

Inspire Wellbeing

Northern Ireland · Charity number 103470

Details

Status Received

Registered 2015-12-18

Register [View on the Charity Commission for Northern Ireland register](#)

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Activities

Purposes: (1) To promote, support and explore flourishing mental wellbeing throughout society to achieve mental health and wellbeing for all; (2) to work for and promote the preservation and development of mental health for all those with mental health and learning disability needs; (3) to provide care and support including floating support and to promote and take steps to enable full and independent living for older people and/or persons with mental health and/or learning disability needs; (4) to assist those in need by the provision of domiciliary care for those with or without mental health issues; (5) to work for and promote the study of and research into mental health and learning disability and to obtain and make records of and disseminate information concerning the same for the public benefit; (6) to promote and advance the needs and provide for the relief and support of people affected by mental illness and to promote good mental health; (7) to advance the education of the public to promote good mental health and wellbeing; and (8) to provide general wellbeing services including recreation and educational courses and materials and day support services to promote the general wellbeing of the public.

What the charity does: The prevention or relief of poverty, The advancement of education, The advancement of health or the saving of lives, The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

How the charity works: Accommodation/housing, Advice/advocacy/information, Counselling/support, Disability, Education/training, Medical/health/sickness, Research/evaluation

Who the charity helps: Addictions (drug/solvent/alcohol abuse), General public, Learning disabilities, Mental health, Older people, Parents, Youth (14-25 year olds)

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£44,565	£42,629	£0	837

Trustees

Name	Role	Appointed
Benjamin Banerji		
Emma Pollock		
Ginny Hanrahan		
Jill Harrower-Steele		
Mr Colum Conway		
Mr Marcus Ruegg		
Patricia Goan		
Peter Brown		
Seamus Cowman		
Sir David Sterling		

Inspire Wellbeing

Northern Ireland - Charity number 103470

Accounts



inspire

wellbeing, ability, recovery

Inspire Wellbeing



**Annual Report and
Consolidated Financial Statements**

For the year ended 31 March 2025

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Message from Our Chair



Jill Harrower-Steele
Chair

This year, Inspire marked a remarkable milestone, our 65th anniversary. It was a moment to reflect on our legacy, celebrate our achievements, and recommit to our mission: *to work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential.* We remain steadfast in our vision of a compassionate society, free from stigma, where people are recognised for their strengths and abilities.

We were delighted to mark this key milestone with a special birthday celebration at ICC Belfast, an event that brought together a broad range of service users, colleagues, peers and sectoral partners where we presented our exciting exhibition, Inspired.

Inspired was centred on the stories of those who make Inspire what it is today: the people we support, the staff who work alongside them, the individuals who give us their time and effort. This multimedia and deeply personal exhibition was well received and enjoyed by members of the public across venues in NI.

Thus far in my role as Chair, I have had the privilege of working alongside a deeply committed Board and Executive Leadership Team. Together, we are informed by the voices of those we support, our staff, and our partners. Where we can make a difference has been shaped by hearing directly from, and collaborating with, service users both in day-to-day work and activities and in structured events such as our ideas generator events. We launched the second phase of our 'If, it's Okay' campaign, which obtained cross party support in NI and sought to build awareness to remove stigma and shame around mental ill-health.

Delivering intellectual disability and autism care and support services to empower people to live independently as part of their community, remains one of our core activities across the island of Ireland but also continues to present challenges. Regional disparities, limited funding uplifts to reflect cost of living/ funding constraints, and workforce pressures

all require careful navigation. Yet, Inspire has remained resilient and focused, ensuring that our care and support services continue not only to meet the needs of individuals and communities but to deliver services with care and compassion which provide support and outreach to achieve meaningful outcomes.

One of the year's most exciting developments has been the growing success of Lena, our social enterprise. Lena exemplifies Inspire's innovative spirit. It is a testament to how we continue to evolve with the changing world we live in, while remaining true to our core purpose, wellbeing for all. Lena provides a range of wellbeing support, training and interventions which help organisations, employees and students to thrive. We continue to consider opportunities for innovation and change which will allow us to better deliver our purpose.

Our governance remains strong. As a group of Boards and Committees, our executive team ensures the accuracy, consistency, and reliability of data provided to the non-executive trustees, who challenge with respect and direct with collective authority. We have a good mix of skills, experience and diversity and will continue to build on this as trustees who have reached term retire and new trustees join us. Under the leadership of our CEO, Kerry Anthony, Inspire remains dynamic, values-driven, and focused on continuous improvement. Our Nominations and Governance Committee has overseen the implementation of minor improvements, as well as trustee recruitment and rotation. We said farewell to several long-serving Trustees and Chair Aidan Browne whose contribution has helped shape Inspire's journey. I would particularly like to acknowledge Aidan's focus on service users and deep expertise in mental health. We also said goodbye to Darren Stewart, our Director of Finance, IT and Property. We were also delighted to welcome, David Sterling, Patricia Goan and Ginny Hanrahan whose insights and energy have already enriched our Board.

We are deeply grateful to our funders, whose continued support enables us to deliver on our promises. Their trust in Inspire reflects our integrity and impact.

As we look ahead, I do so with confidence that Inspire will remain Inclusive, Passionate, Determined, Kind, Honest, and Innovative and a tireless advocate for those who need us most.

Jill Harrower-Steele
Chair

Message from Our CEO



Kerry Anthony
CEO

This year, Inspire proudly celebrated 65 years since our founder, Lady Wakehurst, established our first service in Belfast. I have been delighted to participate in events that have brought together our entire Inspire community, many of which are highlighted in this report. In this year, whilst we reflected on our history, we also continued to strive forward, expanding into new areas of work and building meaningful partnerships.

A major milestone was the rebrand of Inspire Therapeutic and Wellbeing Services to Lena by Inspire. “Lena,” meaning light in Greek, honours our charitable roots, while signalling a bold new chapter for our commercial offering. The three-year review gathered pace in this year as we improved the internal systems and processes necessary to underpin the successful delivery of a modern, profit-making social enterprise. With a sharp eye on the quality and clinical robustness of the service we deliver, we focused on data driven decision making, digital system development and clearer impact reporting.

