advance for services to be undertaken in 2024/25.

16 Pension Provision > 1year

	2024	2023
	£	£
Pension Provision	–	9,729
	–	9,729

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

17 Analysis of net assets between funds

	Designated	General unrestricted	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	164,897	–	–	**164,897**
Net current assets	–	838,507	273,309	**1,111,816**
Pension Provision	–	–	–	–
Net assets at the end of the year	**164,897**	**838,507**	**273,309**	**1,276,713**

Comparative Analysis of net assets between funds (2023)

	Designated	General unrestricted	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	192,881	–	–	**192,881**
Net current assets	59,460	625,276	951,538	**1,636,274**
Pension Provision	–	(9,729)	–	**(9,729)**
Net assets at the end of the year	**252,341**	**615,547**	**951,538**	**1,819,426**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	**At the end of the year £**
Restricted funds:					
Youth Services					
MHST West London	51,822	1,090,915	(1,142,737)	–	–
MHST Hammersmith & Fulham	632,191	949,145	(1,308,027)	–	**273,309**
MHST Wave 9		159,000	(159,000)		–
Circle Safe Space (Youth)	196,912	–	(196,912)	–	–
Schools & Colleges Early Support	10,366	30,421	(40,787)	–	–
Digital Wellbeing Guides	36,171	69,647	(105,818)	–	–
Youth Music	–	28,500	(28,500)	–	–
Right to Thrive	–	5,000	(5,000)	–	–
Adult Services					
Know My Mind	20,096	20,000	(40,096)	–	–
Crisis Line	3,980	120,578	(124,558)	–	–
Forensic	–	27,862	(27,862)	–	–
My practice my health	–	181,800	(181,800)	–	–
Mind my home	–	10,000	(10,000)	–	–
Cost of Living	–	1,500	(1,500)	–	–
Total restricted funds	951,538	2,694,368	(3,372,597)	–	**273,309**
Unrestricted funds:					
Designated funds:					
Fixed Assets	192,881	–	–	(27,984)	**164,897**
Legacy	59,460	–	(59,460)	–	–
Total designated funds	252,341	–	(59,460)	(27,984)	**164,897**
Pension Reserve	(21,404)	–	11,675	–	**(9,729)**
General funds	636,951	2,285,432	(2,102,131)	27,984	**848,236**
Total unrestricted funds	867,888	2,285,432	(2,149,916)	–	**1,003,404**
Total funds including pension fund	1,819,426	4,979,800	(5,522,513)	–	**1,276,713**

Purposes of restricted funds

Youth Services - Provision of mental health support teams (MHST) in educational settings, funded by the local Clinical Commission Groups of the NHS covering the areas of West London and Hammersmith and Fulham. Following the successful introduction of Safe Spaces in the community, West London NHS Health Trust is funding a pilot to establish a Safe Space for young people (Circle). National Mind funded specific complementary activities in schools and provision of digital services.

Adult Services - Hounslow Borough Council funded a number of mental health projects, Know my Mind, Crisis Line, Forensic and part funders to the My Practice my Health project along with West London NHS Trust. To address the cost of living crisis Catalyst and A2 Dominion are working in partnership to fund the Mind my home initiative. Clear Your Mind is a Hoarding Peer Support Group funded by Hammersmith and Fulham Council. National Mind have funded a Cost of Living Poject and YANA a train the trainer programme for community leaders.

Purposes of designated funds
The Fixed Assets Fund reflects capitalised equipment purchased by using unrestricted fund or Capital grants where there is no continuing restriction as to use. The balance carried forward is equal to the net book value of the related fixed assets.

In 2018/19 the charity was in receipt of a legacy amounting to £178,989. During 2019/20 £89,529 and 2022/23 a £30,000 were utilised to leave the balance of £59,460 invested in a common operational database for the organisation.

Comparative Movement in Funds (2023)

	At the start of the year £	Income £	Expenditure and Movements in Pension Provision £	Transfers £	**At the end of the year £**
Restricted funds:					
Youth Services					
MHST West London	277,010	1,249,007	(1,474,195)	–	**51,822**
MHST Hammersmith & Fulham	395,340	892,717	(655,866)	–	**632,191**
Circle Safe Space (Youth)	371,536	–	(174,624)	–	**196,912**
Schools & Colleges Early Support Servic	–	24,889	(14,524)	–	**10,366**
Digital Wellbeing Guides	–	56,728	(20,557)	–	**36,171**
Adult Services					
Know My Mind	40,939	48,963	(89,902)	–	**–**
Crisis Line	–	120,578	(100,482)	–	**20,096**
Forensic	–	19,901	(15,921)	–	**3,980**
My practice my health	–	129,942	(129,942)	–	**–**
Clear your Mind – Hoarding	7,634	45,422	(53,056)	–	**–**
Mind my home	–	20,000	(20,000)	–	**–**
Cost of Living	–	17,641	(17,641)	–	**–**
YANA	–	39,025	(39,025)	–	**–**
Total restricted funds	1,092,460	2,664,813	(2,828,195)	–	**951,538**
Unrestricted funds:					
Designated funds:					
Fixed Assets	51,496	–	–	141,385	**192,881**
Legacy	89,460	–	(30,000)	–	**59,460**
Total designated funds	140,956	–	(30,000)	141,385	**252,341**
Pension Reserve	(32,044)	–	10,640	–	**(21,404)**
General funds	600,492	1,691,370	(1,513,526)	(141,385)	**636,951**
Total unrestricted funds	709,404	1,691,370	(1,532,886)	–	**867,888**
Total funds including pension fund	1,801,864	4,356,183	(4,361,081)	–	**1,819,426**

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2024	2023	**2024**	2023
	£	£	**£**	£
Less than one year	**97,000**	53,134	**6,840**	7,200
One to five years	**109,083**	186,128	**20,520**	27,360
Total Operating Lease commitment	**206,083**	239,262	**27,360**	34,560

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

21 Pension schemes

SCHEME: TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:				£3,312,000 per annum	(payable monthly and increasing by 3% each year on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum by 3% each on 1st April)	(payable monthly and increasing

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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 under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2024 (£s)	31 March 2023 (£s)	31 March 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Present value of provision (discounted)	9,543	20,429	32,044	127,126	150,628

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period 31 March 2024 £	Period 31 March 2023 £
Provision at start of period	20,429	32,044
Unwinding of the discount factor (interest expense)	782	606
Deficit contribution paid	(11,675)	(11,675)
Remeasurements - impact of any change in assumptions	7	(546)
Remeasurements - amendments to the contribution schedule	-	-
Provision at end of period	9,543	20,429

22 **Pension schemes continued)**

INCOME AND EXPENDITURE IMPACT

	Period 31 March 2024 (£s)	Period 31 March 2023 (£s)
Interest expense	**782**	606
Remeasurements – impact of any change in assumptions	**7**	(546)
Remeasurements – amendments to the contribution schedule	–	–
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31 March 2024	31 March 2023	31 March 2022	31 March 2021
	% per annum	% per annum	% per annum	% per annum
Rate of discount	5.31	5.52	2.35	0.66

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions - The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31 March 2024 (£s)	31 March 2023 (£s)	31 March 2022 (£s)	31 March 2021 (£s)
Year 1	9,729	11,675	11,675	32,170
Year 2	–	9,729	11,675	33,136
Year 3	–	–	9,729	34,130
Year 4	–	–	–	29,295
Year 5	–	–	–	–
Year 6	–	–	–	–
Year 7	–	–	–	–
Year 8	–	–	–	–
Year 9	–	–	–	–
Year 10	–	–	–	–
	9,729	21,404	33,079	128,731

Accounts

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2023

Registered Charity Number: 801259
Registered Company Number: 02257523

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind))

FOR THE YEAR ENDED 31 MARCH 2023

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HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2023

Board of Trustees	Julie Pal	Chair	
	Henal Parmar		Resigned: 01/06/2023
	Tamara Quinn	Treasurer	
	Kris Stromdale		Resigned: 18/10/2022
	Gary Redhead		
	Caroline Dobbs		
	Jonathan Bullock		Appointed 23/02/2023
	Neel Gohil		Appointed 23/02/2023
	Liz Curran		Appointed 23/02/2023
	William Buckley		Appointed 23/02/2023
	Laura Wilson-Brown		Appointed 23/02/2023
	Ellisha Coates		Appointed 23/02/2023
	Eusta Qin		Appointed 01/06/2023

Chief Executive Benn Keaveney

Company registration no. 02257523

Charity registration no. 801259

Registered office
309 Lillie Road
London
SW6 7LL

Auditors
Sayer Vincent LLP
Invicta House
108 – 114 Golden Lane
London
EC1Y 0YL

Bankers
National Westminster Bank PLC 25
Shepherds Bush Green London
W12 8PR

Solicitors
Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

The Board of Trustees, who act as Directors of the Charity for the purposes of Company Law, and Trustees for charity law purposes, submit their Annual Report and the Financial Statements of Hammersmith and Fulham Association for Mental Health for the year ended 31 March 2023. The Board of Trustees confirm that the Annual Report and Financial Statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) - Charities SORP FRS102.

Objects

The objects of the Association are:

1. To work for and promote the preservation and safeguarding of mental health and the prevention and treatment of mental disorders among both adults and children; and
2. To work for and promote the study of research into mental health and mental disorders and to obtain and make records of and disseminate information concerning the same.

Activities

We are able to meet our objects through a combination of service provision and strategic influencing. Our wide range of services consists of activities which preserve, promote and safeguard individuals' mental health. Some examples of these services are health promotion with young people in schools, community-based activities such as advocacy, advice and information training in the workplace. Our work in strategic influencing further reaches object 1) by putting the voices of people with mental health problems, and our own professional opinions into a wide variety of settings where the design and delivery of services can be influenced for the betterment of people with mental health problems. It is through this work that we are able to meet object 2) by Influencing commissioning bodies and the West London Transformation Board.

Public Benefit

The Association provides services to benefit those with mental health problems. People with serious mental health issues are one of the most excluded groups in society with an employment rate below 43%. Around 1 in 4 of the population will have a mental health problem at some time in their life and stress is the leading cause of workplace sickness. Around a third of all GP time is taken up seeing people with mental health problems.

Mental health problems can have a devastating effect on peoples' lives and the goals of the Association are both to prevent mental health problems escalating where this can be avoided and supporting recovery if the mental health problem has become serious. Our projects are in 3 categories:

1. Preventing mental health problems escalating. These are of public benefit in preventing unnecessary distress for those affected, avoiding unnecessary expenditure in the health and benefits systems and improving the efficiency of the workplace by reducing sickness and staff turnover. Relevant services are:
    - Education in schools on mental health for both pupils, parents and teaching staff.
    - Psychoeducation- providing adults and young people with insight into their own mental health and developing a toolkit of coping mechanisms to prevent severe mental health issues.
    - Crisis alternative services that prevent mental health crises from escalating and divert effectively from statutory services like A&E.
    - Workplace wellbeing training to ensure employers recognize and support mental health issues in the workplace.

2. Supporting people with mental health problems through the secondary mental health system. These are of public benefit in improving the quality of services delivered and aiding recovery through service users having a voice to influence what happens to them. Relevant services are:
    - Independent Mental Health Advocacy- a form of statutory advocacy for detained patients on wards. The service provides patients with information on their rights and help involve them in decisions concerning their care and treatment under the Mental Health Act 1983.
    - Education in schools on mental health- providing young people with an understanding of their mental health, to prevent mental health issues occurring/worsening in adulthood.
    - Information and Advice- a service that provides support with social issues (often a cause of mental health issues) such as housing, benefits or debt.
3. Supporting the recovery process. These services are of public benefit in preventing relapse, building wellbeing and, where possible, helping service users move on to independence and away from benefits. Relevant services are:
    - Counselling (via sub- contracted arrangement) providing solution focused therapy to individuals in housing associations, so that they can address their mental health issues and sustain their tenancies.
    - Hoarding service- helping provide education on hoarding, peer support groups and de-cluttering to our most vulnerable service users at risk of fires.
    - SMI health checks- helping those with serious mental illness engage with physical health checks through 1:1 support and assistance at appointments.

All services are carefully risk-assessed to ensure service user wellbeing is a priority and all staff work within safe boundaries to keep all concerned safe. In addition, service users are involved as far as possible in every aspect of the organisation's activity to ensure services meet their needs through co-production, co-design, co-evaluation and consultation. All projects are in line with our objects.

Our workplace training is a service provided to organisations and for which we charge a fee. This income allows us to increase the support we provide to people across the organisation in line with our objectives.

The Board of Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Association's objectives and in planning activities for the year and future periods.

Achievements and Performance
Message from Arti Modhwadia- Interim CEO

The last year has been a period of exciting growth and consolidation for our organisation, ending with the creation of a multi-year strategy and restructure of the Senior Management Team (SMT). This growth has been led by the operational teams but supported by our dynamic and agile central function- who have succeeded in making us a financially resilient organisation that is able to facilitate significant growth, recruitment and delivery of services.

This year the SMT saw the introduction of our marketing and comms lead as well our business development manager who generated significant income and helped diversify the services we offer.
HFEH Mind has gone from strength to strength, and we currently have 144 staff and volunteers compared to 101 staff and volunteers last year. At the height of deliver we have provided 25 services, have delivered 89 training sessions through Well at Work and supported 15,000 service users.

Our focus this year has been on enhancing our quality through embedding coproduction in everything we do making us a truly needs led organisation- led by the community for the community. In addition, we have enhanced our marketing and comms function to highlight the impact of our services and tell our story better to attract further funding, demonstrate value for money, with the quality of services we provide.
We have seen growth continue across our youth and adult services function- with key projects such as a

parenting project, WYSA (a digital service to help manage waiting lists for children and young people safely), Circle (a crisis service for young people), Safe Space Day (a crisis service for adults during the day) and a hoarding project. This has assisted in the continued diversification of our income portfolio as well as addressing the needs of our local community.

Our workplace wellbeing training function secured business from new organisations and sustained our relationships with existing organisations whilst diversifying our training offer to include EDI training and mental health first aid training.

Towards the end of the year, we focused our attention on creating a coproduced, multiyear strategy. Our strategy addresses the emerging needs of our community and responds to the challenges posed such as the cost-of-living crisis and health inequalities.

Furthermore, HEFH Mind continues to collaborate with Mind in Harrow and Hillingdon Mind, forming West London Mental Health Partnership. This broadens our influence and reach with our service user group and position us to engage with the new Northwest London commissioning areas as part of the NHS 10-year plan. We are a leading member of Mind in London, which is made up of 99% of all the local Minds operating in the Greater London area. We are also on the leadership team of the new commissioning vehicle for all health contracts in Northwest London- namely 3ST (3rd Sector Together)

Our plans for the coming years are ambitious but sustainable- based on the needs of our local community. We aim to ensure growth at pace- creating new services and dynamic campaigns that address the emerging needs of our service users. We want increased accessibility to our services and aim to remove as many barriers as possible to address health inequalities. And partnership working will be at the heart of everything we do with all our stakeholders, ensuring collaboration and insight.

Our ambition is underpinned by ensuring we do not lose sight of quality, resilience, innovation and communication. This will bring us closer to achieving our mission- we won't give up until everyone experiencing a mental health problem gets both support and respect.

<u>Adult Services</u>
Message from Yvonne Jones- Interim Director of Adult Services

This year has been another year of continued growth and more diverse services- meeting the needs of our local community particularly in this cost-of-living crisis and in the face of health inequalities.

This year we have secured in adult services the QPM (quality performance mark) highlighting our quality in our advocacy services- again demonstrating our excellence and value for money.

The high quality and the impact of our services has led to:

- The expansion of contracts- our safe space provision has a crisis line and a day crisis service due to the impact we achieved.
- The extension of contracts- our advocacy contract and safe space contracts were renewed and extended.
- New services being created- we obtained a hoarding service, an advice service for H&F and Hounslow (which now compliments the services in Ealing) and a hub for women leaving forensic services.

At the height of delivery, we had a total of 55 staff, 12 volunteers and 20 services. This year, we have supported more clients than any other year- working with over 5,000 adults, young people and carers within our community.

We have been successful coproducing and co-evaluating our service users- an area of improvement for us. As such we have been able to identify the needs of our local community better- in line for our new strategy. Our ambitions are to:

- Work in partnership - ensuring we develop and nurture our partnerships with all our stakeholders including service users, other organisations and commissioners. We will make sure we know what our community needs and design services that meet that need. We will collaborate with experts in other fields to deliver more holistic services. We will build relationships with our commissioning stakeholders to further enhance our growth and demonstrate our quality.
- Achieve sustainable growth and develop services we know our community need- such as housing support, counselling services, South Asian peer support mental health groups, long term support etc.
- Ensure we address health inequalities by ensuring our services are accessible to everyone in our community and any barriers are removed as far as possible.

