

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

INDEX	Page
Reference and administrative information	1
Trustees' Report	2-11
Auditor's Report	12-15
Statement of Financial Activities	16
Balance Sheet	17
Statement of Cash Flows	18
Notes to the Financial Statements	19-31

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
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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

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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.

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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.

Adult Services

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 to 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.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Our youth service has made great progress to address health 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.

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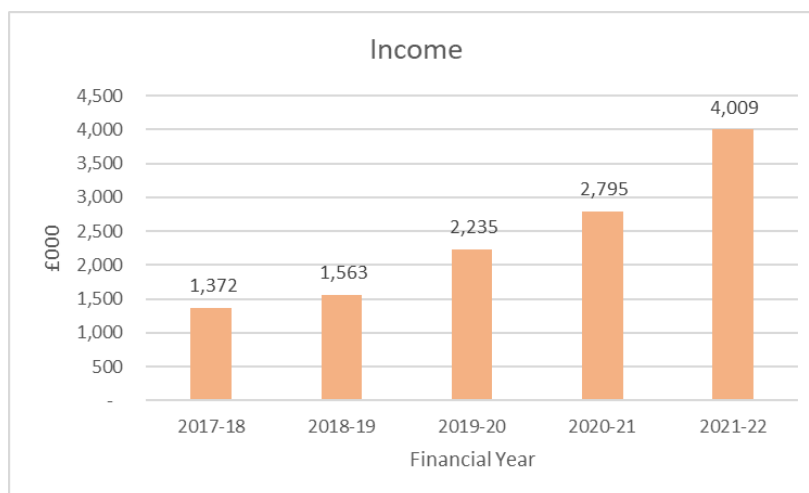
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW

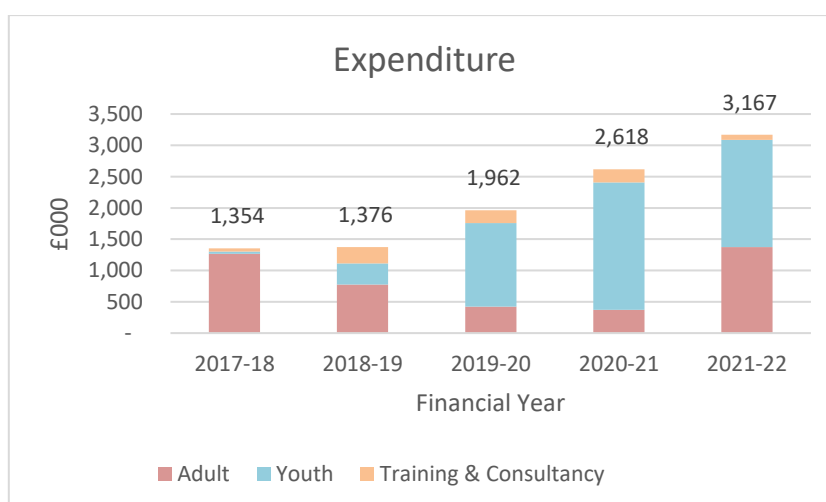
Income

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



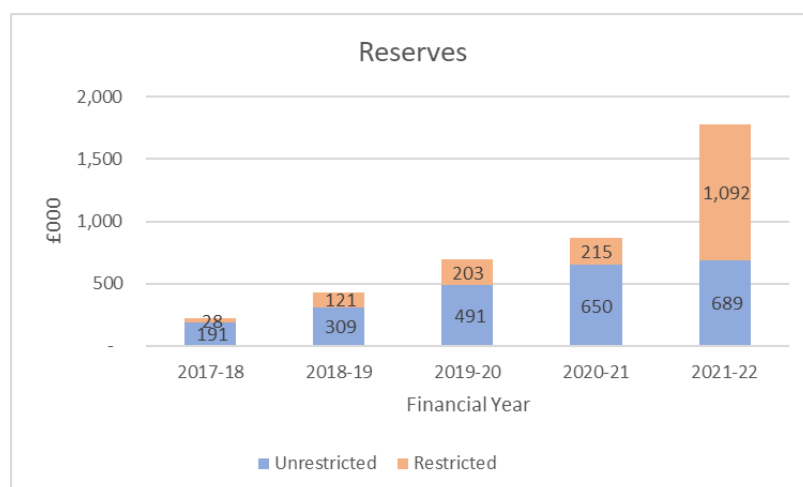
Corresponding to the increase in income, expenditure increased from £2.6m in 2020/21 to £3.2m in 2021/22 or by 19%, While central support increased from £504k in 2020/21 to £683k in 2021/22, central support costs as a proportion of income fell from 18% in 2020/21 to 17% in 2021/22.

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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).

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

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.

Independent auditor's report

to the members of

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

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.

Independent auditor's report

to the members of

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

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.

Independent auditor's report

to the members of

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

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

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

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.

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

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		
		<u>(360,628)</u>		<u>130,144</u>	
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)		
		<u>(29,257)</u>		<u>(10,418)</u>	
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		<u>637,549</u>		<u>347,229</u>	
Cash and cash equivalents at the end of the year		<u>1,184,714</u>		<u>637,549</u>	
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	<u>347,229</u>	<u>547,165</u>	<u>–</u>	<u>1,184,714</u>	

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

Notes to the financial statements

For the year ended 31 March 2022

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 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.

Notes to the financial statements

For the year ended 31 March 2022

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 instruments 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.

Notes to the financial statements

For the year ended 31 March 2022

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

Notes to the financial statements

For the year ended 31 March 2022

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
Support Costs	23,768	10,800	8,252	42,820
Total Expenditure	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

Notes to the financial statements

For the year ended 31 March 2022

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
	<u>9,700</u>	<u>8,640</u>

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
	<u>2,318,976</u>	<u>1,923,574</u>

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).

Notes to the financial statements

For the year ended 31 March 2022

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
	<u>71</u>	<u>57</u>

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	–	–	–
	<u>24,156</u>	<u>102,240</u>	<u>126,396</u>
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	–	–	–
	<u>18,001</u>	<u>56,899</u>	<u>74,900</u>
At the end of the year	18,001	56,899	74,900
Net book value			
At the end of the year	<u>6,155</u>	<u>45,341</u>	<u>51,496</u>
At the start of the year	<u>10,987</u>	<u>46,218</u>	<u>57,205</u>

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2022

13 Debtors

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

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
	<u>527,312</u>	<u>256,431</u>

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	<u>375,172</u>	<u>60,040</u>

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

Notes to the financial statements

For the year ended 31 March 2022

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

Notes to the financial statements

For the year ended 31 March 2022

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.

Notes to the financial statements

For the year ended 31 March 2022

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

Notes to the financial statements

For the year ended 31 March 2022

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.

Notes to the financial statements

For the year ended 31 March 2022

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

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	<u>32,044</u>	<u>127,126</u>

Notes to the financial statements

For the year ended 31 March 2022

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	–	–	–	–
	<u>33,079</u>	<u>128,731</u>	<u>159,964</u>	<u>190,468</u>