Across our Care and Support Services, we advanced our commitment to human rights through the establishment of Rights Restrictions Review Committees and Quality and Safeguarding Forums. We also launched Inspiring Leaders, a new leadership development framework grounded in the principles of servant leadership and the values of Inspire. This initiative will nurture leadership potential from day one of every staff member’s journey with us.

Our partnerships flourished, as we worked with sector colleagues on campaigns, resource development and shared learning. We were especially pleased to secure Peace Plus funding for two major programmes to be delivered in partnership with leading voluntary and community organisations across the island of Ireland over the next four years.

As I reflect on the milestone developments in the year Inspire turned 65, it would be impossible to ignore the significant challenges we have faced. Decision making at government level remains slow and ongoing pressures on government budgets present challenges across the board. I will continue to advocate for services funded to a level that enables us to not only continue to deliver high quality and safe care and support, but also to ensure our staff are properly remunerated for the work they do with such commitment and compassion. As always, I want to thank our staff teams right across Inspire for the work they do to progress the mission of the organisation

Inspire is deeply rooted in the communities we serve. As we enter a new year and shape the next phase of our strategic plan, informed by the people who use our services, our focus will be firmly on human rights, climate justice, equality, diversity, anti-racism, and social justice. The people who rely on our services are increasingly concerned about the impact of government decisions on their wellbeing and financial security, particularly as public discourse around mental health and social support becomes more polarised. It is deeply troubling that in this year I have had to issue public statements twice condemning acts of violent racism in the very streets where our teams live and work. These incidents underscore the urgent need for continued advocacy and action.

Inspire and its subsidiaries are made stronger due to the strength of its governance arrangements and the support of the voluntary members of its boards. I would like to thank all our board members for their time and preparation, their clear commitment to the values of Inspire and their open debate and questioning to allow them to make the very best decisions now and for the future. I greatly appreciate their thoughtful guidance and direction.

Kerry Anthony
CEO

Message from Our CEO

(continued)



This year Inspire celebrated our 65th anniversary

Services across Inspire held parties, BBQ's and celebrations. We returned to Hillsborough Castle, the home of our founder Lady Wakehurst, for a special celebration of Inspire staff and in partnership with our friends in DEARA, we planted 65 trees across our services.

The culmination of the celebrations was the launch of *INSPIRED*, a unique multi-media exhibition bringing together the stories of our service users and staff and the impact of our work on lives of everyday people across Ireland.

The multi-media exhibition consists of everyday items, each belonging to one individual and prompting a story or memory of a specific point in their life. Each seemingly mundane article (a set of car jump-leads, a 1970s iron, a pair of running shoes, a front door key) has a deeply personal story conveyed through audio narration by the story-tellers themselves. Each shares intimate reflections on their experiences, reflects on their past and, with support from Inspire, looks ahead to the future.

Contributors range from two survivors of a mother and baby home, now aged in their 90's, to a TV film archivist who worked during the troubles, and a young man who, although non-speaking, uses music to communicate. All have benefited from, work with, or provide volunteer support for Inspire.

The exhibition was launched at an event hosted by Inspire partner ICC which brought together the Inspire community, old and new, to celebrate and reflect on the development of our organisation. Following a month long stay in the ICC, *INSPIRED* continues to be displayed in libraries across Northern Ireland in partnership with Libraries NI.

Kerry Anthony MBE, Chief Executive of Inspire

“As we mark the 65th anniversary of Inspire, we have been reflecting upon how the values that shape our mission today are inextricably linked to that first Beacon centre: to improve lives, ensure that people are treated fairly, and create the conditions in which everyone may live with dignity and reach their full potential. It was so named as a sign of light.”

“Six decades later, I am proud to lead this very special organisation that shines a light of hope and changes the lives of thousands every year.”





Overview

Strategic Report and
Trustees' Report

Independent Auditor's Report

Financial Statements

Other Information

Our Vision, Mission & Values

Our Vision

Wellbeing for All

Our Mission

To work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential.

To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.




Our Values

Our values are the qualities that define the way we conduct our work. They describe our culture – the very essence of who we are.

Values are what help our staff, partners and all other stakeholders understand how we operate. We are a values-based organisation and our values are at the heart of all we do.

INCLUSIVE




We put the people who use our services first

PASSIONATE



We believe in what we do

DETERMINED



We find a way

KIND



We care about each other

HONEST



We act with integrity

INNOVATIVE



We nurture new ideas

Support our work

Join #TeamInspire

Work with us:

Careers with Inspire will challenge you and develop your skills. You will get a first-hand view of the difference that you are making in people's lives. For current opportunities, visit:

inspirewellbeing.org/join-team-inspire

Volunteer with us:

Be the change and make a difference- volunteer for Inspire. We are always on the lookout for people to help in Inspire services. For volunteering opportunities, visit:

inspirewellbeing.org/get-involved/volunteering

Fundraise for us:

There are many ways you can fundraise for Inspire. Through fundraising, you will be supporting the services Inspire provides across Ireland and helping to make a lasting difference in the lives of the people who use our services. For more information, contact our team via email: fundraising@inspirewellbeing.org

Consider us as your Charity Partner of the Year:

We are delighted that a number of local organisations and companies have over the years kindly chosen Inspire as their charity partner of the year. For information on how you can support us, email:

fundraising@inspirewellbeing.org



We are Team Inspire: Our Services

Our Services are provided across the following four areas:

- Mental Health and Addiction Care and Support Services
- Intellectual Disability and Autism Care and Support Services
- Therapeutic and Wellbeing Services (Lena by Inspire)
- Insight, Engagement and Innovation

Mental Health and Addiction Care and Support Services:

Our Mental Health and Addiction Care and Support Services focus on recovery and inclusion by empowering and supporting people to achieve their goals. Our Services include:

Supported Housing Services

Providing a home and community 24/7 for people living with mental ill health across Northern Ireland.