We are excited for what the future holds for adult services and keen to continue our growth- with good pace and want to ensure our quality is not compromised. Furthermore- we will be doing more to ensure staff remain resilient and the organisation keeps good operational staff. We will also have focus on ensuring our impact comes through our comms and we acknowledge where innovation can be used.

This is what our service users and professionals said about the work we have done this year:

"I am writing to say thank you. Your support from 2021 when my mother passed away and my mental health deteriorated got me through a really hard challenge. You may remember I was being made homeless. The matter continued and they took me to court. I have been so ill in the last year I'm on heavy medication and weekly support. But today the judge in court granted me tenancy of my home of 5 years and I'm so relieved I wanted to tell you I'm grateful for the help you once offered me. In my therapy, I speak of you and wish to one day help others when I'm more stable. Thank you for being there when no one else would speak for me"- Advocacy Client

"You service offer shines, the more we know the better we all are at getting people the support they need."- Third Sector Organisation

Youth Services

Message from Nana Owusu- Director of Youth Services and Clinical Lead

The Youth Services has tackled many challenges over the last year, and the external environment continues to change rapidly. As we move forward, we will continue to listen and respond to the changing needs of the children, young people and families we support.

The past year has been a year of review, reflection and development of our expanding youth services. We have worked towards building on our historic foundations and plan for the future which is reflected in our new strategy that sets out our roadmap to 2026. This ambitious plan balances growth in several areas alongside long-term financial sustainability.

We remain fully committed to providing high quality, inclusive, culturally responsive and trauma informed services. This year has seen the steady development of a more robust youth leadership team (e.g fulltime deputy director, safeguarding & quality assurance lead, Strategic Programmes and Innovation Lead) and development of existing staff that will enable the youth service to execute the delivery of the plans set out in our strategy. Throughout the year we continued to work closely and collaboratively with existing partner agencies as well as established and build new partnerships e.g., CAMHS Crisis services, Ealing SAFE team, Roland, Metropolis, Local GP networks etc.

Our investment in digital resources and use of social media to complement and enhance our mental health provision has assisted in increasing our reach to young people across our boroughs. We continuously review and consult with our young advisors on the ever-changing space of technology and social media.

The team have worked hard throughout this year against a backdrop of living standards falling to historic lows and an unprecedented cost of living crisis fuelled by soaring inflation and years of real terms cuts to benefits that are supposed to meet basic living needs. I'm proud that our services through one to one, groups, workshops etc have reached 11,554 children and their families to provide vital support.

This year saw the opening of the 'CIRCLE' UK' first of its kind crisis prevention hub which has be co-produced with young people, parents and our statutory and voluntary sector organizations. As one of the key ambitions of the strategy was to expand the youth services into the borough of Ealing and Hounslow the opening of the CIRCLE is a notable achievement for the youth services.

In January we were offered the opportunity to become a provider for hospital youth work services for an amazing new service NEON. The NEON project brings together our local NHS and two other voluntary sector organisations alongside HFEH MIND youth services to provide an extra layer of holistic care for young people aged 16-24 that are admitted on to the clinical wards at Northwick Park and Ealing Hospitals.

The Youth service was a key contributor to a national research and paper looking at addressing health inequalities for young people from ethnic minority backgrounds. Our local work using therapeutic arts was cited as an example of inclusive and engaging practice. This paper is due to be published towards the end of 2023. Underwriting all our work is our absolute commitment to place youth voice at centre and forefront of our work. Ensuring all therapeutic services, activities and campaigns are service user lead, evidence-based and based on best practice. Our youth service co-production group and activities has steadily expanded and developed and has strategically been embedded across all the youth service activities.

The HFEEH MIND Youth Services are 'Unstoppable'. We won't give until every young person experiencing a mental health problem gets the respect and support, they deserve.

What our service users said about us:

"After years of struggling to find someone to talk with frankly and openly, I felt a weight lifted and our meeting gave me the energy and strength to keep going. It was a relief to talk to you feeling that you were non-judgemental or analysing me, but simply listening in order to understand and help my child." - Parent

Training and Consultancy

Message from Alice Cheshire- Head of Well at Work

During the year, strong progress around the product offer was made with new products added to the suite, a refresh on pricing and a trial of free webinars. The pipeline struggled to build over the course of the year, but despite this, a margin was made on our training offer and generated unrestricted funding for the organisation.

Wellbeing has remained at the forefront of many organisations' minds, but still in the form of signposting and free resources rather than firm investment and proactive action and so awareness raising, and personal connections will be critical over the next year.

Looking ahead, we will strengthen and rebuild with a particular focus on trying to build out the pipeline, identify some larger value contracts and build some strong local connections.

What our corporates said about us:

"I find it hard to state just one positive, as the entire session was well put together and delivered brilliantly". – Hounslow Council

"Really enjoyed the session. The most useful parts for me were the more work applicable parts. I think my knowledge of mental health is fairly good, but the key is being able to apply it in the work environment and with the many other factors that surround that"- Ogilvy

Other

All of us at Hammersmith and Fulham Association for Mental Health (HFEH Mind) reaffirmed our mission statement this year to enhance, remedy, maintain and protect the mental health of the residents. We have identified four key values which our projects and initiatives will work to.

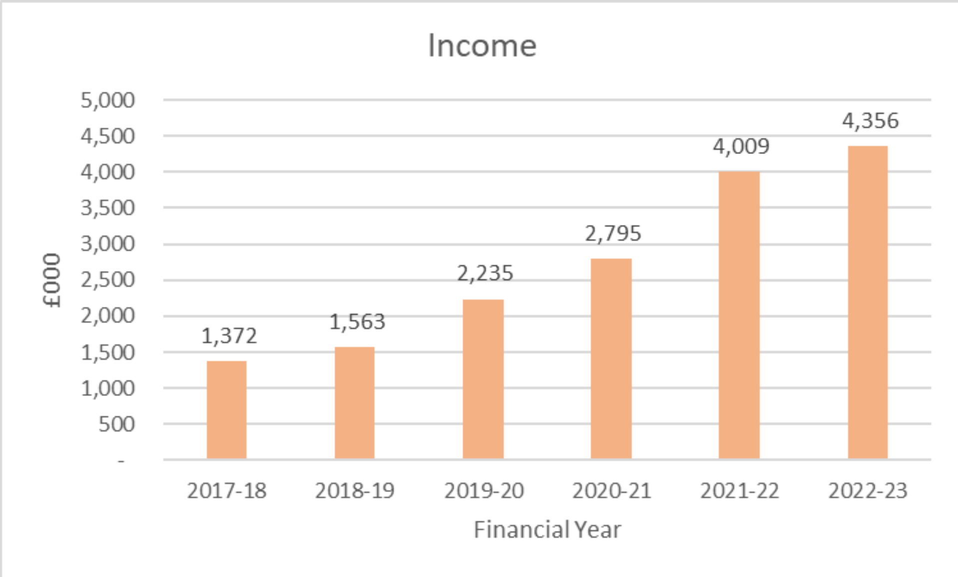
These are:

- Supporting empowerment;
- Combatting stigma;
- Promoting wellbeing;
- Aiding recovery and re-integration into the community.

FINANCIAL REVIEW_

Income

Following a period of significant growth, 2022/23 has been a year of consolidation.



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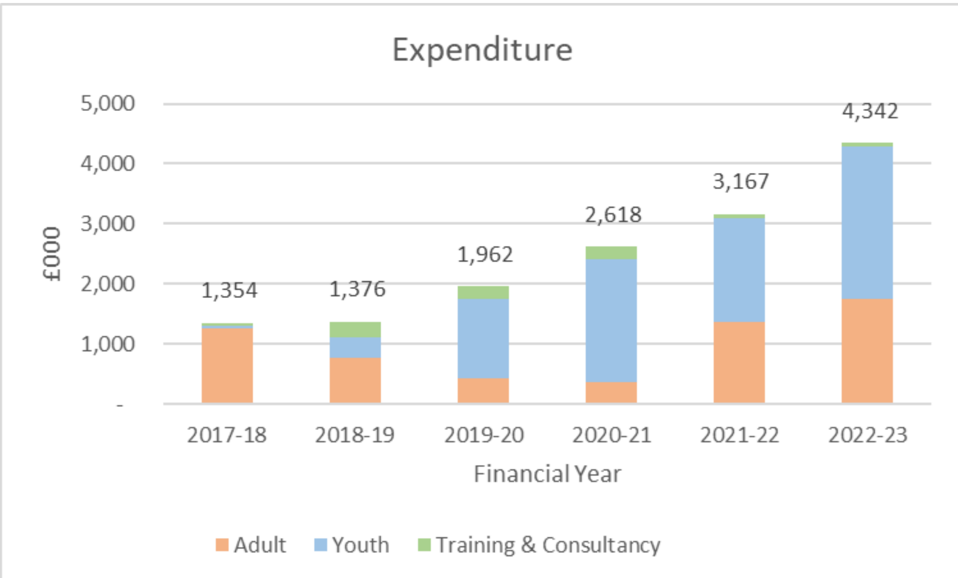
In 2022/23 HFEH Mind recorded income of £4.4m, a 10% increase on 2021/22 of £4m. The increase in income is mainly attributable to an expansion in Adult Services, from £1.2m in 2021/22 to £1.7m in 2022/23 and has been achieved through the provision of funding of new services, maintaining and building our current offer specifically the provision of Safe Spaces in each of the three Boroughs and within Accident and Emergency departments. Youth Services income has remained consistent year on year down slightly from £2.6m in 2021/22 to £2.4m in 2022/23. Training and Consultancy income has fallen, £90k in 2021/22 to £71 in 2022/23.

Expenditure

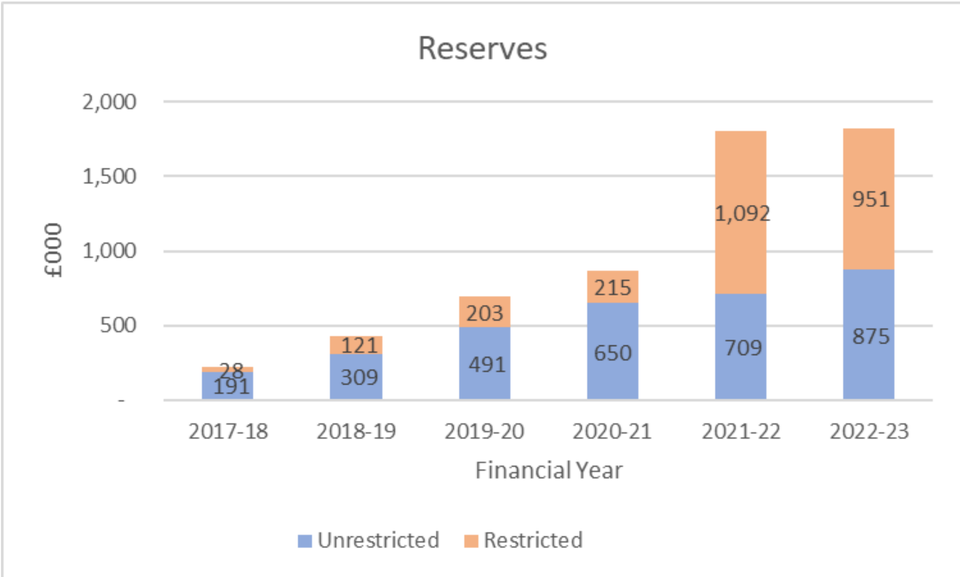
Expenditure has increased to reflect the further diversification of our service provision, funding carried forward from 2021/22 and increased funding obtained in the year.



An increase in income and use of restricted reserves carried forward, has reflected in an increase in expenditure from £3.2m in 2021/22 to £4.3m in 2022/23 or by 37%. Control over our central support costs has been maintained, decreasing from £683k in 2021/22 to £662k in 2022/23. Central support costs as a proportion of income fell from 17% in 2021/22 to 14% in 2022/23.

Reserves

HFEH Mind continues to maintain a healthy reserve position.



In the year unrestricted funds increased by £166k, from an opening position of £709k, closing at £875k as at 31st March 2023. The movement includes a defined benefit pension scheme surplus of £10.6k (£95.6k surplus in 2021/22). The increase in part can be explained by the opening of the Circle £118k of funded leasehold improvements capitalised as a fixed asset for which designated reserves have been set aside for this purpose. Designated reserves that forms part of the unrestricted reserves increased from £141k to £252k.

The opening of the Circle also helped apply the restricted funding carried forward into 2022/23. In the year restricted reserves fell from £1,092k as at 31st March 2022 to £951k as at 31st March 2023. Challenges remain in the recruitment of qualified clinical staff to the MHST Youth Services Programme.

Balance Sheet

A reduction in the advance funding of projects towards the year end saw debtors fall to £766k as at 31st March 2023 compared to £1,113k the year before. Likewise, in applying the advanced funding creditors in the form of deferred income reduced the creditors balance from £527k as at 31st March 2022 to £339k as at 31st March 2023. The cash balances held remained relatively consistent year on year (£1,217k in 2023, £1,184 in 2022).

Hammersmith and Fulham Mind participates in a defined benefit pension scheme administered by The Pensions Trust. This year, the liability has reduced by £10k, and the Pension Fund Provision has been adjusted down to £10k. The service deficit payment plan issued by the Pensions Trust involves payment over a ten-year period at an average of £25k p.a., which the trustees are confident that cashflows will be able to meet.

The Trustees note this liability analysed further in note 16 to the financial statements. The Trustees are aware that the deficit on the scheme will fluctuate with changing market conditions and that their responsibility is to meet the required contribution rates, which are built into the annual budgetary processes of the Charity. The cashflow projections are annually calculated to reflect these continuing service deficit repayments. The Trustees do not consider this deficit to represent an immediate demand on the Charity's funds and do not, therefore, consider that there are any resultant limitations on resources available for general application or on the application of any restricted income funds. The restricted income funds have limitations that mean that they cannot be used to contribute towards any additional resource requirements of the Charity's unrestricted funds arising from the pension scheme deficit. We will continue to review and rigorously monitor our pension fund liabilities.

Reserves Policy

Under the requirements of the Statement of Recommended Practice on Accounting and Reporting by Charities, Hammersmith and Fulham Association for Mental Health segregates its funds into those which are restricted and those which are unrestricted. A further description of these funds and how they are further segregated to include the General Reserve is included within Note 17 to the accounts. Total funds for the Charity as of 31 March 2023 were £1,819k, split between restricted reserves of £951k and unrestricted reserves of £868K (as at 31 March 2022 total reserves were £1,801k, £1,092k restricted, £709k unrestricted).

In line with current best practice, the Trustees have, in reviewing Hammersmith and Fulham Association for Mental Health's Reserves Policy, considered the financial impact of those risks identified as part of the on-going risk management process. The Board of Trustees has agreed that the Association, in addition to any restricted or designated reserves and commitments to, and investment in, tangible fixed assets, should have unrestricted general fund reserves equal to three months of operating costs. This equates to some £775k. Given the variety of funding streams, the Trustees have determined that this would be sufficient to enable the Association to manage any likely eventuality. General reserves of £637k (Unrestricted funds of £868k less designated reserves of £252k adding back the pension reserves of £21k) is below the 3 months operating expenditure required by Trustees. Over the coming year the Trustees will look to align general reserves to within 3 month operating expenditure.

The Charity has not made any fundraising appeals to the general public during the year, and as a result there has been no outsourced fundraising via professional fundraisers or other third parties. Consequently, the charity is not registered with the fundraising regulator but will look to register in 2023/24. The charity has not received any fundraising complaints in the year.

