

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
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REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2023

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

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH
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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

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.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

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

TRUSTEES' REPORT

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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.

Adult Services

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.

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

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

"Your 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 been 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

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FOR THE YEAR ENDED 31 MARCH 2023

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.

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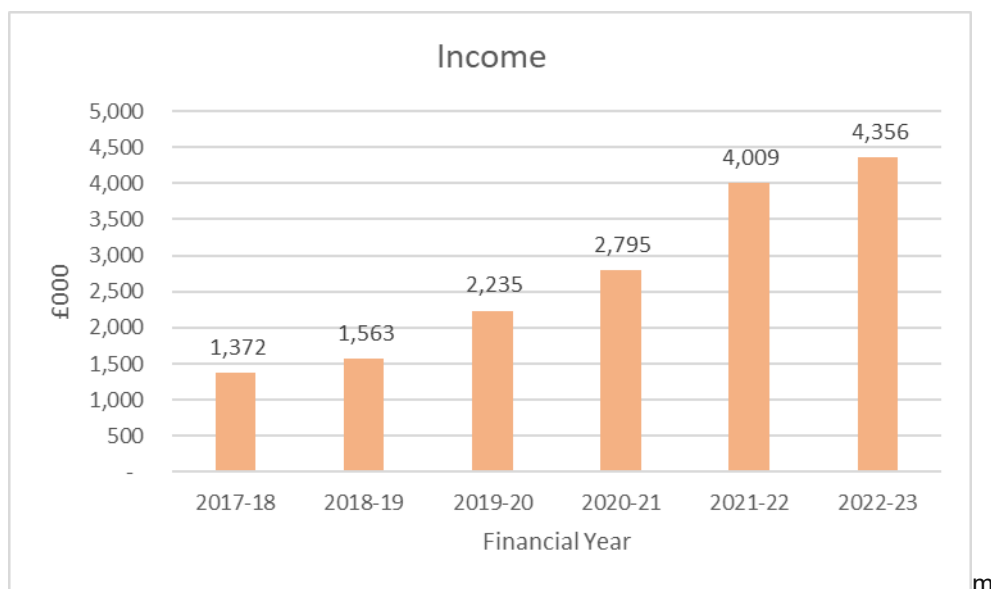
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

FINANCIAL REVIEW_

Income

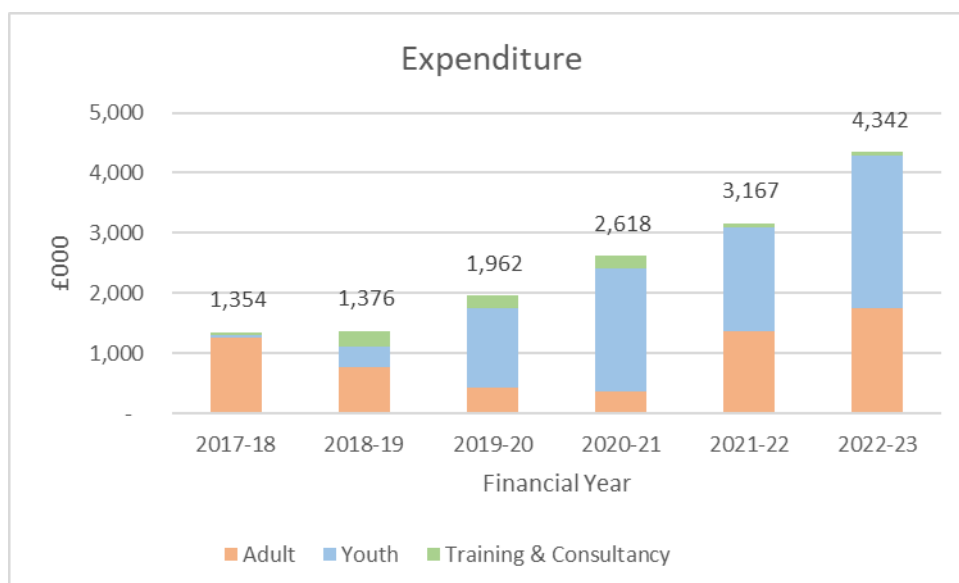
Following a period of significant growth, 2022/23 has been a year of consolidation.



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.