Community Wellbeing Schemes

Community-based recovery focused wellbeing support for people living with mental ill health.

Floating Support

Support and advice for people living in their own homes.

Advocacy

Information and support for people experiencing a mental health crisis, along with their families and carers.

Self-Harm Intervention Programme

A specialist programme for people who are self-harming, or are at risk of self-harming, and their families.

Bright Future

Mental health support service for young people aged 14-24.

Family Support

Providing support and information for people who have a family member in a mental health crisis.

Addictions Counselling

Providing structured therapeutic support to individuals impacted by alcohol and substance misuse.

Social Support

Practical assistance and support for individuals to help enable their recovery.

Mutual Aid Partnership

Providing support for people who share similar experiences, helping each other to manage or overcome addictive behaviours.



We are Team Inspire: Our Services

(continued)

Intellectual Disability and Autism Care and Support Services

Our Intellectual Disability and Autism Services empower people to live independently as part of the community. Our services include:

Residential Services

Providing person centred residential care and support for people with intellectual disabilities and/or autism. Supporting adults to be active members of their community; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

Supporting Living Services

Home support services to adults within their own homes, providing opportunities for all to live as participants in their local communities.

New Directions Day Services

Day services which support adults with intellectual disabilities and/or autism to be active, independent members of their community and society; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

Outreach Services

Providing outreach services to adults living in their own homes, achieving meaningful outcomes in areas such as daily, social, interpersonal and leisure skills, using an outcomes-based model which includes support and guidance for families.



We are Team Inspire: Our Services

(continued)

Therapeutic And Wellbeing Services (Lena by Inspire)

Our Therapeutic and Wellbeing Services provide a range of wellbeing support, training and interventions that help organisations, employees and students to thrive. Our services include:

Employee Assistance Programmes (EAP)

Employee benefit that provides workplaces with support and practical advice on issues that might be impacting their wellbeing and performance.

Student Assistance Programmes (SAP)

Support and practical advice designed to help students deal with personal and professional problems that could be affecting their home or student life, health, or general wellbeing.

Counselling Support

Supports people through counselling in dealing sensitively with professional and personal issues that may impact on both their work and home life.

Trauma Informed Therapeutic Support

Developing a network of support and providing a framework of intervention and prevention services for those experiencing trauma.

Training

Delivering a range of learning programmes that will help build knowledge, resilience and self-capacity of communities, managers, and employees.

Professional Development

Clinician-developed and clinician-led, modular training programmes designed to provide insight, understanding and practical skills for colleagues across a range of sectors who are regularly encountering, working with, or providing support to, adults with mental health difficulties and challenges.

Digital Wellbeing Services

Instant access to a range of information, guidance and screening that is tailored specifically to help care for your individual wellbeing needs through our Inspire Support Hub.

Specialist Support Projects

Providing support for organisations in need of specialist interventions or solutions to mental health or wellbeing related issues.

Coaching And Mentoring

Learning effective coaching and mentoring techniques ensuring individuals and teams can achieve their full potential.



We are Team Inspire: Our Services

(continued)

Insight, Engagement and Innovation

Our Insight, Engagement and Innovation Team aims to inform and shape wider society through campaigning, research and the development of new services. Our services include: engagement with people who use our services and their families and carers, volunteering, fundraising and community development, campaigning and communication, research, service development and innovation.




Our Strategic Aims



Our Strategic Aims

(continued)



IT'S OKAY TO NOT BE OKAY

I PLEDGE TO:

- Consider my words carefully, ensuring that I do not use stigmatising or discriminatory language and challenge it when I hear it from others**
- Learn more about serious mental illness, including symptoms, treatments, recovery and how it affects people's lives**
- Visit services for people living with serious mental illness**
- Offer non-judgemental, informed support and representation to people living with serious mental illness, their families and their carers**
- Support the full funding and implementation of the Mental Health Strategy 2021 - 2031**

Signed

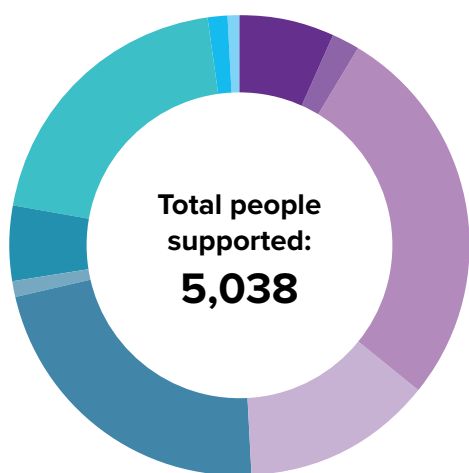
Our Year in Numbers



Our Impact and Our Ambition

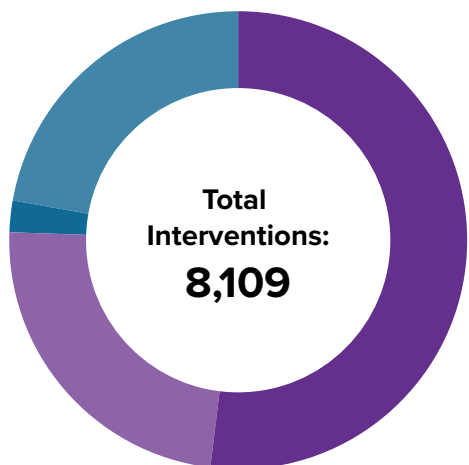
Mental Health and Addiction Care and Support Services

Number of people using our Mental Health and Addiction services:



	Years ending 31 March 2025	Years ending 31 March 2024
Supported Living:	344	353
Floating Support:	96	217
Community Wellbeing Services:	1,366	1,688
Advocacy: Trust Contracted:	677	708
Advocacy: Advocacy for all:	–	1,521
SHIP (Self Harm Intervention Group) 850 individuals and 267 carers/family (4,141 sessions):	1,117	1,053
Bright Futures:	59	62
Family Support (472 sessions):	267	7
Total Mental Health Services (people supported):	3,926	5,609
Addiction Treatments inc Drug Misuse Court:	1,001	1,163
MAP Group (68 sessions offered):	70	201
Family Members:	41	34
Total Addiction Services (people supported):	1,112	1,398
Overall Combined Total (people supported):	5,038	7,007