Plans for future periods

- Respond to the to the cost-of-living and rising health inequalities.
- To continue to expand our services, particularly our youth offer into Ealing and Hounslow.
- Expanding our engagement and partnerships with schools and colleges to improve early intervention via our Trailblazer (MHST) programme.
- Increasing our reach by building partnerships with locally based organisations
- Consolidating our position within the Shifting Settings of Care to ensure effective working with GPs and primary services as both commissioning and care continues to move in that direction.
- Increasing our diversity of funding streams and looking at new business opportunities to increase our financial resources within the boroughs we serve and the wider West London area.
- Work with neighbouring Local Minds in the new Northwest London region to align ourselves with the new Strategic Transformation Partnership (STP) commissioned in 2020.
- To operate collaboratively within the new formed Mind in London organisation to create multi borough responses on mental health services

Risk Management and Key Policies

The Board of Trustees have overall responsibility for risk management and Trustees review the analysis, assessment and management of risks on a quarterly basis. To assist in the close monitoring of risk the remit of the Clinical Subcommittee has been expanded to include the systematic review of risk, alongside considerations of strategic direction. Major risks to which the charity is exposed have been reviewed and actions taken in mitigation. The major risks identified include:

1) Managing Growth – Rapid growth, comes with the challenge of mobilising resource to address the demand for our services. This is acutely felt in the recruitment of specialist clinical staff that play a critical role in the delivery of our Youth Services MHST programme. Despite these challenges time is being spent on consolidating on this increased capacity to deliver meaningful interventions.
2) COVID Crisis, Cost of Living and Health Inequalities – The pandemic has had a profound impact on the communities we serve not only in the volume of cases but also in the complexity of the cases. The provision of Safe Spaces reflects our response to these changes in operating environment, towards meeting face to face outside normal office hours. Nevertheless, we continue to have our on-line presence providing on-line training sessions and development of the TV channel. Our risk management strategies are being continually assessed to reflect the needs of our beneficiaries.
3) Safeguarding – An impact of the pandemic has been that the numbers of safeguarding incidents we are required to report have risen significantly, overwhelming our staff and our capacity to serve. Through the employment of specialists staff in this field has substantially improved our capacity alongside greater attention being given to how such instances are recorded and how soon cases are closed- is improving our coping mechanisms. Progress is being continually assessed to enhancing our systems and approaches to this difficult issue.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Hammersmith and Fulham Association for Mental Health is a charitable company (no. 801259) governed by Articles of Association agreed by its members and controlled by a Board of Trustees elected at an Annual General Meeting. Membership of the Association is obtained through application to the Board of Trustees and the decision to accept or reject an application rests with the trustees. Any member is entitled to stand for election as a Trustee at the Annual General Meeting. One third of the Trustees are required to retire automatically each year and to stand for re-election if they wish to continue. The Chair, Vice· Chair and Honorary Treasurer are elected annually at the Annual General Meeting.

The Board of Trustees usually meets between four and six times per year. The quorum for the transaction of business of the Board of Trustees is five. Subject to the objects and powers designated by the Articles, the Board members are empowered to control the business as they deem fit and to appoint new trustees. Trustees are a mix of people with relevant experience, people of standing in the local community and users of the services of the Association. Trustees have received some training in governance and roles and responsibilities. The Board continues to keep under review risks arising from all areas of operations. The day to day running of the charity is delegated to the CEO.

Salary Policy for Key Management Personnel

Salaries are set in accordance with our salary policy that takes into account a variety of different factors including, line management responsibility, autonomy, specialism and benchmarking. The Resources Committee oversees and reviews this and other policies in line with Mind Quality Mark. The pay of Key Management personnel is approved by Trustees.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Hammersmith and Fulham Association for Mental Health for the purposes of company law) are responsible for preparing the Board of Trustees' Report (incorporating a Directors' 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. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the result of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting 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;
- observe the methods and principles in charity SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 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 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

SMALL COMPANY PROVISIONS

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

Approved by the Board on 21st September 2023 and signed on its behalf

Julie Pal
Chair

Independent auditor's report

to the members of

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH

(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

Opinion

We have audited the financial statements of Hammersmith, Fulham, Ealing and Hounslow Mind (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 Hammersmith, Fulham, Ealing and Hounslow Mind's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

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

Noelia Serrano (Senior statutory auditor)
9 November 2023
for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	**2023 Total £**	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	2	78,550	–	**78,550**	21,573	–	21,573
Charitable activities							
Adult Services	3	1,301,233	441,472	**1,742,705**	1,118,665	106,068	1,224,733
Youth Services	3	216,619	2,223,341	**2,439,960**	98,040	2,537,803	2,635,843
Training & Consultancy	3	71,004	–	**71,004**	89,520	–	89,520
Other trading activities	4	19,780	–	**19,780**	37,529	–	37,529
Investments	5	4,184	–	**4,184**	65	–	65
Total income		1,691,370	2,664,813	**4,356,183**	1,365,392	2,643,871	4,009,263
Expenditure on:							
Charitable activities							
Adult Services	6	1,289,509	465,970	**1,755,479**	1,314,623	57,494	1,372,117
Youth Services	6	190,220	2,339,765	**2,529,985**	6,522	1,708,824	1,715,346
Training and Consultancy	6	63,797	–	**63,797**	80,334	–	80,334
Total expenditure		1,543,526	2,805,735	**4,349,261**	1,401,479	1,766,318	3,167,797
Net income before Movement on Pension Provision		147,844	(140,922)	**6,922**	(36,087)	877,553	841,466
Movement on Pension Provision	21	10,640	–	**10,640**	95,583	–	95,583
Net movement in funds		158,484	(140,922)	**17,562**	59,496	877,553	937,049
Reconciliation of funds:							
Total funds brought forward		709,404	1,092,460	**1,801,864**	649,908	214,907	864,815
Total funds carried forward	18	867,888	951,538	**1,819,426**	709,404	1,092,460	1,801,864

Notes on pages 16 to 31 form part of the financial statements.

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Hammersmith and Fulham Association for Mental Health
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

Balance sheet

Company no. 02257523

As at 31 March 2023

	Note	2023 £	2023 £	2022 £	2022 £
Fixed assets:					
Tangible assets	12		192,881		51,496
			192,881		51,496
Current assets:					
Debtors	13	765,526		1,113,335	
Cash at bank and in hand		1,216,592		1,184,714	
		1,982,118		2,298,049	
Liabilities:					
Creditors: amounts falling due within one year	14	(345,844)		(527,312)	
Net current assets			1,636,274		1,770,737
Total assets less current liabilities			1,829,155		1,770,737
Provision of Pension Liability	16		(9,729)		(20,369)
Total net assets			1,819,426		1,801,864
The funds of the charity:	18				
Restricted income funds			951,538		1,092,460
Unrestricted income funds:					
Designated funds		252,341		140,956	
General funds		636,951		600,492	
Pension reserve		(21,404)		(32,044)	
Total unrestricted funds			867,888		709,404
Total charity funds			1,819,426		1,801,864

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved and authorised for issue by the trustees on 21st September 2023 and signed on their behalf by

Tamara Quinn
Treasurer

Statement of cash flows

For the year ended 31 March 2023

	Note	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)			17,562		937,049
Depreciation charges		57,852		35,031	
Movement on Pension Provision		(10,640)		(74,587)	
Interest, dividends and rent from investments		(4,184)		(65)	
(Increase) / Decrease in debtors		347,809		(591,887)	
Increase in creditors		(181,467)		270,880	
			209,370		(360,628)
Net cash provided by operating activities			226,932		576,421
Cash flows from investing activities:					
Dividends, interest and rents from investments		4,184		65	
Purchase of fixed assets		(199,237)		(29,322)	
Net cash used in investing activities			(195,053)		(29,257)
Change in cash and cash equivalents in the year			31,879		547,164
Cash and cash equivalents at the beginning of the year			1,184,713		637,549
Cash and cash equivalents at the end of the year			1,216,592		1,184,713

Analysis of cash and cash equivalents

	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023 £
Cash in hand	1,184,713	31,879	–	1,216,592
Total cash and cash equivalents	1,184,713	31,879	–	1,216,592

Notes on pages 19 to 31 form part of the financial statements.

1 Accounting policies

a) Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) General Information:

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 02257523) and a charity registered in England and Wales (charity number: 801259). The charity's registered office is 309 Lillie Road, London, SW6 7LL.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees have assessed that there are no material uncertainties about the charitable company's ability to continue as a going concern.

e) Key judgments and uncertainties

Apart from the provision for the pension scheme liability as noted in the Trustees' Report, the trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

- Expenditure on charitable activities includes the costs of directly delivering the charitable activities.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the support cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time attributable to each activity.

k) Operating leases

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

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to central costs. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The assets are depreciated at the following rates:

- Leasehold Improvements — 5 years
- Fixtures and Fittings — 5 years
- Computer Equipment — 3 Years

m) Financial Investments:

Basic financial intrustments are transactions that result in the recognition of financial assets and liabilities. The trade and other accounts receivables and payables are accounted for on the following basis:

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term savings accounts. Cash balances exclude any funds held on behalf of service users.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) Employee Benefits: Pensions

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

r) Short Term benefits

Short term benefits including holiday pay are recognised in the period in which the service is received.

2 Income from donations and legacies (all unrestricted)

	2023 Total £	2022 Total £
Donations	**78,550**	21,573
	78,550	21,573

3 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Adult Services	1,301,233	441,472	**1,742,705**	1,118,665	106,068	1,224,733
Youth Services	216,619	2,223,341	**2,439,960**	98,040	2,537,803	2,635,843
Training & Consultancy	71,004	–	**71,004**	89,520	–	89,520
	1,588,856	2,664,813	**4,253,669**	1,306,225	2,643,871	3,950,096

4 Other Trading Activities

	2023 Total £	2022 Total £
North West London (local Mind Collaboration)	**7,680**	21,929
Rental Income	**12,100**	15,600
	19,780	37,529

Unrestricted income in both 2023 and 2022

5 Investment Income

	2023 Total £	2022 Total £
Bank Interest income	**4,184**	65
	4,184	65

6a Analysis of total expenditure

	Staff £	Other £	Support £	**2023 Total £**
Adult Services	1,335,452	150,012	270,015	**1,755,479**
Youth Services	1,431,860	708,981	389,144	**2,529,985**
Training and Consultancy	50,694	3,290	9,813	**63,797**
Support Costs	308,444	360,528	(668,972)	**–**
Total Expenditure	3,126,450	1,222,811	–	**4,349,261**

Analysis of total expenditure (2022)

	Staff £	Other £	Support £	2022 Total £
Adult Services	799,615	276,757	295,745	1,372,117
Youth Services	1,031,512	314,109	369,725	1,715,346
Training and Consultancy	55,419	7,600	17,315	80,334
Support Costs	432,430	250,355	(682,785)	–
Total Expenditure	2,318,976	848,821	–	3,167,797

6b Analysis of Support Costs

	2023 Total £	2022 Total £
Space and Office Costs	**135,774**	96,933
Management and Personnel Costs	**319,147**	432,593
Staff related costs	**23,505**	17,168
IT Costs	**70,147**	48,861
Legal and professional costs	**30,054**	14,936
Governance Costs	**26,040**	11,640
Other Support Costs	**64,305**	60,654
Total Support Costs	**668,972**	682,785

6c Analysis of Governance Costs

	2023 Total £	2022 Total £
Auditor's fees	**13,440**	11,640
Trustee recruitment	**12,600**	–
Total Governance Costs	**26,040**	11,640

7 Net income for the year

This is stated after charging / crediting:

	2023 £	2022 £
Depreciation	**57,852**	35,031
Operating lease rentals:		
Property	**155,961**	42,000
Other	**8,856**	841
Auditor's remuneration (excluding VAT):		
Audit	**11,200**	9,700

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

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	**2,771,753**	2,047,263
Social security costs	**273,534**	196,275
Employer's contribution to defined contribution pension schemes	**55,484**	42,657
Operating costs of defined benefit pension schemes	**25,679**	32,781
	3,126,450	2,318,976

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2023 No.	2022 No.
£60,000 – £69,999	**2**	1

The total employee benefits including pension contributions of the key management personnel were £308,273 (2022: £335,253), split as follows: Salaries £269,581, Social Security Costs £30,681, and Pensions £8,011.

The organisation paid Nil redundancy costs (2022: £NIL).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £Nil (2022: £nil).

9 Staff numbers

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

	2023 No.	2022 No.
Adult Services	**55**	31
Youth Services	**33**	29
Training and Consultancy	**1**	4
Support Services	**10**	7
	99	71

10 Related party transactions

There were no related party transactions to disclose for 2023 (2022: £nil).

11 Taxation

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

12 Tangible fixed assets

	Leasehold Improvements £	Fixtures and fittings £	Computer equipment £	**Total £**
Cost or valuation				
At the start of the year	–	24,156	102,240	126,396
Additions in year	118,414	28,970	51,853	199,237
Disposals in year	–	–	–	–
At the end of the year	118,414	53,126	154,093	325,633
At the start of the year	–	18,001	56,899	74,900
Charge for the year	12,751	8,088	37,013	57,852
Eliminated on disposal	–	–	–	–
At the end of the year	12,751	26,089	93,912	132,752
Net book value				
At the end of the year	**105,663**	**27,037**	**60,181**	**192,881**
At the start of the year	–	6,155	45,341	51,496

All of the above assets are used for charitable purposes.

13 Debtors

	2023	2022
	£	£
Trade debtors	676,445	1,098,635
Accrued Income	49,981	–
Prepayments	38,700	14,700
Other debtors	400	–
	765,526	1,113,335

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	127,979	63,405
Taxation and social security	79,535	55,130
Accruals	46,493	21,930
Deferred income (Note 15)	80,162	375,172
Pension provision within one year	11,675	11,675
	345,844	527,312

15 Deferred income

	2023	2022
	£	£
Balance at the beginning of the year	375,172	60,040
Amount released to income in the year	(375,172)	(60,040)
Amount deferred in the year	80,162	375,172
Balance at the end of the year	80,162	375,172

The income deferred relates to amounts invoiced in advance for services to be undertaken in 2023/24.

16 Pension Provision > 1year

	2023	2022
	£	£
Pension Provision	9,729	20,369
	9,729	20,369

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

17 Analysis of net assets between funds

	Designated	General unrestricted	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	192,881	–	–	192,881
Net current assets	59,460	625,276	951,538	1,636,274
Pension Provision	–	(9,729)	–	(9,729)
Net assets at the end of the year	252,341	615,547	951,538	1,819,426

Comparative Analysis of net assets between funds (2022)

	Designated	General unrestricted	Restricted	Total funds
	£	£	£	£
Tangible fixed assets	51,496	–	–	51,496
Net current assets	89,460	588,817	1,092,460	1,770,737
Pension Provision	–	(20,369)	–	(20,369)
Net assets at the end of the year	140,956	568,448	1,092,460	1,801,864

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	**At the end of the year £**
Restricted funds:					
Youth Services					
MHST West London	277,010	1,249,007	(1,474,195)	–	**51,822**
MHST Hammersmith & Fulham	395,340	892,717	(655,866)	–	**632,191**
Circle Safe Space (Youth)	371,536	–	(174,624)	–	**196,912**
Schools & Colleges Early Support	–	24,889	(14,523)	–	**10,366**
Digital Wellbeing Guides	–	56,728	(20,557)	–	**36,171**
Adult Services					
Know My Mind	40,939	48,963	(89,902)	–	**–**
Crisis Line	–	120,578	(100,482)	–	**20,096**
Forensic	–	19,901	(15,921)	–	**3,980**
My practice my health	–	129,942	(129,942)	–	**–**
Clear your Mind – Hoarding	7,634	45,422	(53,056)	–	**–**
Mind my home	–	20,000	(20,000)	–	**–**
Cost of Living	–	17,641	(17,641)	–	**–**
YANA	–	39,025	(39,025)	–	**–**
Total restricted funds	1,092,460	2,664,813	(2,805,735)	–	**951,538**
Unrestricted funds:					
Designated funds:					
Fixed Assets	51,496	–	–	141,385	**192,881**
Legacy	89,460	–	(30,000)	–	**59,460**
Total designated funds	140,956	–	(30,000)	141,385	**252,341**
Pension Reserve	(32,044)	–	10,640	–	**(21,404)**
General funds	600,492	1,691,370	(1,513,526)	(141,385)	**636,951**
Total unrestricted funds	709,404	1,691,370	(1,532,886)	–	**867,888**
Total funds including pension fund	1,801,864	4,356,183	(4,338,621)	–	**1,819,426**

Purposes of restricted funds

Youth Services – Provision of mental health support teams (MHST) in educational settings, funded by the local Clinical Commission Groups of the NHS covering the areas of West London and Hammersmith and Fulham. Following the successful introduction of Safe Spaces in the community, West London NHS Health Trust is funding a pilot to establish a Safe Space for young people (Circle). National Mind funded specific complementary activities in schools and provision of digital services.

Adult Services – Hounslow Borough Council funded a number of mental health projects, Know my Mind, Crisis Line, Forensic and part funders to the My Practice my Health project along with West London NHS Trust. To address the cost of living crisis Catalyst and A2 Dominion are working in partnership to fund the Mind my home initiative. Clear Your Mind is a Hoarding Peer Support Group funded by Hammersmith and Fulham Council. National Mind have funded a Cost of Living Poject and YANA a train the trainer programme for community leaders.