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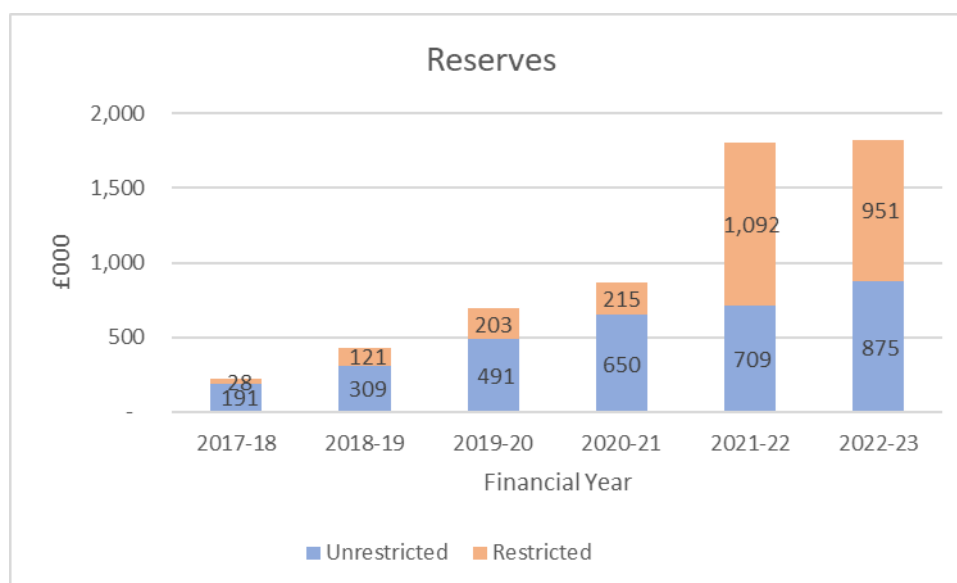
TRUSTEES' REPORT

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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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

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:

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- 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.

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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

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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

Independent auditor's report

to the members of

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH

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

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.

Independent auditor's report

to the members of

HAMMERSMITH AND FULHAM ASSOCIATION FOR MENTAL HEALTH

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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)

9 November 2023

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 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 £	£	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 £	£	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	
		<u>209,370</u>		<u>(360,628)</u>	
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)	
		<u>(195,053)</u>		<u>(29,257)</u>	
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		<u>1,184,713</u>		<u>637,549</u>	
Cash and cash equivalents at the end of the year		<u>1,216,592</u>		<u>1,184,713</u>	
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	<u>1,184,713</u>	<u>31,879</u>	<u>–</u>	<u>1,216,592</u>	

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

Notes to the financial statements

For the year ended 31 March 2023

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 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 2023

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 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 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.

Notes to the financial statements

For the year ended 31 March 2023

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) Rental Income	7,680 12,100	21,929 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

Notes to the financial statements

For the year ended 31 March 2023

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

Notes to the financial statements

For the year ended 31 March 2023

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).

Notes to the financial statements

For the year ended 31 March 2023

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
	<u>99</u>	<u>71</u>

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	–	–	–	–
	<u>118,414</u>	<u>53,126</u>	<u>154,093</u>	<u>325,633</u>
At the end of the year				
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	–	–	–	–
	<u>12,751</u>	<u>26,089</u>	<u>93,912</u>	<u>132,752</u>
At the end of the year				
Net book value				
At the end of the year	<u>105,663</u>	<u>27,037</u>	<u>60,181</u>	<u>192,881</u>
At the start of the year	<u>–</u>	<u>6,155</u>	<u>45,341</u>	<u>51,496</u>

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2023

13 Debtors

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

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
	<u>345,844</u>	<u>527,312</u>

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	<u>80,162</u>	<u>375,172</u>

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

Notes to the financial statements

For the year ended 31 March 2023

16 Pension Provision > 1 year

	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

Notes to the financial statements

For the year ended 31 March 2023

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 Project and YANA a train the trainer programme for community leaders.

Notes to the financial statements

For the year ended 31 March 2023

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

Notes to the financial statements

For the year ended 31 March 2023

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 2023 £	2022 £	Equipment 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.

Notes to the financial statements

For the year ended 31 March 2023

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)
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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 2019 to 30 September 2025:	£11,243,000 per annum by 3% each on 1st April)	(payable monthly and increasing
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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	<u>20,429</u>	<u>32,044</u>

Notes to the financial statements

For the year ended 31 March 2023

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	–	–	–	–
	<u>21,404</u>	<u>33,079</u>	<u>128,731</u>	<u>159,964</u>