Number of interventions (sessions) in our Addiction Services:



	Years ending 31 March 2025	Years ending 31 March 2024
Therapeutic Sessions:	7,426	7,123
Over 50's Client & Family Support:	228	161
Treatment Services for Court Mandated Clients:	387	534
Mutual Aid-Partnerships Attendances:	67	195
TOTAL Interventions (sessions):	8,109	8,013

Our Impact and Our Ambition

(continued)

Mental Health and Addiction Care and Support Services (continued)

Overall Position

- Inspire supported 5,053 people in 2025, compared with 7,007 in 2024.
- This represents a 28% reduction in overall reach, reflecting both service changes and the ending of the Advocacy for All project in 2024 (1521 people supported).

Mental Health Services

- Supported Living: Stable delivery (344 vs. 353).
- Floating Support: Reduction (111 vs. 217) due to overlap of people from 24/25 supported over 2-year window.
- Community Wellbeing Services: Reduced from 1,688 to 1,366.
- Advocacy – Trust Contracted: Consistent levels (677 vs. 708).
- Advocacy for All: Service ceased, removing support for over 1,500 individuals.
- SHIP (Self Harm Intervention Group): Expanded reach, supporting 1,117 individuals (850 service users and 267 carers/family) across 4,141 sessions, up from 1,053.
- Bright Futures: Stable (59 vs. 62).
- Family Support: Significant growth (267 vs. 7), reflecting increased demand and responsiveness.
- Total Mental Health Services: 3,926 supported, down from 5,609.

Addiction Services

- Addiction Treatments 1,001 supported, down from 1,163, mainly due to the removal of the Drug Misuse Courts service.
- MAP Group: Sharp reduction (70 vs. 201), due to removal of group interventions in some step 2 contracts.
- Family Members Supported: Slight increase (41 vs. 34).
- Total Addiction Services: 1,112 supported, down from 1,398.

Key Insights

- **Growth Areas:** SHIP and Family Support demonstrated strong expansion, showing Inspire's ability to adapt to emerging needs.
- **Stable Services:** Supported Living, Bright Futures, and Trust-contracted Advocacy maintained consistent delivery.
- **Declining Reach:** Floating Support, Community Wellbeing, and MAP Group saw notable reductions, while the end of Advocacy for All created a significant reduction in people receiving support.
- **Overall Impact:** Despite reduced numbers, Inspire continued to deliver high-impact interventions, particularly in supported living, community wellbeing, addictions, self-harm support and family engagement.

Strategic Achievements

- **Quality:** Maintained consistently high standards of care and support across all services, with strong satisfaction levels reported in therapeutic interventions (SHIP and Addiction Services).
- **Culture:** Advanced our values-led approach, embedding servant leadership across the management tier.
- **Team:** Continued to build a committed and passionate workforce, strengthening Inspire as a values-driven organisation.
- **Voice:** Influenced policy and practice by ensuring the perspectives of service users and staff are heard by key stakeholders and decision-makers.
- **Innovation:** Secured peace funding to deliver new mental health initiatives across Ireland. Our hospital discharge model continues to demonstrate innovative, rights-based approaches to supporting people leaving long-stay care.
- **Sustainability:** Progressed development of an ESG strategy, focusing on how services, staff, and service users can responsibly steward Inspire's future and its wider environmental impact.

Our Impact and Our Ambition

(continued)

Mental Health and Addiction Care and Support Services (continued)

Key Challenges

- Rising demand and increasing complexity of needs, alongside budgetary pressures.
- Recruitment and retention difficulties across the workforce.
- Limited access to statutory support, increasing risk and incident management pressures.
- High prevalence of physical health issues among service users, with restricted access to adequate healthcare.
- Supporting staff resilience in a challenging and uncertain social care environment.

Key Objectives and Goals 2025/26

- **Data-Informed:** Strengthen data capability to measure impact and outcomes across all services.
- **Integration:** Develop a fully integrated care model across Inspire.
- **Quality Framework:** Enhance and embed Inspire's quality framework to drive continuous improvement.
- **Workforce Development:** Implement a plan to expand training and skills, ensuring staff can meet evolving service user needs.
- **Housing Partnerships:** Engage with housing providers to review current provision and explore new opportunities.
- **Physical Health:** Improve access to physical health initiatives to reduce health inequalities.
- **Service Review:** Audit and evaluate services to strengthen the service models and maintain high standards of care and support.

Conclusion

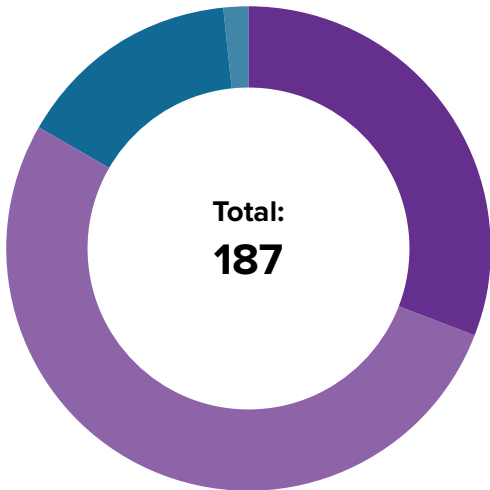
The year to March 2025 reflects a period of transition. While overall service reach declined, Inspire demonstrated resilience and innovation, with notable growth in SHIP and Family Support. The organisation remains committed to tackling health inequalities, supporting individuals and families, and advocating for sustained investment in mental health and addiction services.