Purposes of designated funds

The Fixed Assets Fund reflects capitalised equipment purchased by using unrestricted fund or Capital grants where there is no continuing restriction as to use. The balance carried forward is equal to the net book value of the related fixed assets.

In 2018/19 the charity was in receipt of a legacy amounting to £178,989. During 2019/20 £89,529 was utilised in the reorganisation of central services to leave a balance of £89,460. In the year the Trustees applied £30k for the Circle and has plans to utilise the remaining funds during 2023/24.

Comparative Movement in Funds (2022)

	At the start of the year £	Income £	Expenditure and Movements in Pension Provision £	Transfers £	**At the end of the year £**
Restricted funds:					
MHST West London	214,907	1,264,585	(1,202,482)	–	**277,010**
MHST Hammersmith & Fulham	–	835,306	(439,966)	–	**395,340**
Circle Safe Space (Youth)	–	371,536	–	–	**371,536**
Working Well (Shaw Trust)	–	47,376	(47,376)	–	–
Mind Series (National Mind)	–	19,000	(19,000)	–	–
Adult Services					–
Know My Mind	–	22,547	(22,547)	–	–
Know My Mind	–	48,963	(8,023)	–	**40,939**
Clear your Mind – Hoarding	–	12,098	(4,464)	–	**7,634**
Total restricted funds	214,907	2,643,871	(1,766,318)	–	**1,092,460**
Unrestricted funds:					
Designated funds:					
Fixed Assets	57,205	–	–	(5,709)	**51,496**
Legacy	89,460	–	–	–	**89,460**
Total designated funds	146,665	–	–	(5,709)	**140,956**
Pension Reserve	(127,126)	–	95,082	–	**(32,044)**
General funds	630,369	1,365,392	(1,400,978)	5,709	**600,492**
Total unrestricted funds	649,908	1,365,392	(1,305,896)	–	**709,404**
Total funds including pension fund	864,815	4,009,263	(3,072,214)	–	**1,801,864**

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2023	2022	**2023**	2022
	£	£	**£**	£
Less than one year	**53,134**	68,364	**7,200**	1,045
One to five years	**186,128**	83,262	**27,360**	360
Total Operating Lease commitment	**239,262**	151,626	**34,560**	1,405

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

21. Pension schemes

SCHEME: TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:			£3,312,000 per annum	(payable monthly and increasing by 3% each year on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum by 3% each on 1st April)	(payable monthly and increasing

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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 under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2023 (£000s)	31 March 2022 (£000s)	31 March 2021 (£000s)	31 March 2020 (£000s)	31 March 2019 (£000s)
Present value of provision (discounted)	20,429	32,044	127,126	150,628	182,725

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period 31 March 2023 £	Period 31 March 2022 £
Provision at start of period	32,044	127,126
Unwinding of the discount factor (interest expense)	606	733
Deficit contribution paid	(11,675)	(32,170)
Remeasurements - impact of any change in assumptions	(546)	(737)
Remeasurements - amendments to the contribution schedule	-	(62,908)
Provision at end of period	20,429	32,044

22. **Pension schemes continued)**

INCOME AND EXPENDITURE IMPACT

	Period 31 March 2023 (£000s)	Period 31 March 2022 (£000s)
Interest expense	606	733
Remeasurements – impact of any change in assumptions	(546)	(737)
Remeasurements – amendments to the contribution schedule	–	(62,908)
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31 March 2023	31 March 2022	31 March 2021	31 March 2020
	% per annum	% per annum	% per annum	% per annum
Rate of discount	5.52	2.35	0.66	2.53

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions - The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31 March 2023 (£000s)	31 March 2022 (£000s)	31 March 2021 (£000s)	31 March 2020 (£000s)
Year 1	11,675	11,675	32,170	31,233
Year 2	9,729	11,675	33,136	32,170
Year 3	–	9,729	34,130	33,136
Year 4	–	–	29,295	34,130
Year 5	–	–	–	29,295
Year 6	–	–	–	–
Year 7	–	–	–	–
Year 8	–	–	–	–
Year 9	–	–	–	–
Year 10	–	–	–	–
	21,404	33,079	128,731	159,964

Accounts

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2022

Registered Charity Number: 801259
Registered Company Number: 02257523

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind))

FOR THE YEAR ENDED 31 MARCH 2022

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HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2022

Board of Trustees	Zak Hulstrom	(resigned 28 January 2022)
	Julie Pal	Chair
	Henal Parmar	
	Tamara Quinn	
	Kate Sherratt	
	Kris Stromdale	(resigned 27 January 2022)
	Gary Redhead	Treasurer
	Rafael Sattaur	
	Caroline Dobbs	(appointed 27 January 2022)
Chief Executive	Benn Keaveney	
Company registration no.	02257523	
Charity registration no.	801259	
Registered office	309 Lillie Road London SW6 7LL	
Auditors	Sayer Vincent LLP Invicta House 108 – 114 Golden Lane London EC1Y 0YL	
Bankers	National Westminster Bank PLC 25 Shepherds Bush Green London W12 8PR HSBC PLC Hammersmith Commercial Banking Centre 2nd Floor Space One 1 Beadon Road Hammersmith London W6 0EA	
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES	

The Board of Trustees, who act as Directors of the Charity for the purposes of Company Law, and Trustees for charity law purposes, submit their Annual Report and the Financial Statements of Hammersmith and Fulham Association for Mental Health for the year ended 31 March 2022. The Board of Trustees confirm that the Annual Report and Financial Statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) - Charities SORP FRS102.

Objects

The objects of the Association are:

1. To work for and promote the preservation and safeguarding of mental health and the prevention and treatment of mental disorders among both adults and children; and
2. To work for and promote the study of research into mental health and mental disorders and to obtain and make records of and disseminate information concerning the same.

Activities

We are able to meet our objects through a combination of service provision and strategic influencing. Our wide range of services consists of activities which preserve, promote and safeguard individuals' mental health. Some examples of these services are health promotion with young people in schools, community-based activities such as advocacy, advice and information training in the workplace. Our work in strategic influencing further reaches object 1) by putting the voices of people with mental health problems, and our own professional opinions into a wide variety of settings where the design and delivery of services can be influenced for the betterment of people with mental health problems. It is through this work that we are able to meet object 2) by Influencing commissioning bodies and the West London Transformation Board.

Public Benefit

The Association provides services to benefit those with mental health problems. People with serious mental health issues are one of the most excluded groups in society with an employment rate below 26%. Around 1 in 4 of the population will have a mental health problem at some time in their life and stress is the leading cause of workplace sickness. Around a third of all GP time is taken up seeing people with mental health problems.

Mental health problems can have a devastating effect on peoples' lives and the goals of the Association are both to prevent mental health problems escalating where this can be avoided and supporting recovery if the mental health problem has become serious. Our projects are in 3 categories:

1. Preventing mental health problems escalating. These are of public benefit in preventing unnecessary distress for those affected, avoiding unnecessary expenditure in the health and benefits systems and improving the efficiency of the workplace by reducing sickness and staff turnover. Relevant services are:
   - Education in schools on mental health for both pupils and teaching staff;
   - Workplace Training

2. Supporting people with mental health problems through the secondary mental health system. These are of public benefit in improving the quality of services delivered and aiding recovery through service users having a voice to influence what happens to them. Relevant services are:
    - Advocacy
    - Education in schools on mental health
    - Information and Advice
    - Service user involvement

3. Supporting the recovery process. These services are of public benefit in preventing relapse, building wellbeing and, where possible, helping service users move on to independence and away from benefits. Relevant services are:
    - Advice and information
    - Counselling (via sub- contracted arrangement)

All services are carefully risk-assessed to avoid doing harm. In addition, service users are involved as far as possible in every aspect of the organisation's activity to ensure services meet their needs. All projects are in line with our objects.

Our workplace training is a service provided to organisations and for which we charge a fee. This income allows us to increase the support we provide to people across the organisation in line with our objectives.

The Board of Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Association's objectives and in planning activities for the year and future periods.

Achievements and Performance
Message from Benn Keaveney – Chief Executive

Post Covid we were able to continue to improve our high standards. I am very proud to report that the three yearly inspection by National Mind was passed and has been put forward for a national excellence award. The four-person inspection team included an external service user, looking at not only at our operations in Adult and Youth but also reviewed our Human Resource and Financial systems. The inspection team interviewed our trustees, management, staff and a range of our own service users.

Further, we have been awarded the AQS (Advice Quality Standard) for our adult services. A further inspection of our Out of Hospital service was noted by the assessor as ‘highly impressed’. Our Safe Space project has been nominated by the NHS for excellence and innovation and I am very confident that we will pass our QPM (Quality Performance Mark) for our advocacy work. Such quality marks is a benchmark for the staff to be constantly improving the quality of the services we give our service users.

We have been able to come out of the Covid crisis having maintained our services over a challenging period. Our staff rightly need to be proud of the extra hard work we all put in during this time of crisis for people with mental health related issues.

Post pandemic, it has been critical for our service users to get all our services back to normal. Our crisis centers, hubs and our extensive work in schools are now fully functional with face-to-face services for adults and young people. Through steady well-planned stewardship, our Human Resource and Finance systems are now well established and effective. We have good finance systems and our staff retention, staff moral issues are now above average for a charity of our size. Our data collection systems now clearly and in detail evidence our impact across the three boroughs. We are also picking up trends of issues developing for service users, allowing us to engage with Commissioners and Service users with proposals for early intervention.

The digital work we undertook during the crisis, continues to grow so we can offer a range of interventions. We have used our systems to co-produce campaigns on diversity and mental health in our boroughs.

HEFH Mind is in a productive collaboration with other local Minds in the West London boroughs of Hillingdon and Harrow. This broadens our influence and reach with our service user group and position us to engage with the new North West London commissioning areas as part of the NHS 10 year plan. We are a leading member of Mind in London, which is made up of 99% of all the local Minds operating in the Greater London area. The Association is an affiliate of a network of local Mind associations, led by National Mind, the national campaigning organisation which has over one hundred Mind associations operation in UK and Wales.

Our plans for the coming years are ambitious but they are based on evidence of how to effectively mobilise complex projects and establish clear processes of co-production with our service users.

<u>Adult Services</u>
Message from Arti Modhwadia – Director of Adult and Transition Services and Safeguarding Adult Lead

“We came from nothing, now we’re something”- quote from a staff member in Adult Services

“I would like to let you know how much I appreciate the help you offered and the service from adult services in Mind. I really needed your support and it helped me to get through a very difficult time. I don't know how I would have got through without you.”- Service user

Since the merger in 2019 with Mind in Ealing and Hounslow, adult services has gone from strength to strength. After a significant period of consolidation and quality assurance, we have successfully expanded, diversified and grown our income and offer.

This year started with the launch of our Safe Space service, a crisis alternative service offering out of hours support. Through having quality checks in place, we demonstrated great impact and value for money which led to the expansion of the service in the emergency departments. We were recommissioned for a service offering psychoeducation, we launched our first transition service project offering 16-25-year-olds coping strategies to combat loneliness and we broke into the area of dual diagnosis work.

After a period of consolidation and quality improvement, Adult Services now boasts a total of ten services ranging from being both clinical and non-clinical in nature. Adult Service delivers a diversified service and the addition of the Crisis Alternative Project (Safe Space) in April 2021 will provide stability to the service we provide. Projects run during and after working hours and are spread across the tri-borough.

Our services now include:

- **Hounslow:** Know my Mind (A psychoeducation project funded through a grant by Hounslow council) and TW8 Limit Loneliness (A project to tackle social isolation in TW8, we have been subcontracted by Global Action Plan)
- **Ealing:** Advocacy (both community and inpatient advocacy funded by Ealing), Ealing Advice Service (an advice service delivered as part of a consortium led by Ealing Mencap), Out of Hospital Pathways (an information and advice service to prevent hospital admissions by providing information and advice to those with complex mental health, funded by West London Mental Health Trust)
- **Hammersmith and Fulham**- Fulham Information and Advice (information and advice for Fulham residents, funded by Doctor Edwards and Bishop King's) and a Hoarding Peer Support Group (funded by Hammersmith and Fulham Council)
- **Tri-Borough Offer**: Mind my Home (a counselling service providing solution focused therapy to those living within housing associations, funded by Catalyst Housing, Country Fund and A2 Dominion). Safe Space (a crisis alternative, offering emotional support and signposting between 6pm-1am. We also have a clinical offer within the service for CBT, funded by West London Mental Health Trust)

Through demonstrating impact, we have been able in find continuation funding for many of our projects. In addition, through nurturing relationships we have put together successful proposals taken forward by partners, highlighting key gaps in provision increasing our offer.

Our staff team expanded from 12 members of staff in 2021 to 31 in 2022. Our services went from 5 to 14. We have showcased excellence and impact and gained recognition through the meaningful interventions we conduct. We are extremely proud of our current offer and the stability within the service despite rapid growth. We hope to continue this in the next year by retaining the projects we have and looking into new areas of focus.

Youth Services
Message from Nana Owusu Youth service Director and Clinical lead

It has been another incredibly challenging and extraordinary year for everyone living with the pandemic – for children, young people, families, schools, and services, like our Youth Services in HFEH Mind.

What has remained a constant is HFEH Mind Youth Services teams drive and commitment to provide high quality, accessible and flexible services. We continue to work closely and collaboratively with our partner agencies (CAMHS, social care, KOOTH…etc), educational staff/professionals and settings to ensure children, young people and families can access the support they need when they need it.

Following the successful implementation of a trailblazer mental health Support team (MHST) pilot and an additional second trailblazers contract. Youth services safely and effectively deliver a wide range of innovative clinical, non-clinical and digital mental health support to children, young people, parents, careers and school staff across, Hammersmith, Fulham, Kensington, Chelsea and North of Westminster.

Over the past three years, through one to one and group work, HFEH Mind Youth Services has reached approximately 14,462 young people. Positive outcomes for children, young people and family remains central to the teams planning and decision making.

Even during such challenging times our teams have managed to further develop and enhance the services we provide. The teams consistently monitor impact, listening to our partners and seeking feedback to review and improve our offer. The team have worked tirelessly to provide a wide range of mental health prevention and intervention programmes to address issues that matter most to our communities.

At the beginning of 2021 I took on the role as Director and clinical lead of the Youth service and, together with the Deputy Head of Youth Services, Rajini Broer, and Youth Services leadership team, we made a commitment and set up plans to grow and develop a diverse, effective workforce. We worked to establish a children and young people co-production group to ensure all our youth services provisions and activities are shaped and co-produced with young people.

We also set out to develop specialist trauma informed services to become local experts in providing specialist culturally responsive interventions, effectively using technology to provide innovative mental health services and expand our reach into Ealing and Hounslow.

Despite the challenges and impact brought on by the Coronavirus pandemic alongside pre-existing challenges, such as national shortage of experienced Child and Adolescent Mental Health (CAMHS) clinicians and practitioners, we have made notable progress and done exceptionally well in meeting some of our key goals within our strategy.

There have been many achievements by the team. To name a few: we have been chosen to present our service, and the projects we have developed to improve mental health outcomes for children and young people, at the NHSE and Healthy London Partnership children and young people's mental health in schools' celebration event. Based on our exemplary work in youth services with youth mental health, I was invited as guest speaker for the London Youth Assembly. We collaborated with international campaigner, Cephas Williams, to co-produce a racism and mental health campaign that has led on to the development of a mental health and racism toolkit for school professionals. Through our well-established links Chelsea Football Club, we have developed interactive sports programmes to provide psychoeducation sessions to children and young people to address mental health and physical health issues.

Over the past year we have developed our digital offer by investing in the use of technology to complement and enhance our mental health provision. This has enabled us to offer a hybrid model of working which has assisted in increasing our reach to young people across our boroughs.

Our youth service has made great progress to address heath inequalities across all our services and projects. Examples of this is the 'We Can All Talk' project which is a culturally responsive adaptation of our evidence-based CBT interventions to increase access to Black boys presenting with low mood. 'Chai and Chat' is a psychoeducation and anti-stigma programme for parents from South Asian backgrounds.

Overall, it has been a busy and eventful year of service development and learning.

I want to say a big thank you to all Youth Services staff for their tireless hard work, to our services users for trusting us with their care and to our partners, funders and commissioners for all their support.

The HFEEH MIND Youth Services are 'Unstoppable'. We won't give until every young person experiencing a mental health problem gets the respect and support they deserve.