Our Impact and Our Ambition

(continued)

Intellectual Disability and Autism Care and Support Services

Number of people using our services:



	Years ending 31 March 2025	Years ending 31 March 2024
Residential Services:	58	58
Supported Living Services:	98	94
New Directions Day Services:	28	31
Outreach Services:	3	4
Total	187	187

Key Achievements:

- We continued to support people to undertake preferred activities, employment and volunteering linking in with the local community where they live.
- We commenced our pilot Rights Restrictions Review Committee. The purpose of this committee is to ensure that due process and best practice has been followed in the decision making for all cases where a person’s rights, for whatever reason, are restricted in an Inspire service.
- Continued to promote choice and control in the lives of the people we support, facilitating them to identify and achieve their own goals, including some holidays abroad & some volunteering in their communities.

- Continued the implementation of the new digital service user information system Iplanit which helps evidence our quality and standards of care.

Key Challenges:

- Managing changing needs for the people we support within the context of static funding.
- Recruitment remains a key challenge for all services and all grades of staff.
- Challenges in the national Health Service impacted many of the people we support, as it did in all areas of our community this year. We have continued to advocate for and provide personal support to help people navigate these complex systems to have their health needs addressed.

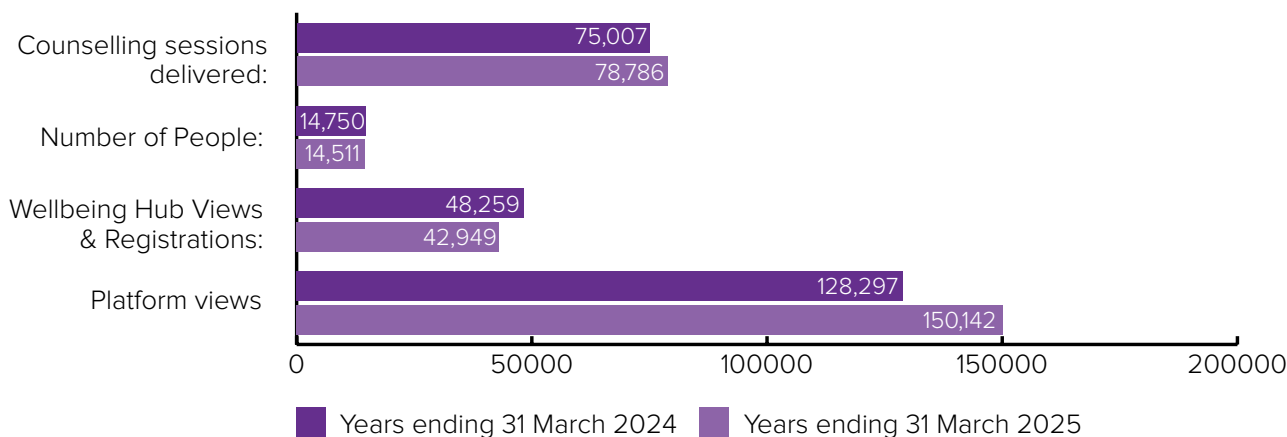
Key Objectives and Goals 2025/26:

- Progress the next phase of our Rights Restrictions Review Committee – to identify the key resources needed and embed the process in our systems and procedures.
- Complete the Iplanit implementation across all services and move to the next phase of direct access for the people we support and their families/representatives in line with their will and preferences.
- Services will work to increase activity in partnership and co-production under the Inspire Community Engagement and Service User Engagement Framework 2023–26.

Our Impact and Our Ambition

(continued)

Therapeutic and Wellbeing Services (Lena by Inspire)



Key Achievements:

- Rebrand of our Social Enterprise – Lena by Inspire
- Restructure and alignment of our Clinical and Operational teams across the Island of Ireland
- Secured the Office of Government Procurement framework contract for the provision of counselling and EAP services across Ireland
- Further developed and expanded our Psychological Surveillance Programme across Ireland
- Won a partnership award for the support we provide to emergency services across Northern Ireland
- Enhanced our business intelligence and reporting capabilities
- Delivered CPD and training opportunities to staff and associates
- Provided an information service to the Scottish Association of Mental Health (SAMH)

Key Challenges:

- Effectively communicating our new brand to staff, clients and customers
- Remodelling our internal systems and processes to help bring standardisation across departments and jurisdictions
- Ensuring we attract and retain our full-time and associate workforce

Our Impact and Our Ambition

(continued)

Therapeutic and Wellbeing Services (Lena by Inspire) (continued)

Key Objectives and Goals 2025/26:

- **Quality – Achieve Excellence in all that we do:** Retain accreditation and membership of relevant governance and oversight bodies to demonstrate our ongoing commitment to achieving, and implementing, quality standards
- **Culture – Create a purposeful value led Inspire Community:** Further develop our culture of servant leadership underpinned by the values of Inspire
- **Team – Develop a Team of Passionate Professionals:** Enhance our team approach to service delivery and fully integrate our teams across the Island of Ireland
- **Voice – Use our voice to ensure that people impacted by poor mental health and wellbeing are listened to and understood**
- **Sustainability – Use the profits of Lena to support the vision and mission of Inspire**
- **Innovation – Fully utilise business intelligence and data to record, measure and report on the quality and impact of our services**

Insight, Engagement and Innovation

The people who use our services are at the heart of Inspire. Our approach to engagement aims to ensure their opinions, experiences and expertise shape all we do.

Inspire is the place to be
 Doing good deeds and supporting me
 Helping me with my day
 Able to function come what may
 Every person has a story
 As every dawn has its sunrise
 Overcoming symptoms and lifelong challenges
 Resetting the clock every day
 Keeping the negative thoughts at bay
 Thanks to Lady Margaret Wakehurst
 We are not coming in last but we are coming in first
 Championing the cause of mental health
 Of the nation and of the self
 What does the future hold
 Should we be patient or should we be bold
 Pushing the barriers and breaking the mould
 Maybe there will be a time
 When being ill I can still shine
 Living my life as it's meant to be
 Being part of society and stigma free
 Becoming more loving that is the key
 Shaking the shackles and being me.