Training and Consultancy

Towards the end of 2020/21 we started to see a positive uptick in our bookings and this continued into 2021/22. This has been a year of consolidating our training and consultancy offer as we come out of the pandemic. The challenge has been to rebuild the order book for our Wellbeing products and in how we deliver them. We now have a new product suite in place optimising our existing offer to be relevant to the pandemic and be able to achieve the same outcomes virtually as we did in person.

Wellbeing has come front and centre for many organisations but this has often been in the form of newsletters and signposting, rather than positive, proactive action. An internal marketing resource has been recruited who will help drive leads, building out our local connections and existing relationships.

Other

Aside from each service delivery we have continued to work strategically through the London Borough of Hammersmith and Fulham mental health steering groups, primary care mental health steering group, West London Mental Health Trust Transformation Board. Further changes in the commissioning landscape as set out by NHS future plans has intensified our collaboration with other local Minds in the North West region of London.

We are also now in a position to raise the profile of the organisation by attracting more volunteers and expanding the sources of finance which helped us reach and support those residents of the boroughs living the experience of mental health issues.

All of us at Hammersmith, Fulham, Ealing and Hounslow Mind (HFEHM) reaffirmed our mission statement this year to enhance, remedy, maintain and protect the mental health of the residents. We have identified four key values which our projects and initiatives will work to.

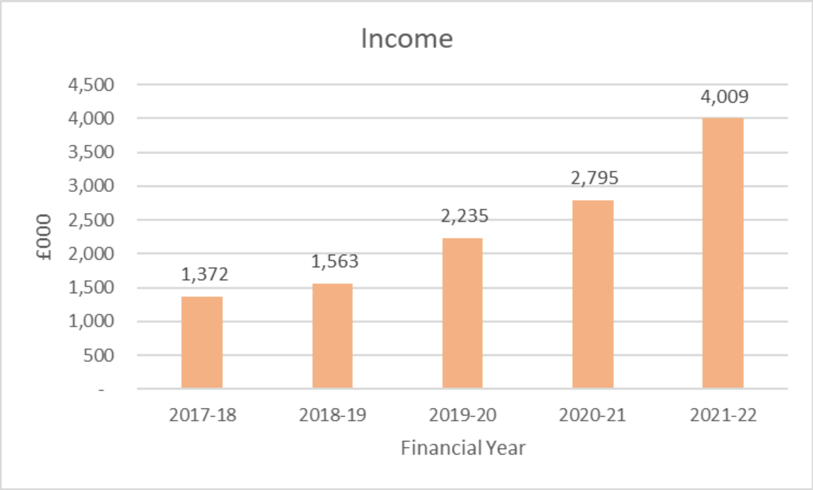
These are:

- Supporting empowerment;
- Combatting stigma;
- Promoting wellbeing;
- Aiding recovery and re-integration into the community.

FINANCIAL REVIEW

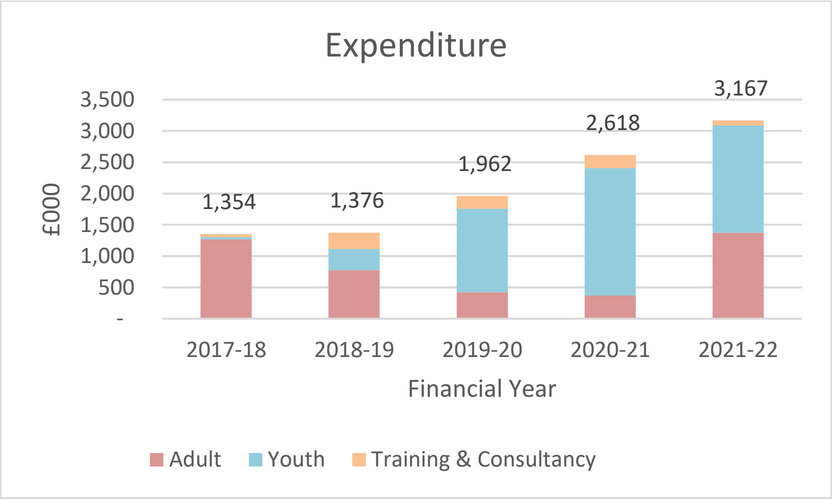
Income

Over recent years HFEH Mind has grown significantly.



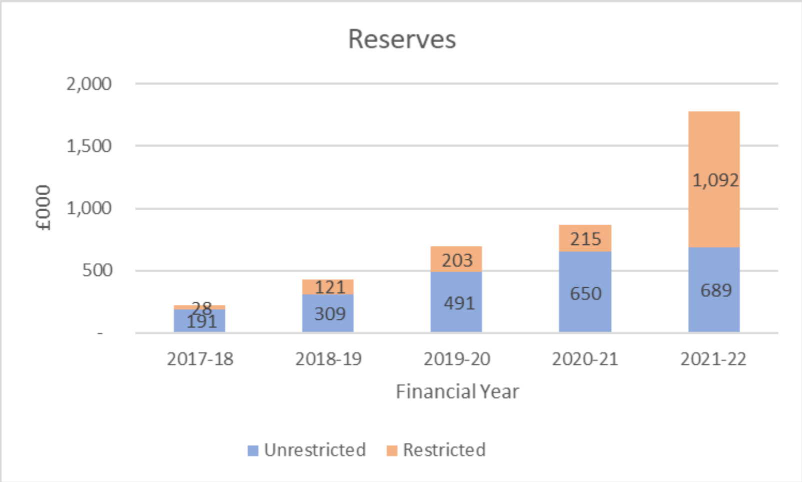
In 2021/22 HFEH Mind recorded income of £4m, a 43% increase on 2020/21 of £2.8m. The increase in income is mainly attributable to an expansion in Adult Services, from £.3m in 2020/21 to £1.2m in 2021/22 and has been achieved through the provision of Safe Spaces in each of the three Boroughs and within Accident and Emergency departments. The awarding of a Safe Space pilot for Youth Services explains the increase in income for this service, up from £2.3m in 2020/21 to £2.6m in 2021/22 and compliments the existing Mental Health Support Teams (MHST) offer. Training and Consultancy income remained relatively consistent year on year, £93k in 2020/21 and £90k in 2021/22.

Expenditure



Corresponding to the increase in income, expenditure increased from £2.6m in 2020/21 to £3.2m in 2021/22 or by 19%, While central support increased from £504k in 2020/21 to £683k in 2021/22, central support costs as a proportion of income fell from 18% in 2020/21 to 17% in 2021/22.

Reserves



In the year unrestricted funds increased by £37k, from an opening position of £650k, closing at £687k as at 31st March 2022. The movement includes a defined benefit pension scheme surplus of £95.6k (£7k deficit in 2020/21).

Challenges in recruiting qualified clinical staff to the MHST Youth Services Programme and payments in advance for the Safe Space Youth Services project increased restricted reserves from £215k as at 31st March 2021 to £1,115k as at 31st March 2022.

Balance Sheet

The advance payment of projects explains the increase in debtors at the year end (£1,113k in 2021/22 against £521k in 2020/21). Likewise the inability to spend all the MHST funding improved the cash position from £638k to £1,185k year on year. The increase in the creditor balance of £527k (£256k in 2020/21) can be largely attributed to the increase in deferred income from £60k in 2020/21 to £375k in 2021/22.

Hammersmith and Fulham Mind participates in a defined benefit pension scheme administered by The Pensions Trust. This year, the liability has reduced by £95k, and the Pension Fund Provision has been adjusted down to £32k. The service deficit payment plan issued by the Pensions Trust involves payment over a ten year period at an average of £25k p.a., which the trustees are confident that cashflows will be able to meet. We remain hopeful that this issue, affecting so many charities, will be resolved soon.

The Trustees note this liability analysed further in note 16 to the financial statements. The Trustees are aware that the deficit on the scheme will fluctuate with changing market conditions and that their responsibility is to meet the required contribution rates, which are built into the annual budgetary processes of the Charity. The cashflow projections are annually calculated to reflect these continuing service deficit repayments. The Trustees do not consider this deficit to represent an immediate demand on the Charity's funds and do not, therefore, consider that there are any resultant limitations on resources available for general application or on the application of any restricted income funds. The restricted income funds have limitations that mean that they cannot be used to contribute towards any additional resource requirements of the Charity's unrestricted funds arising from the pension scheme deficit. We will continue to review and rigorously monitor our pension fund liabilities.

Reserves Policy

Under the requirements of the Statement of Recommended Practice on Accounting and Reporting by Charities, Hammersmith and Fulham Association for Mental Health segregates its funds into those which are restricted and those which are unrestricted. A further description of these funds and how they are further segregated to include the General Reserve is included within Note 17 to the accounts. Total funds for the Charity as at 31 March 2022 were £1,802k, split between restricted reserves of £1,115k and unrestricted reserves of £687K (as at 31 March 2021 total reserves were £865k, £215k restricted, £650k unrestricted).

In line with current best practice, the Trustees have, in reviewing Hammersmith and Fulham Association for Mental Health's Reserves Policy, considered the financial impact of those risks identified as part of the on-going risk management process. The Board of Trustees has agreed that the Association, in addition to any restricted or designated reserves and commitments to, and investment in, tangible fixed assets, should have unrestricted general fund reserves equal to three months of operating costs. This equates to some £586k. Given the variety of funding streams, the Trustees have determined that this would be sufficient to enable the Association to manage any likely eventuality.

Unrestricted reserves of £687k is made up of £141k designated reserves and 546k general reserves (after a pension liability of £32k) and is sufficient to cover the 3 months operating expenditure required by Trustees.

The Charity has not made any fundraising appeals to the general public during the year, and as a result there has been no outsourced fundraising via professional fundraisers or other third parties. Consequently, the charity is not registered with the fundraising regulator and received no fundraising complaints in the year.

Plans for future periods

- Respond to the aftermath of the COVID crisis
- To continue to expand our services into Ealing and Hounslow.
- Expanding our engagement and partnerships with schools and colleges to improve early intervention via our Trailblazer (MHST) programme.
- Increasing our reach by building partnerships with locally based organisations
- Consolidating our position within the Shifting Settings of Care to ensure effective working with GPs and primary services as both commissioning and care continues to move in that direction.
- Increasing our diversity of funding streams and looking at new business opportunities to increase our financial resources within the boroughs we serve and the wider West London area.
- Work with neighboring Local Minds in the new North West London region to align ourselves with the new Strategic Transformation Partnership (STP) commissioned in 2020.
- To operate collaboratively within the new formed Mind in London organisation to create multi borough responses on mental health services

Risk Management and Key Policies

The Board of Trustees have overall responsibility for risk management and Trustees review the analysis, assessment and management of risks on a quarterly basis. To assist in the close monitoring of risk the remit of the Clinical Subcommittee has been expanded to include the systematic review of risk, alongside considerations of strategic direction. Major risks to which the charity is exposed have been reviewed and actions taken in mitigation. The major risks identified include:

1) Managing Growth – Rapid growth, comes with the challenge of mobilising resource to address the demand for our services. This is acutely felt in the recruitment of specialist clinical staff that play a critical role in the delivery of our Youth Services MHST programme. Despite these challenges time is being spent on consolidating on this increased capacity to deliver meaningful interventions for the beneficiaries impacted by COVID.
2) COVID Crisis – The pandemic has had a profound impact on the communities we serve not only in the volume of cases but also in the complexity of the cases. The provision of Safe Spaces reflects our response to these changes in operating environment, towards meeting face to face outside normal office hours. Nevertheless we continue to have our on-line presence providing on-line training sessions and development of the TV channel. Our risk management strategies are being continually assessed to reflect the needs of our beneficiaries.
3) Safeguarding – An impact of the pandemic has been that the numbers of safeguarding incidents we are required to report have risen significantly, overwhelming our staff and our capacity to serve. Through the employment of specialists staff in this field has substantially improved our capacity alongside greater attention being given to how such instances are recorded is improving our coping mechanisms. Progress is being continually assessed to enhancing our systems and approaches to this difficult issue

STRUCTURE, GOVERNANCE AND MANAGEMENT

Hammersmith and Fulham Association for Mental Health is a charitable company (no. 801259) governed by Articles of Association agreed by its members and controlled by a Board of Trustees elected at an Annual General Meeting. Membership of the Association is obtained through application to the Board of Trustees and the decision to accept or reject an application rests with the trustees. Any member is entitled to stand for election as a Trustee at the Annual General Meeting. One third of the Trustees are required to retire automatically each year and to stand for re-election if they wish to continue. The Chair, Vice· Chair and Honorary Treasurer are elected annually at the Annual General Meeting.

The Board of Trustees usually meets between four and six times per year. The quorum for the transaction of business of the Board of Trustees is five. Subject to the objects and powers designated by the Articles, the Board members are empowered to control the business as they deem fit and to appoint new trustees. Trustees are a mix of people with relevant experience, people of standing in the local community and users of the services of the Association. Trustees have received some training in governance and roles and responsibilities. The Board continues to keep under review risks arising from all areas of operations. The day to day running of the charity is delegated to the CEO.

Salary Policy for Key Management Personnel

Salaries are set in accordance with our salary policy that takes into account a variety of different factors including, line management responsibility, autonomy, specialism and benchmarking. The Resources Committee oversees and reviews this and other policies in line with Mind Quality Mark. The pay of Key Management personnel is approved by Trustees.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Hammersmith and Fulham Association for Mental Health for the purposes of company law) are responsible for preparing the Board of Trustees' Report (incorporating a Directors' 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. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the result of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting 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;
- observe the methods and principles in charity SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 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 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

SMALL COMPANY PROVISIONS

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

Approved by the Board on 17th August 2022 and signed on its behalf

Julie Pal

Chair

Independent auditor's report

to the members of

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

Opinion

We have audited the financial statements of Hammersmith, Fulham, Ealing and Hounslow Mind (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

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

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

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations and legacies	2	21,573	–	**21,573**	9,114	–	9,114
Charitable activities							
Adult Services	3	1,118,665	106,068	**1,224,733**	298,626	–	298,626
Youth Services	3	98,040	2,537,803	**2,635,843**	344,524	1,981,637	2,326,161
Training & Consultancy	3	89,520	–	**89,520**	92,749	–	92,749
Other trading activities	4	37,529	–	**37,529**	69,156	–	69,156
Investments	5	65	–	**65**	11	–	11
Total income		1,365,392	2,643,871	**4,009,263**	814,180	1,981,637	2,795,817
Expenditure on:							
Charitable activities							
Adult Services	6	1,314,623	57,494	**1,372,117**	372,343	–	372,343
Youth Services	6	6,522	1,708,824	**1,715,346**	66,015	1,969,932	2,035,947
Training and Consultancy	6	80,334	–	**80,334**	166,837	–	166,837
Organisational Development	6	–		**–**	42,820		42,820
Total expenditure		1,401,479	1,766,318	**3,167,797**	648,015	1,969,932	2,617,947
Net income before Movement on Pension Provision		(36,087)	877,553	**841,466**	166,165	11,705	177,870
Movement on Pension Provision	21	95,583	–	**95,583**	(7,276)	–	(7,276)
Net movement in funds		59,496	877,553	**937,049**	158,889	11,705	170,594
Reconciliation of funds:							
Total funds brought forward		649,908	214,907	**864,815**	491,019	203,202	694,221
Total funds carried forward	18	**709,404**	**1,092,460**	**1,801,864**	649,908	214,907	864,815

Notes on pages 16 to 31 form part of the financial statements.

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Balance sheet

Company no. 02257523

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	12		51,496		57,205
			51,496		57,205
Current assets:					
Debtors	13	1,113,335		521,448	
Cash at bank and in hand		1,184,714		637,549	
		2,298,049		1,158,997	
Liabilities:					
Creditors: amounts falling due within one year	14	(527,312)		(256,431)	
Net current assets			1,770,737		902,566
Total assets less current liabilities			1,822,233		902,566
Provision of Pension Liability	16		(20,369)		(94,956)
Total net assets			1,801,864		864,815
The funds of the charity:	18				
Restricted income funds			1,092,460		214,907
Unrestricted income funds:					
Designated funds		140,956		146,665	
General funds		600,492		630,369	
Pension reserve		(32,044)		(127,126)	
Total unrestricted funds			709,404		649,908
Total charity funds			1,801,864		864,815

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved and authorised for issue by the trustees on 17th August 2022 and signed on their behalf by

Kris Stromdale
Treasurer

Statement of cash flows

For the year ended 31 March 2022

	Note	2022		2021	
		£	£	£	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)			937,049		170,594
Depreciation charges		35,031		10,748	
Movement on Pension Provision		(74,587)		(24,439)	
Interest, dividends and rent from investments		(65)		(11)	
(Increase) / Decrease in debtors		(591,887)		95,900	
Increase in creditors		270,880		47,946	
			(360,628)		130,144
Net cash provided by operating activities			576,421		300,738
Cash flows from investing activities:					
Dividends, interest and rents from investments		65		11	
Purchase of fixed assets		(29,322)		(10,429)	
Net cash used in investing activities			(29,257)		(10,418)
Change in cash and cash equivalents in the year			547,165		290,320
Cash and cash equivalents at the beginning of the year			637,549		347,229
Cash and cash equivalents at the end of the year			1,184,714		637,549

Analysis of cash and cash equivalents

	At 1 April 2021	Cash flows	Other changes	At 31 March 2022
	£	£	£	£
Cash in hand	637,549	547,165	–	1,184,714
Total cash and cash equivalents	347,229	547,165	–	1,184,714

Notes on pages 16 to 31 form part of the financial statements.