Service-User Quotes

- *I love Inspire. All the team are fantastic.*
- *I got a chance to say and express my feelings.*
- *The service has been a lifeline for support and social connection.*
- *The service has had a massive positive impact to my life. this is through meeting other people with similar mental health problems. I have now got a number of very good friends and we all support each other. Staff are also a great support and have made a positive impact on my life.*
- *The service has gave me security to be independent and supported me when I was unwell and maintained contact when I was unable to attend groups.*
- *The staff are lovely good listeners and give you support when I need it the most.*

Our Impact and Our Ambition

(continued)

Insight, Engagement and Innovation (continued)

	Years ending 31 March 2025	Years ending 31 March 2024
Website users:	426,300	314,442
Social Media Reach:	514,600	642,360
Followers:	15,800	21,370
Opportunity to See Media Clippings:	5,350,000	5,437,313

Key Achievements:

- Empowering our community through service user engagement. There were 5,907 hours of volunteering delivered within our services, with 30 active volunteers. This equates to a social impact value of £56,097. Our community engagement events and activities over the year had a total attendance of 752. This year has seen an increase in both numbers of service users getting involved in community engagement and the number of opportunities to get involved. The Service User Reference Forum, SURF, continues to flourish with 12 active members now in place. The Addictions Reference Group produced guidelines for how substance use should be discussed in the media. Our Pride Committee delivered a robust calendar of events to celebrate Pride Month including public engagement and lunchtime learning sessions. In collaboration with Ulster University, a new peer led research group has been developing co-produced research around accessing further education for people living with complex mental illness.
- Reducing stigma through our involvement and engagement in wider community. Our social media reach including organic and paid for adverts was 514K. Our websites had 426.3k visitors and 5.35 million people had the opportunity to see stories about Inspire across radio, television and print media.
- Influencing decision making through public affairs. In September government launched a draft Programme for Government. Inspire's Service User Reference Forum (SURF) indicated that they wanted to respond to this on behalf of those who access Inspire services. Their response "It Doesn't Have to Be Like This. Let's Change It", represents the views expressed at our Ideas Generator events since 2022. It amplifies the collective voice of individuals representing every one of our services.
- Developing our reach through innovation. In October we were awarded €7,725,877.67 Peace Plus funding as part of the Investment Area 4.1 Collaborative Health and Social Care funding round. Inspire has a unique role in this project in that we are the lead project partner as well as a service delivery partner.

Our other project partners are Cedar Foundation, Mencap, DePaul, Red Cross NI, Apex Housing, Respond Housing. The overall objective of Right Support Right Time is to promote positive mental wellbeing, increase resilience and prevent the deterioration of existing mental and emotional distress in people, families, and communities. Together, the partners in Right Support Right Time have 430 years' experience in supporting vulnerable, less heard from, and disadvantaged people, families and communities in Ireland and Northern Ireland. Over that time our society has moved from one of everyday violence and fear to relative peace and stability. However, due to a myriad of local and global issues we have observed health inequalities deepen, the lives of the people we support become more complex and the communities we work in move further away from the opportunity to access the services they need to promote mental wellbeing and address mental distress.

Key Challenges:

- Government funding restrictions for community activity and engagement
- Navigating the changes in misinformation and ethics of social media affecting our availability to reach audiences.
- The ever-changing technology landscape presenting challenges and opportunities
- Cost of living and other external issues impacting on fundraising opportunities

Key Objectives and Goal 2025/26:

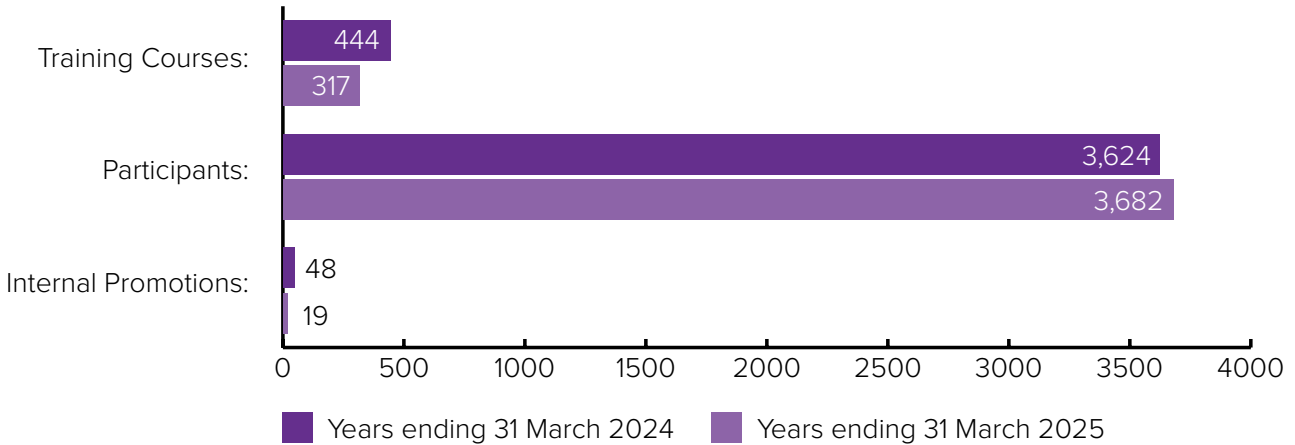
- Expand our co-designed community training offering
- Produce and implement a public affairs strategy
- Review and update our service use engagement structures

Our Impact and Our Ambition

(continued)

People, Development and Compliance

Inspire is committed to a one-team approach, where staff work together to create an open environment, facilitating easy communication both direct and, where appropriate, through employee representative bodies. This one-team approach is embedded in all our work practices.



The training and development of our staff remains a key priority and significant investment continues to be placed in training. Whilst the number of training courses have reduced, there has been an increase in participants with better planning and uptake in courses. In relation to internal promotions, whilst there is a reduction, coaching and development opportunities and acting up remain a central part of our succession planning.

Key Achievements:

- Established the community of practice to support the approach to positive behavioural support and restraint reduction.
- Remodelled the Company Structure on our new HR system Cascade to enable more accurate reporting.
- Implementation of a new Applicant Tracking and Onboarding System, to modernise our approach to the recruitment and onboarding of employees.
- Introduction of a revised Safeguarding Policy and associated Procedures introducing a new Safe Services Outcome Framework.

Key Challenges:

- Recruitment and retention of suitable staff remains a key challenge for Inspire and the wider social care sector.
- Implementation of new policies for service delivery aligned to Human Rights based practice and an outcomes framework.
- Completing the group-wide engagement to establish training needs and reporting requirements, and working towards live compliance data.
- Completion of the implementation of the care and support services outcomes framework.

Key Objectives and Goals 2025/26:

- **Culture** – Achieve re-accreditation to Investors in People and further the roll out of Inspiring Leaders.
- **Quality** – Review of the effectiveness of the Quality Framework.
- **Team** – Further development of the Recruitment & Retention strategy.

Our Impact and Our Ambition

(continued)

Supporting our staff



Safety of our staff is always our primary consideration. Our people experience is to strengthen the bonds between our employees and our volunteers. It's part of our core strategy, and also considers how it feels to work and volunteer at Inspire, why people join and why they stay. It's about creating a welcoming, inclusive environment where everyone's health and wellbeing comes first.

Our Employees with Disability

In keeping with our own ethos, and in full compliance with Equality Legislation, Inspire Wellbeing gives equal consideration to applications for employment from persons with a disability. Subsequent employment is contingent upon the capacity of the applicant to adequately fulfil the requirements of the post.

Where an employee acquires a disability, Inspire Wellbeing is committed to providing continued employment under the normal terms and conditions,

where this is practicable. In addition, Inspire Wellbeing makes all reasonable adjustments to ensure that job applicants or employees with a disability are not disadvantaged by their workplace or working practices.

Training and career development is also provided when appropriate and feasible. Staff members with a disability have full access to the facilities and provisions required to enable them to carry out the duties of their position, as far as this is possible, and to opportunities for career progression.

Our Volunteers

In 2024 / 2025, we welcomed approximately 180+ volunteers to our services across the island of Ireland providing a range of opportunities from supporting our Inspire services in the delivery of arts & crafts workshops, walking groups, our own Blossoming Futures gardening groups, Inspire's flagship Colour Run event and to rejuvenate many of our green spaces.

As an Investing in Volunteers recipient for our work with volunteers across the island of Ireland, our volunteering is underpinned by Inspire's commitment to continue investing in volunteers by delivering a volunteering framework for all.

Thank you to our volunteers

Volunteers are the lynchpin to our local communities across the island of Ireland. They support us to make a difference to the lives of those who access our services and provide immeasurable value to the work of Inspire. Their support and gift of time allows us to pursue our vision of wellbeing for all, alongside our staff and various stakeholders. They are a valued member of Team Inspire and from us to you, THANK YOU!

"Through my volunteering with Inspire, I have gained confidence to take on a part time job in the social care industry"

Inspire Volunteer

"Volunteering with Inspire has given me purpose and for that, I am glad"

Inspire Volunteer

Our Impact and Our Ambition

(continued)

Name: Denise
Volunteer Role: Service Support Volunteer
Inspire Service: Hope House Community Wellbeing Service



Why did you become a volunteer with Inspire?

I started volunteering for Hope House a year ago. I was a member here while another lady was a volunteer. Then when she left, I took on her role, essentially.

We had established a really good group of friends, and I didn't want that to disappear so that's why I stepped up to do the volunteering and I haven't looked back since. I love it. Hope House has been amazing.

Name: Moyra
Volunteer Role: Gardening Volunteer
Inspire Service: Millburn Supported Housing



Tell us about your volunteering role?

I started at Millburn Close almost two years ago. I retired and they needed a bit of help for a few months, so I thought alright, I'll do that for a few months' and I've been here ever since.

What do you most enjoy about your role?

One of the best things is the setting. It's just a beautiful place to be. It's so peaceful. The trees and the plants and the birds. It's just a time-out every Friday, that's what it is for me. And the best thing is getting to eat the produce at the end.

Name: Richard
Volunteer Role: Activities Facilitator Volunteer
Inspire Service: Woodvale Community Wellbeing Service



How long have you been volunteering with Inspire?

I've been volunteering for Woodvale for fifteen years.

What do you most enjoy about your role?

I just love coming in and sitting down talking to people. It gives you a purpose, it gives you something to do. Even if it's only for an hour, it's got you out of the house and it's good for you!

I've enjoyed it for the past fifteen years and I'll keep enjoying it right on up until I can't do it anymore so I will.

Our Impact and Our Ambition

(continued)

Name: Clare
Volunteer Role: Service Support Volunteer
Inspire Service: Hope House Community Wellbeing Service



What is the best part of your volunteering role?

I started volunteering at Hope House about a year ago so that we could keep our safe space for all our friends and for newcomers to come. The best thing is just being here for other people to talk to if they need, getting to be with all the people that you love, being with and getting to meet new people.

Volunteer Quotes

- *It was great to hear about the work you do as I'd never heard of the Charity before, but I'll certainly be looking out for it in the future. It was very much appreciated that there was a warm room to gather in with plenty of tea/coffee and a delicious lunch. All the staff were lovely and just so welcoming and appreciative. It was a total pleasure being there so thank you!*
- *Highly respect what Inspire are about. Staff were lovely and very helpful, the work was enjoyable and felt meaningful, simultaneously helping others and the environment is a huge win.*
- *I love volunteering at Filor Court.*
- *Had a ball and got to meet new people.*



inspire

wellbeing, ability, recovery

INSPIRATION POINT



Scan for wellbeing information, resources and signposting straight to your phone



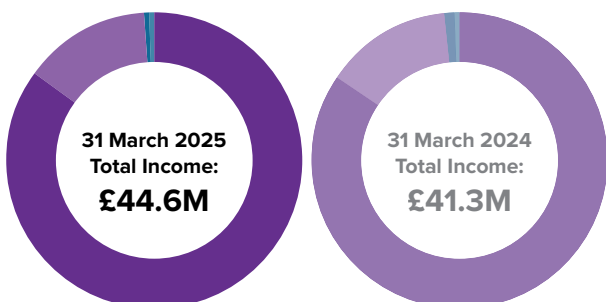
[community wellbeing.info](https://communitywellbeing.info)