1 Accounting policies

a) Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) General Information:

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 02257523) and a charity registered in England and Wales (charity number: 801259). The charity's registered office is 309 Lillie Road, London, SW6 7LL.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees have considered the impact of Covid - 19 in assessing that there are no material uncertainties about the charitable company's ability to continue as a going concern.

e) Key judgments and uncertainties

Apart from the provision for the pension scheme liability as noted in the Trustees' Report, the trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

- Expenditure on charitable activities includes the costs of directly delivering the charitable activities.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the support cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time attributable to each activity.

k) Operating leases

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

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to central costs. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The assets are depreciated at the following rates:

- Fixtures and Fittings — 5 years
- Computer Equipment — 3 Years

m) Financial Investments:

Basic financial intrustments are transactions that result in the recognition of financial assets and liabilities. The trade and other accounts receivables and payables are accounted for on the following basis:

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term savings accounts. Cash balances exclude any funds held on behalf of service users.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective

q) Employee Benefits: Pensions

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a

r) Short Term benefits

Short term benefits including holiday pay are recognised in the period in which the service is received.

2 Income from donations and legacies (all unrestricted)

	2022 Total £	2021 Total £
Donations	**21,573**	9,114
	21,573	9,114

3 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Adult Services	1,118,665	106,068	**1,224,733**	298,626	–	298,626
Youth Services	98,040	2,537,803	**2,635,843**	344,524	1,981,637	2,326,161
Training & Consultancy	89,520	–	**89,520**	92,749	–	92,749
	1,306,225	2,643,871	**3,950,096**	735,899	1,981,637	2,717,536

4 Other Trading Activities

	2022 Total £	2021 Total £
Local Authority Grants	–	35,000
North West London (local Mind Collaboration)	**21,929**	18,750
Rental Income	**15,600**	3,200
Furlough Income	–	12,206
	37,529	69,156

Unrestricted income in both 2022 and 2021

5 Investment Income

	2022 Total £	2021 Total £
Bank Interest income	**65**	11
	65	11

6a Analysis of total expenditure

	Staff £	Other £	Support £	2022 Total £
Adult Services	799,615	276,757	295,745	**1,372,117**
Youth Services	1,031,512	314,109	369,725	**1,715,346**
Training and Consultancy	55,419	7,600	17,315	**80,334**
Support Costs	432,430	250,355	(682,785)	**–**
Total Expenditure	2,318,976	848,821	–	**3,167,797**

Analysis of total expenditure (2021)

	Staff £	Other £	Support £	2021 Total £
Adult Services	245,608	54,979	71,756	372,343
Youth Services	1,251,731	391,857	392,359	2,035,947
Training and Consultancy	122,212	12,473	32,152	166,837
	23,768	10,800	8,252	42,820
Support Costs	280,255	224,265	(504,520)	–
Total Expenditure	1,923,574	694,374	–	2,617,947

6b Analysis of Support Costs

	2022 Total £	2021 Total £
Space and Office Costs	**96,933**	55,419
Management and Personnel Costs	**432,593**	311,039
Staff related costs	**17,168**	10,716
IT Costs	**48,861**	29,812
Legal and professional costs	**14,936**	22,510
Governance Costs	**11,640**	11,040
Other Support Costs	**60,654**	14,685
Total Support Costs	**682,785**	504,520

6c Analysis of Governance Costs

	2022 Total £	2021 Total £
Auditor’s fees	**11,640**	11,040
Trustee expenses	**–**	–
Staff support costs	**–**	–
Total Governance Costs	**11,640**	11,070

7 Net income for the year

This is stated after charging / crediting:

	2022 £	2021 £
Depreciation	**35,031**	15,573
Operating lease rentals:		
Property	**42,000**	46,163
Other	**841**	1,154
Auditor's remuneration (excluding VAT):		
Audit	**9,700**	8,640

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

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	**2,047,263**	1,714,876
Social security costs	**196,275**	168,257
Employer’s contribution to defined contribution pension schemes	**42,657**	16,939
Operating costs of defined benefit pension schemes	**32,781**	23,502
	2,318,976	1,923,574

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

	2022 No.	2021 No.
£60,000 – £69,999	**1**	–

The total employee benefits including pension contributions of the key management personnel were £335,253 (2021: £347,363), split as follows: Salaries £291,464, Social Security Costs £34,120, and Pensions £9,669

The organisation paid Nil redundancy costs (2021: £5,380).

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

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2021: £nil).

9 Staff numbers

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

	2022 No.	2021 No.
Adult Services	31	12
Youth Services	29	34
Training and Consultancy	4	4
Support Services	7	7
	71	57

10 Related party transactions

There were no related party transactions to disclose for 2022 (2021: £nil).

11 Taxation

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

12 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	24,156	72,918	97,074
Additions in year	–	29,322	29,322
Disposals in year	–	–	–
At the end of the year	24,156	102,240	126,396
At the start of the year	13,169	26,700	39,869
Charge for the year	4,832	30,199	35,031
Eliminated on disposal	–	–	–
At the end of the year	18,001	56,899	74,900
Net book value			
At the end of the year	**6,155**	**45,341**	**51,496**
At the start of the year	10,987	46,218	57,205

All of the above assets are used for charitable purposes.

13 Debtors

	2022 £	2021 £
Trade debtors	1,098,635	497,597
Other debtors	–	–
Prepayments	14,700	23,851
	1,113,335	521,448

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	63,405	49,935
Taxation and social security	55,130	53,595
Other creditors	–	49,651
Accruals	21,930	11,040
Deferred income (Note 15)	375,172	60,040
Pension Provision within one year	11,675	32,170
	527,312	256,431

15 Deferred income

	2022 £	2021 £
Balance at the beginning of the year	60,040	57,396
Amount released to income in the year	(60,040)	(57,396)
Amount deferred in the year	375,172	60,040
Balance at the end of the year	375,172	60,040

The income deferred relates to amounts invoiced in advance for services to be undertaken in 2022/23.

16 Pension Provision > 1year

	2022 £	2021 £
Pension Provision	**20,369**	94,956
	20,369	94,956

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

17 Analysis of net assets between funds

	Designated £	General unrestricted £	Restricted £	**Total funds** **£**
Tangible fixed assets	51,496	–	–	**51,496**
Net current assets	89,460	588,817	1,092,460	**1,770,737**
Pension Provision	–	(20,369)	–	**(20,369)**
Net assets at the end of the year	**140,956**	**568,448**	**1,092,460**	**1,801,864**

Comparative Analysis of net assets between funds (2021)

	Designated £	General unrestricted £	Restricted £	**Total funds** **£**
Tangible fixed assets	57,205	–	–	**57,205**
Net current assets	89,460	598,199	214,907	**902,566**
Pension Provision	–	(94,956)	–	**(94,956)**
Net assets at the end of the year	**146,665**	**503,243**	**214,907**	**864,815**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	**At the end of the year £**
Restricted funds:					
Youth Services					
Trailblazers (MHST) West London	214,907	1,264,585	(1,202,482)	–	**277,010**
Trailblazers (MHST) Hammersmith & Fulham	–	835,306	(439,966)	–	**395,340**
Safe Space (Youth)	–	371,536	–	–	**371,536**
Working Well (Shaw Trust)	–	47,376	(47,376)	–	–
Mind Series (National Mind)	–	19,000	(19,000)	–	–
Adult Services					
Know My Mind	–	22,547	(22,547)	–	–
Know My Mind	–	48,963	(8,023)	–	**40,939**
Clear your Mind – Hoarding	–	12,098	(4,464)	–	**7,634**
YANA	–	22,460	(22,460)	–	–
Total restricted funds	214,907	2,643,871	(1,766,318)	–	**1,092,460**
Unrestricted funds:					
Designated funds:					
Fixed Assets	57,205	–	–	(5,709)	**51,496**
Legacy	89,460	–	–	–	**89,460**
Total designated funds	146,665	–	–	(5,709)	**140,956**
Pension Reserve	(127,126)	–	95,082	–	**(32,044)**
General funds	630,369	1,365,392	(1,400,978)	5,709	**600,492**
Total unrestricted funds	649,908	1,365,392	(1,305,896)	–	**709,404**
Total funds including pension fund	864,815	4,009,263	(3,072,214)	–	**1,801,864**

Purposes of restricted funds

Youth Services – Trailblazers relates to two grants for the provision of mental health support teams (MHST) in educational settings, funded by the local Clinical Commission Groups of the NHS covering the areas of West London and Hammersmith and Fulham. Following the successful introduction of Safe Spaces in the community, West London NHS Health Trust is funding a pilot to establish a Safe Space for young people. Shaw Trust and National Mind funded specific complementary activities in employment and sporting

Adult Services – Know my Mind is a psychoeducation project funded through by grants from Hounslow council. Clear Your Mind is a Hoarding Peer Support Group funded by Hammersmith and Fulham Council and YANA a train the trainer programme for community leaders funded by National Mind.

Purposes of designated funds
The Fixed Assets Fund reflects capitalised equipment purchased by using unrestricted fund or Capital grants where there is no continuing restriction as to use. The balance carried forward is equal to the net book value of the related fixed assets.

In 2018/19 the charity was in receipt of a legacy amounting to £178,989. During 2019/20 £89,529 was utilised in the reorganisation of central services to leave a balance of £89,460 and since the Trustees have not seen fit to utilise the funds in a period of growth and a continuing strengthening of the organisational finances.

Comparative Movement in Funds (2021)

	At the start of the year £	Income £	Expenditure and Movements in Pension Provision £	Transfers £	**At the end of the year £**
Restricted funds:					
Trailblazers West London	193,890	1,200,572	(1,179,555)	–	214,907
Trailblazers Hammersmith & Fulham	–	721,065	(721,065)	–	–
Whole School Approach	9,312	60,000	(69,312)	–	–
Total restricted funds	203,202	1,981,637	(1,969,932)	–	**214,907**
Unrestricted funds:					
Designated funds:					
Fixed Assets	57,524	–	–	(319)	**57,205**
Legacy	89,460	–	–	–	**89,460**
Total designated funds	146,984	–	–	(319)	**146,665**
Pension Reserve	(150,628)	–	23,502	–	**(127,126)**
General funds	494,663	814,180	(678,793)	319	**630,369**
Total unrestricted funds	491,019	814,180	(655,291)	–	**649,908**
Total funds including pension fund	694,221	2,795,817	(2,625,223)	–	**864,815**

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2022	2021	**2022**	2021
	£	£	**£**	£
Less than one year	**68,364**	42,000	**1,045**	1,368
One to five years	**83,262**	56,750	**360**	1,405
Over five years	–	–	–	–
Total Operating Lease commitment	151,626	98,750	1,405	2,773

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

21. **Pension schemes**

SCHEME: TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:			£11,243,000 per annum	(payable monthly and increasing by 3% each year on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme’s previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum (payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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 under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2022 (£000s)	31 March 2021 (£000s)	31 March 2020 (£000s)	31 March 2019 (£000s)	31 March 2018 (£000s)
Present value of provision (discounted)	32,044	127,126	150,628	182,725	200,204

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period 31 March 2022 (£000s)	Period 31 March 2021 (£000s)
Provision at start of period	127,126	150,628
Unwinding of the discount factor (interest expense)	733	3,384
Deficit contribution paid	(32,170)	(31,233)
Remeasurements - impact of any change in assumptions	(737)	4,347
Remeasurements - amendments to the contribution schedule	(62,908)	-
Provision at end of period	32,044	127,126

22. **Pension schemes continued)**

INCOME AND EXPENDITURE IMPACT

	Period 31 March 2021 (£000s)	Period 31 March 2021 (£000s)
Interest expense	733	3,384
Remeasurements - impact of any change in assumptions	(737)	4,347
Remeasurements - amendments to the contribution schedule	(62,908)	–
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31 March 2022	31 March 2021	31 March 2020	31 March 2019
	% per annum	% per annum	% per annum	% per annum
Rate of discount	2.35	0.66	2.53	1.39

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions - The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31 March 2022 (£000s)	31 March 2021 (£000s)	31 March 2020 (£000s)	31 March 2019 (£000s)
Year 1	11,675	32,170	31,233	30,324
Year 2	11,675	33,136	32,170	31,233
Year 3	9,729	34,130	33,136	32,170
Year 4	–	29,295	34,130	33,136
Year 5	–	–	29,295	34,310
Year 6	–	–	–	29,295
Year 7	–	–	–	–
Year 8	–	–	–	–
Year 9	–	–	–	–
Year 10	–	–	–	–
	33,079	128,731	159,964	190468

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH

England & Wales - Charity number 801259

Accounts

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 MARCH 2021

Registered Charity Number: 801259
Registered Company Number: 02257523

FOR THE YEAR ENDED 31 MARCH 2021

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REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2021

Board of Trustees	Zak Hulstrom	
	Julie Pal	Chair
	Henal Parmar	
	Tamara Quinn	
	Kate Sherratt	
	Deborah St Clair-Thomas	Resigned October 2020
	Kris Stromdale	Treasurer
	Gary Redhead	Appointed July 2020
Chief Executive	Benn Keaveney	
Company registration no.	02257523	
Charity registration no.	801259	
Registration office	309 Lillie Road London SW6 7LL	
Auditors	Sayer Vincent LLP Invicta House 108 – 114 Golden Lane London EC1Y 0YL	
Bankers	National Westminster Bank PLC 25 Shepherds Bush Green London W12 8PR	
	HSBC PLC Hammersmith Commercial Banking Centre 2nd Floor Space One 1 Beadon Road Hammersmith London W60EA	
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES	

The Board of Trustees, who act as Directors of the Charity for the purposes of Company Law, and Trustees for charity law purposes, submit their Annual Report and the Financial Statements of Hammersmith and Fulham Association for Mental Health for the year ended 31 March 2021. The Board of Trustees confirm that the Annual Report and Financial Statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102)-Charities SORP FRS102.

Objects

The objects of the Association are:

1. To work for and promote the preservation and safeguarding of mental health and the prevention and treatment of mental disorders among both adults and children; and
2. To work for and promote the study of research into mental health and mental disorders and to obtain and make records of and disseminate information concerning the same.

Activities

We are able to meet our objects through a combination of service provision and strategic influencing. Our wide range of services consists of activities which preserve, promote and safeguard individuals' mental health. Some examples of these services are health promotion with young people in schools, training in the workplace, or community-based activities such as advocacy, advice and information. Our work in strategic influencing further reaches object 1) by putting the voices of people with mental health problems, and our own professional opinions into a wide variety of settings where the design and delivery of services can be influenced for the betterment of people with mental health problems. It is through this work that we are able to meet object 2) by Influencing commissioning bodies and the West London Transformation Board.

Public Benefit

The Association provides services to benefit those with mental health problems. People with serious mental health issues are one of the most excluded groups in society with an employment rate below 20%. Around 1 in 4 of the population will have a mental health problem at some time in their life and stress is the leading cause of workplace sickness. Around a third of all GP time is taken up seeing people with mental health problems.

Mental health problems can have a devastating effect on peoples' lives and the goals of the Association are both to prevent mental health problems escalating where this can be avoided and supporting recovery if the mental health problem has become serious. Our projects are in 3 categories:

1. Preventing mental health problems escalating. These are of public benefit in preventing unnecessary distress for those affected, avoiding unnecessary expenditure in the health and benefits systems and improving the efficiency of the workplace by reducing sickness and staff turnover. Relevant services are:
   - Education in schools on mental health for both pupils and teaching staff;
   - Workplace Training.

2. Supporting people with mental health problems through the secondary mental health system. These are of public benefit in improving the quality of services delivered and aiding recovery through service users having a voice to influence what happens to them. Relevant services are:
   - Advocacy
   - Education in schools on mental health

- Information and Advise.
- Service user involvement.

3. Supporting the recovery process. These services are of public benefit in preventing relapse, building wellbeing and, where possible, helping service users move on to independence and away from benefits. Relevant services are:

- Advice and information.
- Counselling (via sub- contracted arrangement)

All services are carefully risk-assessed to avoid doing harm. In addition, service users are involved as far as possible in every aspect of the organisation's activity to ensure services meet their needs. All projects are in line with our objects.

Our workplace training is a service provided to organisations and for which we charge a fee. This income allows us to increase the support we provide to people across the organisation in line with our objectives.

The Board of Trustees confirm that they have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the Association's objectives and in planning activities for the year and future periods.

Achievements and Performance

Covid and its long term affect continues to have a profound impact on the communities we serve. As part of the wider Mind Federation organisation, we are sharing data with other local Minds in the London area. This research is highlighting that the cases we are dealing with have increased in complexity for many individuals and we are now dealing with high levels of trauma which includes suicide prevention for adults and children.

Prior to the Covid crisis, 2019/20 saw Hammersmith and Fulham Mind merge with Ealing and Hounslow Mind to form Hammersmith, Fulham, Ealing and Hounslow Mind. The merged organisation has move ahead on many fronts, the charity has grown in size, reach and influence. Through our diverse range of services, we have impacted over 6,000 people with mental health problems. These services continued during the crisis and we are bringing them back into a non-virtual way of working as quickly as restrictions allow.

In response to the Covid crisis, the charity was able to put in place a contingency plan to move its workforce to a home setting with the minimum of disruption to our service users. Commissioners, partners and service users were informed and our teams continue to provide a service virtually. Since the relaxation in the guidance our work is reverting to a combination of face to face and virtual work. Our research shows that in relation to young people, there is a real need to get back to face to face work and we are planning our ‘hubs’ accordingly so we can where possible, offer a one stop shop range of services to prevent clients being referred to multi- agencies in different locations.

Our ability to adapt to the crises enabled us to accelerate our digital presence as clearly illustrated through the development and launch of our TV channel (My-Mind TV) for preventative work on mental health wellbeing, particularly with young people. Since its launch we are looking to extend our reach through targeting other vulnerable communities and expand through partnership with other likeminded organisations. We will continue this but blend it with a face to face offer.

Following the successful transfer of Mind in Ealing and Hounslow, the creation of a new business structure with a new board and chair, the organisation (covering the three boroughs of Hammersmith and Fulham, Ealing and Hounslow) has now formed collaborations with other local Minds in the North West London region. This matches the new commissioning areas as part of the NHS 10 year plan.

The Association is an affiliate of a network of local Mind associations, led by National Mind, the national campaigning organisation. Our organisation is also a member of Mind In London, a pan London Mind organisation.

Youth Services

Youth services is made up of three comprehensive and diverse teams built upon the foundations of the wellbeing advice and successful implementation of a trailblazer pilot and an additional second trailblazers contract. Youth services safely and effectively deliver a wide range of innovative clinical, non-clinical and digital mental health support to children, young people, parents, careers and school staff across, Hammersmith, Fulham, Kensington, Chelsea and North of Westminster.

Mental health support (age 16 – 25):

The Wellbeing Advice Service is a non-clinical preventative and early-intervention service providing one-to-one practical mental health and wellbeing support to students in schools and colleges across Westminster, Kensington and Chelsea and Hammersmith and Fulham.

The Wellbeing Advice Service has been specifically designed for students transitioning into adulthood, aged 16-25. Transitions into adulthood has been identified as a particularly difficult time for young people with mental health problems. Specifically, the transition from child mental health services to adult mental health services can be disruptive and can lead to support being withdrawn or not taken up.

The Wellbeing Advice Service teaches young people practical strategies for supporting their mental health

School based support (age 5-18)

The two Mental Health Support Teams (MHST) work in schools focuses on early intervention, based on well stablished principles. The team is made up of specialist Clinicians, Education mental health Practitioners (EMHP'S) and a Whole School Approach Coordinator.

To enhance our provision in January 2021 two new key roles were introduced:

- Lead Systemic Educational Practitioner to support on engaging children, parents, and carers from marginalised groups to reduce barriers preventing them from accessing mental health services. The lead uses a trauma informed approach to support children and parents from Black, Asian and Minority Ethnic backgrounds and traveler communities who are on behavior plans and at risk of exclusion or attending pupil referral units. The work is based on parent lead development and facilitated training or workshops.
- Autism Spectrum Condition and Learning Disabilities trained specialist role to work alongside other Youth Services teams and expanding the mental health offering to special schools, Special Education Needs and Disabilities (SEND) children and young people in mainstream schools and colleges with information and Advise

Employment and in Education

In March 2021 funding was obtained from the Shaw Trust to deliver an employment "Working Well" programme. The programme is delivered by the Wellbeing Team and provides young people and adults with practical mental health and well-being support who are looking to find and sustain work through the Shaw Trust Work & Health Programme.

Adult Services

After a period of consolidation and quality improvement, Adult Services now boasts a total of ten services ranging from being both clinical and non-clinical in nature. Adult Service delivers a diversified service and the addition of the Crisis Alternative Project (Safe Space) in April 2021 will provide stability to the service we provide. Projects run during and after working hours and are spread across the tri-borough.
Our services now include:

- **Hounslow:** Know my Mind (A psychoeducation project funded through a grant by Hounslow council) and TW8 Limit Loneliness (A project to tackle social isolation in TW8, we have been subcontracted by Global Action Plan)

- **Ealing:** Advocacy (both community and inpatient advocacy funded by Ealing), Ealing Advice Service (an advice service delivered as part of a consortium led by Ealing Mencap), Out of Hospital Pathways (an information and advice service to prevent hospital admissions by providing information and advice to those with complex mental health, funded by West London Mental Health Trust)

- **Hammersmith and Fulham**- Fulham Information and Advice (information and advice for Fulham residents, funded by Doctor Edwards and Bishop King's) and a Hoarding Peer Support Group (funded by Hammersmith and Fulham Council)

- **Harrow:** Advocacy (inpatient advocacy at a private hospital in Harrow- Cygnet)

- **Tri-Borough Offer**: Mind my Home (a counselling service providing solution focused therapy to those living within housing associations, funded by Catalyst Housing, Country Fund and A2 Dominion). Safe Space (a crisis alternative, offering emotional support and signposting between 6pm-1am. We also have a clinical offer within the service for CBT, funded by West London Mental Health Trust)

Through demonstrating impact, we have been able in find continuation funding for many of our projects. In addition, through nurturing relationships we have put together successful proposals taken forward by partners, highlighting key gaps in provision increasing our offer.

Training and Consultancy

Unfortunately, most of the past year has been affected by COVID. The initial lockdown saw everything planned training being cancelled. Over the year it has been challenging to rebuild the order book exacerbated by uncertainty and the financial impact of the pandemic.

Nevertheless, the team has used the time to regroup, reflect on our products and how we deliver them. We now have a new product suite in place optimising our existing offer to be relevant to the pandemic and be able to achieve the same outcomes virtually as we did in person.

Wellbeing has come front and centre for many organisations but this has often been in the form of newsletters and signposting, rather than positive, proactive action. Towards the end of 2020/21 we started to see a positive uptick in our bookings and this looks set to continue. An internal marketing resource has been recruited who will help drive leads, building out our local connections and existing relationships.

Other

In 2021/22 we have successfully opened three crisis cafés in each of our boroughs working closely with the NHS to prevent A&E services being overwhelmed with clients in crises, some of which is non- medical. Our plans are to expand this service for specific groups from young people affected by trauma to members of the BAME community.

Our Counselling service continued to be able to offer services to people with emotional difficulties via our partner Headstrong Counselling.

Aside from each service delivery we have continued to work strategically through the London Borough of Hammersmith and Fulham mental health steering groups, primary care mental health steering group, West London Mental Health Trust Transformation Board. Further changes in the commissioning landscape as set out by NHS future plans has intensified our collaboration with other local Minds in the North West region of London.

We are also now in a position to raise the profile of the organisation by attracting more volunteers and expanding the sources of finance which helped us reach and support those residents of the boroughs living the experience of mental health issues.

All of us at Hammersmith, Fulham, Ealing and Hounslow Mind (HFEHM) reaffirmed our mission statement this year to enhance, remedy, maintain and protect the mental health of the residents. We have identified four key values which our projects and initiatives will work to.

These are:

- Supporting empowerment;
- Combatting stigma;
- Promoting wellbeing;
- Aiding recovery and re-integration into the community.

FINANCIAL REVIEW_

Over the last couple of years HFEHM has grown significantly. Income has increased from £1.56m in 2018/19 to £2.23m last year (2019/2020) to £2.80m in 2020/21 and can be attributed to the full rollout of the two Trailblazer contracts recording income of £1,922k in the year (£1,085k in 2019/20). The increase in income has been offset by Adult Services and Training and Consultancy recording a fall in income £298k (£311k in 2019/20) and £93k (£131k in 2019/20) respectively.

Correspondingly expenditure increased from £1.97m in 2019/20 to £2.62M in 2020/21, while a tight control on costs have seen support costs increasing marginally from £477k to £505k year on year.

This tight control of the underlying cost base has contributed to a surplus net unrestricted reserve of £159k. The net movement in restricted funds showed a surplus of £12k to give an overall increase in reserves of £171k.

The growth alongside improved control over debtors (£521k in 2020/21 against £617k in 2019/20) has seen cash assets increase from £347k to £638k year on year. Creditors of £256k (£208k in 2019/20) and provision of pension liability £95k (£119k in 2019/20) had a marginal negative impact in the level of cash assets by £24k.

Hammersmith and Fulham Mind participates in a defined benefit pension scheme administered by The Pensions Trust. This year, the liability has reduced by £24k, and the Pension Fund Provision has been adjusted down to £127k. The service deficit payment plan issued by the Pensions Trust involves payment over a ten year period at an average of £25k p.a., which the trustees are confident that cashflows will be able to meet. We remain hopeful that this issue, affecting so many charities, will be resolved soon._

The Trustees note this liability analysed further in note 16 to the financial statements. The Trustees are aware that the deficit on the scheme will fluctuate with changing market conditions and that their responsibility is to meet the required contribution rates, which are built into the annual budgetary processes of the Charity. The cashflow projections are annually calculated to reflect these continuing service deficit repayments. The Trustees do not consider this deficit to represent an immediate demand on the Charity's funds and do not, therefore, consider that there are any resultant limitations on resources available for general application or on the application of any restricted income funds. The restricted income funds have limitations that mean that they cannot be used to contribute towards any additional resource requirements of the Charity's unrestricted funds arising from the pension scheme deficit. We will continue to review and rigorously monitor our pension fund liabilities.

Reserves

Under the requirements of the Statement of Recommended Practice on Accounting and Reporting by Charities, Hammersmith and Fulham Association for Mental Health segregates its funds into those which are restricted and those which are unrestricted. A further description of these funds and how they are further segregated to include the General Reserve is included within Note 16 to the accounts. Total funds for the Charity as at 31 March 2021 were £865k, split between restricted reserves of £215k and unrestricted reserves of £650K (as at 31 March 2020 total reserves were £694k, £203k restricted, £491k unrestricted).

In line with current best practice, the Trustees have, in reviewing Hammersmith and Fulham Association for Mental Health's Reserves Policy, considered the financial impact of those risks identified as part of the on-going risk management process. The Board of Trustees has agreed that the Association, in addition to any restricted or designated reserves and commitments to, and investment in, tangible fixed assets, should have unrestricted general fund reserves equal to three months of operating costs. This equates to some £491k. Given the variety of funding streams, the Trustees have determined that this would be sufficient to enable the Association to manage any likely eventuality.

Unrestricted reserves of £650k is made up of £147k designated reserves and £503k general reserves (after a pension liabilities of £95k) and is sufficient to cover the 3 months operating expenditure required by Trustees.

The Charity has not made any fundraising appeals to the general public during the year, and as a result there has been no outsourced fundraising via professional fundraisers or other third parties. Consequently, the charity is not registered with the fundraising regulator and received no fundraising complaints in the year.

Plans for future periods

- Continually respond to the COVID crisis
- To expand our services into Ealing and Hounslow.
- Expanding our engagement and partnerships with schools and colleges to improve early intervention via our Trailblazer programme.
- Increasing our reach by building partnerships with locally based organisations
- Consolidating our position within the Shifting Settings of Care to ensure effective working with GPs and primary services as both commissioning and care continues to move in that direction.
- Increasing our diversity of funding streams and looking at new business opportunities to increase our financial resources within the boroughs we serve and the wider West London area.
- Work with neighboring Local Minds in the new North West London region to align ourselves with the new Strategic Transformation Partnership (STP) commissioned in 2020.
- To operate collaboratively within the new formed Mind in London organisation to create multi borough responses on mental health services

Risk Management and Key Policies

The Board of Trustees have overall responsibility for risk management and Trustees review the analysis, assessment and management of risks on a quarterly basis. To assist in the close monitoring of risk the remit of the Clinical Subcommittee has been expanded to include the systematic review of risk, alongside considerations of strategic direction. Major risks to which the charity is exposed have been reviewed and actions taken in mitigation. The major risks identified include:

1) COVID Crisis – The pandemic has had a profound impact on the communities we serve and how the organisation operates, the risk that the organisation is unable to react to the changes in its operating environment. We have been successful in moving our business online, in the meeting of beneficiaries, providing on-line training sessions and development of the TV channel. Our risk management strategies are being continually assessed as the pandemic and government intervention evolves.
2) Safeguarding – An impact of the pandemic has been that the numbers of safeguarding incidents we are required to report have risen significantly, overwhelming our staff and our capacity to serve. Through the employment of specialists staff in this field has substantially improved our capacity alongside greater attention being given to how such instances are recorded is improving our coping mechanisms. Progress is being continually assessed to enhancing our systems and approaches to this difficult issue

3) Managing Growth – Growth has come in the form of being awarded two Trailblazers projects. As these projects are now fully resourced, time is being spent on consolidating on this increased capacity to deliver meaningful interventions in schools impacted by COVID.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Hammersmith and Fulham Association for Mental Health is a charitable company (no. 801259) governed by Articles of Association agreed by its members and controlled by a Board of Trustees elected at an Annual General Meeting. Membership of the Association is obtained through application to the Board of Trustees and the decision to accept or reject an application rests with the trustees. Any member is entitled to stand for election as a Trustee at the Annual General Meeting. One third of the Trustees are required to retire automatically each year and to stand for re-election if they wish to continue. The Chair, Vice· Chair and Honorary Treasurer are elected annually at the Annual General Meeting.

The Board of Trustees usually meets between four and six times per year. The quorum for the transaction of business of the Board of Trustees is five. Subject to the objects and powers designated by the Articles, the Board members are empowered to control the business as they deem fit and to appoint new trustees. Trustees are a mix of people with relevant experience, people of standing in the local community and users of the services of the Association . Trustees have received some training in governance and roles and responsibilities. The Board continues to keep under review risks arising from all areas of operations. The day to day running of the charity is delegated to the CEO.

Salary Policy for Key Management Personnel

Salaries are set in accordance with our salary policy that takes into account a variety of different factors including, line management responsibility, autonomy, specialism and benchmarking. The Resources Committee oversees and reviews this and other policies in line with Mind Quality Mark. The pay of Key Management personnel is approved by Trustees.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Hammersmith and Fulham Association for Mental Health for the purposes of company law) are responsible for preparing the Board of Trustees' Report (incorporating a Directors' 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. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the result of the company for that period.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting 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;
- observe the methods and principles in charity SORP;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 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 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

SMALL COMPANY PROVISIONS

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

Approved by the Board on 29 July 2021 and signed on its behalf

Julie Pal Chair	Kris Stromdale Treasurer

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
(Known as Hammersmith, Fulham, Ealing and Hounslow Mind)

Opinion

We have audited the financial statements of Hammersmith, Fulham, Ealing and Hounslow Mind (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 Hammersmith, Fulham, Ealing and Hounslow Mind's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

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

Noelia Serrano (Senior statutory auditor)
9 September 2021
for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations and legacies	2	9,114	–	**9,114**	160,119	–	160,119
Charitable activities							
Adult Services	3	298,626	–	**298,626**	246,811	64,179	310,990
Youth Services	3	344,524	1,981,637	**2,326,161**	435,800	1,196,151	1,631,951
Training & Consultancy	3	92,749	–	**92,749**	130,845	–	130,845
Other trading activities	4	69,156	–	**69,156**	–	–	–
Investments	5	11	–	**11**	1,085	–	1,085
Total income		814,180	1,981,637	**2,795,817**	974,660	1,260,330	2,234,990
Expenditure on:							
Charitable activities							
Adult Services	6	372,343	–	**372,343**	358,383	64,179	422,562
Youth Services	6	66,015	1,969,932	**2,035,947**	220,012	1,113,933	1,333,945
Training and Consultancy	6	166,837	–	**166,837**	205,908	–	205,908
Organisational Development	6	42,820		**42,820**			
Total expenditure		648,015	1,969,932	**2,617,947**	784,303	1,178,112	1,962,415
Net income before Movement on Pension Provision		166,165	11,705	**177,870**	190,357	82,218	272,575
Movement on Pension Provision	22	(7,276)	–	**(7,276)**	(8,735)	–	(8,735)
Net movement in funds	18	158,889	11,705	**170,594**	181,622	82,218	263,840
Reconciliation of funds:							
Total funds brought forward		491,019	203,202	**694,221**	309,397	120,984	430,381
Total funds carried forward		**649,908**	**214,907**	**864,815**	491,019	203,202	694,221

Notes on pages 20 to 33 form part of the financial statements.

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Balance sheet

Company no. 02257523

As at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	12		57,205		57,524
			–		57,524
Current assets:					
Debtors	13	521,448		617,348	
Cash at bank and in hand		637,549		347,229	
		1,158,997		964,577	
Liabilities:					
Creditors: amounts falling due within one year	14	(256,431)		(208,485)	
Net current assets			902,566		756,092
Total assets less current liabilities			902,566		813,616
Provision of Pension Liability	16		(94,956)		(119,395)
Total net assets			864,815		694,221
The funds of the charity:	18				
Restricted income funds			214,907		203,202
Unrestricted income funds:					
Designated funds		146,665		146,984	
General funds		630,369		494,663	
Pension reserve		(127,126)		(150,628)	
Total unrestricted funds			649,908		491,019
Total charity funds			864,815		694,221

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved and authorised for issue by the trustees on 29 July 2021 and signed on their behalf by

Kris Stromdale
Treasurer

Statement of cash flows

For the year ended 31 March 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)			170,594		263,840
Depreciation charges		10,748		15,573	
Movement on Pension Provision		(24,439)		(22,500)	
Dividends, interest and rent from investments		(11)		(1,085)	
Decrease /(increase) in debtors		95,900		(251,304)	
Increase in creditors		47,946		10,308	
			130,144		(249,008)
Net cash provided by operating activities			300,738		14,832
Cash flows from investing activities:					
Dividends, interest and rents from investments		11		1,085	
Purchase of fixed assets		(10,429)		(52,484)	
Net cash used in investing activities			(10,418)		(51,399)
Change in cash and cash equivalents in the year			290,320		(36,567)
Cash and cash equivalents at the beginning of the year			347,229		383,796
Cash and cash equivalents at the end of the year			637,549		347,229

Analysis of cash and cash equivalents

	At 1 April 2020 £	Cash flows £	Other changes £	**At 31 March 2021 £**
Cash in hand	347,229	290,320	–	**637,549**
Total cash and cash equivalents	347,229	290,320	–	**637,549**

Notes on pages 20 to 33 form part of the financial statements.

1 Accounting policies

a) Statement of Compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note. Within the previous year Hammersmith and Fulham Association for Mental Health acquired Mind Ealing and Hounslow. The transfer value of Mind Ealing and Hounslow reflects the net assets up to 30th September 2019. This has been included as a donation within the SOFA.

b) General Information:

The charity is a private company limited by guarantee, incorporated in England and Wales (company number: 02257523) and a charity registered in England and Wales (charity number: 801259). The charity's registered office is 309 Lillie Road, London, SW6 7LL.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees have considered the impact of Covid - 19 in assessing that there are no material uncertainties about the charitable company's ability to continue as a going concern.

e) Key judgments and uncertainties

Apart from the provision for the pension scheme liability as noted in the Trustees' Report, the trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

f) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether ‘capital’ grants or ‘revenue’ grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor’s intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 **Accounting policies (continued)**

i) **Expenditure and irrecoverable VAT**
- Expenditure on charitable activities includes the costs of directly delivering the charitable activities.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) **Allocation of support costs**
Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the support cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of staff time attributable to each activity.

k) **Operating leases**
Rental charges are charged on a straight line basis over the term of the lease.

l) **Tangible fixed assets**
Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to central costs. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The assets are depreciated at the following rates:
- Fixtures and Fittings — 5 years
- Computer Equipment — 3 Years

m) **Financial Investments:**
Basic financial intrustments are transactions that result in the recognition of financial assets and liabilities. The trade and other accounts receivables and payables are accounted for on the following basis:

n) **Debtors**
Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

o) **Cash at bank and in hand**
Cash at bank and cash in hand includes cash and short term savings accounts. Cash balances exclude any funds held on behalf of service users.

p) **Creditors and provisions**
Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

q) **Employee Benefits: Pensions**
Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

r) **Short Term benefits**
Short term benefits including holiday pay are recognised in the period in which the service is received.

2 Income from donations and legacies (all unrestricted)

	2021 Total £	2020 Total £
Donations	9,114	37,993
Transfer of Mind in Ealing and Hounslow (Note 21)	–	122,126
Legacies	–	–
	9,114	160,119

3 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Adult Services	298,626	–	298,626	246,811	64,179	310,990
Youth Services	344,524	1,981,637	2,326,161	435,800	1,196,151	1,631,951
Training & Consultancy	92,749	–	92,749	130,845	–	130,845
	735,899	1,981,637	2,717,536	813,456	1,260,330	2,073,786

4 Other Trading Activities

	2021 Total £	2020 Total £
Local Authority Grants	35,000	–
North West London (local Mind Collaboration)	18,750	–
Rental Income	3,200	–
Furlough Income	12,206	–
	69,156	–

5 Investment Income

	2021 Total £	2020 Total £
Bank Interest income	11	1,085
	11	1,085

6a Analysis of total expenditure

	Staff £	Other £	Support £	**2021 Total £**
Adult Services	245,608	54,979	71,756	**372,343**
Youth Services	1,251,731	391,857	392,359	**2,035,947**
Training and Consultancy	122,212	12,473	32,152	**166,837**
Organisational Development	23,768	10,800	8,252	**42,820**
Support Costs	280,255	224,265	(504,520)	–
Total Expenditure	1,923,574	694,374	–	**2,617,947**

Analysis of total expenditure (2020)

	Staff £	Other £	Support £	2020 Total £
Adult Services	250,595	54,922	117,045	422,562
Youth Services	650,873	379,066	304,006	1,333,945
Training and Consultancy	118,733	31,717	55,458	205,908
Support Costs	249,464	227,045	(476,509)	–
Total Expenditure	1,269,665	692,750	–	1,962,415

6b Analysis of Support Costs

	2021 Total £	2020 Total £
Space and Office Costs	**55,419**	64,427
Management and Personnel Costs	**311,039**	364,605
Staff related costs	**10,716**	7,138
IT Costs	**29,812**	9,276
Legal and professional costs	**22,510**	15,893
Governance Costs	**11,040**	11,070
Other Support Costs	**14,685**	4,100
Total Support Costs	**504,520**	476,509

6c Analysis of Governance Costs

	2021 Total £	2020 Total £
Auditor's fees	**11,040**	11,970
Trustee expenses	–	–
Staff support costs	–	–
Total Governance Costs	**11,040**	11,970

7 Net income for the year

This is stated after charging / crediting:

	2021 £	2020 £
Depreciation	**10,748**	15,573
Operating lease rentals:		
Property	**42,000**	46,163
Other	**841**	1,154
Auditor's remuneration (excluding VAT):		
Audit	**9,200**	8,640

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

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	**1,714,876**	1,118,679
Social security costs	**168,257**	107,937
Employer’s contribution to defined contribution pension schemes	**16,939**	18,677
Operating costs of defined benefit pension schemes	**23,502**	24,372
	1,923,574	1,269,665

No employee earned more than £60,000 during the year (2020: nil).

The total employee benefits including pension contributions of the key management personnel were £347,363 (2020: £253,405), split as follows: Salaries £302,554, Social Security Costs £34,479, and Pensions £10,330.

The organisation paid £5,380 redundancy costs (2020: £8,430).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2020: £nil).

9 Staff numbers

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

	2021 No.	2020 No.
Adult Services	**12**	10
Youth Services	**34**	21
Training and Consultancy	**4**	3
Support Services	**7**	7
	57	41

10 Related party transactions

There were no related party transactions to disclose for 2021 (2020: £nil).

11 Taxation

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

12 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	**Total £**
Cost or valuation			
At the start of the year	24,156	62,489	**86,645**
Additions in year	–	10,429	**10,429**
Disposals in year	–	–	**–**
At the end of the year	24,156	72,918	**97,074**
At the start of the year	8,338	20,783	**29,121**
Charge for the year	4,831	5,917	**10,748**
Eliminated on disposal	–	–	**–**
At the end of the year	13,169	26,700	**39,869**
Net book value			
At the end of the year	**10,987**	**46,218**	**57,205**
At the start of the year	15,818	41,706	**57,524**

All of the above assets are used for charitable purposes.

13 Debtors

	2021 £	2020 £
Trade debtors	**497,597**	608,302
Other debtors	**–**	1,107
Prepayments	**23,851**	7,939
	521,448	617,348

14 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	**49,935**	51,463
Taxation and social security	**53,595**	43,644
Other creditors	**49,651**	–
Accruals	**11,040**	24,749
Deferred income (Note 15)	**60,040**	57,396
Pension Provision within one year	**32,170**	31,233
	256,431	208,485

15 Deferred income

	2021 £	2020 £
Balance at the beginning of the year	**57,396**	175,056
Amount released to income in the year	**(57,396)**	(175,056)
Amount deferred in the year	**60,040**	57,396
Balance at the end of the year	**60,040**	57,396

The income deferred relate to amounts invoiced in advance for services to be undertaken in 2020/21.

16 Pension Provision > 1year

	2021 £	2020 £
Pension Provision	**94,956**	119,395
	94,956	119,395

Hammersmith, Fulham, Ealing and Hounslow Mind ran a Defined Benefit Scheme administered by The Pensions Trust. The Pensions Trust ran a multiple scheme for small organisations involved in social, educational, charitable, voluntary or similar work. The financial position and the income and expenditure of The Pensions Trust are disclosed in its annual financial statements. A shortfall has occurred on this scheme and each participating company in the scheme is required to make good their share of the shortfall. The liability is reduced when payments are made to The Pension Trust. In October 2015, an Auto-Enrolment Workplace Pension Scheme was set up for all employees on a Defined Contribution basis.

17 Analysis of net assets between funds

	Designated £	General unrestricted £	Restricted £	**Total funds £**
Tangible fixed assets	57,205	–	–	**57,205**
Net current assets	89,460	598,199	214,907	**902,566**
Pension Provision	–	(94,956)	–	**(94,956)**
Net assets at the end of the year	**146,665**	**503,243**	**214,907**	**864,815**

Comparative Analysis of net assets between funds (2020)

	Designated £	General unrestricted £	Restricted £	**Total funds £**
Tangible fixed assets	57,524	–	–	**57,524**
Net current assets	89,460	463,430	203,202	**756,092**
Pension Provision	–	(119,395)	–	**(119,395)**
Net assets at the end of the year	**146,984**	**344,035**	**203,202**	**694,221**

18 Movements in funds

	At the start of the year £	Income £	Expenditure £	Transfers £	**At the end of the year £**
Restricted funds:					
Trailblazers West London	193,890	1,200,572	(1,179,555)	–	214,907
Trailblazers Hammersmith & Fulham	–	721,065	(721,065)	–	–
Whole School Approach	9,312	60,000	(69,312)	–	–
Total restricted funds	203,202	1,981,637	(1,969,932)	–	**214,907**
Unrestricted funds:					
Designated funds:					
Fixed Assets	57,524	–	–	(319)	**57,205**
Legacy	89,460	–	–	–	**89,460**
Total designated funds	146,984	–	–	(319)	**146,665**
Pension Reserve	(150,628)	–	23,502	–	**(127,126)**
General funds	494,663	814,180	(678,793)	319	**630,369**
Total unrestricted funds	491,019	814,180	(655,291)	–	**649,908**
Total funds including pension fund	694,221	2,795,817	(2,625,223)	–	**864,815**

Purposes of restricted funds

Trailblazers relates to two grants for the provision of mental health support teams in educational settings, funded by the local Clinical Commission Groups of the NHS covering the areas of West London and Hammersmith and Fulham.

Whole School Approach is a Mind National funded grant for the early intervention of mental health support to a range of education settings: primary, secondary, free school, special school, 6th form college, further education colleges and the wider school community (parents and carers).

Purposes of designated funds

The Fixed Assets Fund reflects capitalised equipment purchased by using unrestricted fund or Capital grants where there is no continuing restriction as to use. The balance carried forward is equal to the net book value of the related fixed assets.

In 2018/19 the charity was in receipt of a legacy and at the time the purpose had not been specified by the Trustees. During 2019/20 £89,530 was utilised in the reorganisation of central services, developing the capacity of the senior management team and in the transfer of Mind Ealing and Hounslow. In the last year (2020/21) the Trustees have not seen fit to utilise the funds in a period of significant growth and a need to strengthen the finances of the organisation.

Comparative Movement in Funds (2020)

	At the start of the year	Income	Expenditure and Movements in Pension Provision	Transfers	**At the end of the year**
	£	£	£	£	**£**
Restricted funds:					
Trailblazers West London	91,471	764,542	(662,123)	–	193,890
Trailblazers Hammersmith & Fulham	–	320,198	(320,198)	–	–
Whole School Approach	29,513	111,411	(131,612)	–	9,312
BBO Employment Project with National Mind	–	64,179	(64,179)	–	–
Total restricted funds	120,984	1,260,330	(1,178,112)	–	**203,202**
Unrestricted funds:					
Designated funds:					
Fixed Assets	20,615	–	–	36,909	**57,524**
Legacy	178,989	–	–	(89,529)	**89,460**
Total designated funds	199,604	–	–	(52,620)	**146,984**
Pension Reserve	(175,000)	–	24,372	–	**(150,628)**
General funds	284,793	974,660	(817,410)	52,620	**494,663**
Total unrestricted funds	309,397	974,660	(793,038)	–	**491,019**
Total funds including pension fund	430,381	2,234,990	(1,971,150)	–	**694,221**

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2021	2020	**2021**	2020
	£	£	**£**	£
Less than one year	**42,000**	42,000	**1,368**	1,368
One to five years	**56,750**	98,750	**1,405**	3,493
Over five years	**-**	-	**-**	-
Total Operating Lease commitment	**98,750**	140,750	**2,773**	4,861

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

22 Pension schemes

SCHEME: TPT Retirement Solutions - The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each year on 1st April)

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme’s previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum (payable monthly and increasing by 3% each on 1st April)
From 1 April 2016 to 30 September 2028:	£54,560 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

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 under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2021 (£000s)	31 March 2020 (£000s)	31 March 2019 (£000s)	31 March 2018 (£000s)
Present value of provision	127,126	150,628	182,725	200,204

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2021 (£000s)	Period Ending 31 March 2020 (£000s)
Provision at start of period	150,628	182,725
Unwinding of the discount factor (interest expense)	3,384	2,312
Deficit contribution paid	(31,233)	(30,324)
Remeasurements – impact of any change in assumptions	4,347	(4,085)
Remeasurements – amendments to the contribution schedule	–	–
Provision at end of period	127,126	150,628

22 Pension schemes (continued)

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2021 (£000s)	Period Ending 31 March 2020 (£000s)
Interest expense	3,384	2,312
Remeasurements – impact of any change in assumptions	4,347	(4,085)
Remeasurements – amendments to the contribution schedule	–	–
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

	31 March 2021 % per annum	31 March 2020 % per annum	31 March 2019 % per annum	31 March 2018 % per annum
Rate of discount	0.66	2.53	1.39	1.71

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

SCHEME: TPT Retirement Solutions - The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31 March 2021 (£000s)	31 March 2020 (£000s)	31 March 2019 (£000s)	31 March 2018 (£000s)
Year 1	32,170	31,233	30,324	25,799
Year 2	33,136	32,170	31,233	26,573
Year 3	34,130	33,136	32,170	27,371
Year 4	29,295	34,130	33,136	28,192
Year 5	–	29,295	34,310	29,037
Year 6	–	–	29,295	29,909
Year 7	–	–	–	30,806
Year 8	–	–	–	15,865
Year 9	–	–	–	–
Year 10	–	–	–	–
	128,731	159,964	190,468	213552