Our Impact and Our Ambition

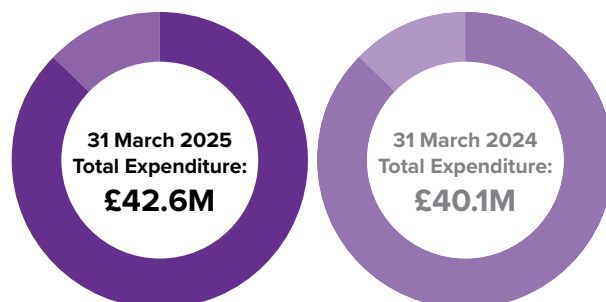
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Financial

Income and Expenditure Highlights



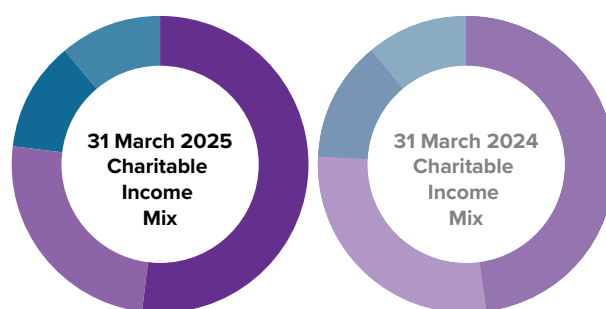
	31 March 2025 £M	31 March 2024 £M
Charitable Income	37.9	34.9
Trading Activities	6.2	5.8
Donations and Voluntary Income	0.2	0.4
Investment and Other Income	0.3	0.2



	31 March 2025 £M	31 March 2024 £M
Charitable Expenditure	37.7	35.0
Cost of Trading Activities	4.9	5.1

For every pound Inspire Wellbeing spent during 2024/25, **88p** (2023/24, 87p) was spent on our charitable activities.

Charitable Income Mix



	31 March 2025 %	31 March 2024 %
NI Health and Social Care Trusts	52	48
Health Service Executive	25	28
Supporting People	12	13
Various	11	11

Legal Structure and Governance

Inspire Wellbeing was incorporated by guarantee on 8th April 1991. It has no share capital and is recognised as a charity by the Charity Commission and HM Revenue and Customs. The guarantee of each member is limited to £1. The governing documents are the Memorandum and Articles of Association (as adopted 7 December 2017 and updated 15 July 2022).

Inspire Wellbeing has a number of wholly owned subsidiaries: Inspire Wellbeing Company Limited by Guarantee (I584809) registered in the Republic of Ireland and Carecall (NI) Limited, the latter also having a wholly owned subsidiary registered in the Republic of Ireland, EAP Consulting Limited (I372660).

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation with the CEO, in conjunction with Executive Leadership team, having responsibility for ensuring smooth running of day to day operations.

The Trustees are elected under the terms of the Articles of Association.

Throughout the year the Trustees did not engage in any of the following activities in relations to the company:

- Undertake material transactions with the company.
- Receive any loans from the company.
- Receive any remuneration for services as Trustee of the company.
- Hold shares in the Company (which is limited by guarantee and has no share capital).

Recruitment and Appointment of Trustees

The recruitment and appointment of Trustees is managed through recommendations from the Nominations and Governance Oversight Committee to the Board. The Nominations and Governance Oversight committee also manage the skills required for new Trustees and Trustees' rotation.

Trustees shall be appointed by an election of the members of the Charity at the AGM. A Trustee must be admitted as a member of the Charity on appointment as a Trustee. At each AGM all Trustees,

except for Chair and Vice Chairperson under article 21 of the Charity's Articles of Association, who have served three consecutive years or more as a Trustee shall retire from office. A Trustee who retires in accordance with this article, if willing to act, shall be eligible for reappointment for a further term of up to three consecutive years. The Trustees may at any time co-opt any eligible individual and a co-opted Trustee shall be appointed to hold office from the date of appointment to the next annual general meeting.

Induction and Training of Trustees

New Trustees and committee members receive an induction upon appointment to the Board and are invited to spend time with members of the Executive Leadership Team as part of their induction. This is a chance to learn about Inspire Wellbeing and identify opportunities to become more involved with our work. Trustees are also invited to service visits to learn more about Inspire Wellbeing. The Trustees will be provided access to regular training and development to ensure Trustees are adequately informed to ensure they can exercise effective governance.

Our Committees

We have four committees in place to support our governance processes.

These are:

- Services, Quality and Development Committee
- Finance, Risk and Corporate Services Committee
- Nominations and Governance Oversight Committee
- Remuneration Committee

Each committee is guided by a Terms of Reference, has a quorum of Trustee representatives and may have co-opted members where appropriate. The Remuneration Committee meets up to twice a year and the others meet a minimum of four times per year.

Organisational Structure and Decision Making

In order to ensure that the Inspire Group is managed efficiently and effectively, the Trustees have delegated a range of day to day decision making powers to the Executive Leadership Team.

Legal Structure and Governance

(continued)

The Trustees have established appropriate controls and mechanisms to ensure that the staff team operate within the powers delegated to it.

The Executive Leadership Team is responsible for the management of the Group and its subsidiaries, in line with the strategic direction agreed by the Trustees.

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

The Remuneration Committee makes all key decisions on the setting of pay and remuneration for key management personnel; The Committee is guided by a Terms of Reference and has a quorum of Trustee representatives.

Public Benefit Statement

The public benefit requirement is defined in the Charities Act (Northern Ireland) 2008 and states that purposes of the organisation must be for the public benefit in order to be defined as charitable. The Trustees confirm that they have complied with the duty to have regard to the guidance issued by the Charity Commission for Northern Ireland under section 4(b) of the Charities Act (the public benefit requirement statutory guidance) and the Charities Regulatory Authority guidance in the Republic Of Ireland. The Trustees are confident that the activities have helped to achieve the Charity's purposes and provide a benefit to the beneficiaries.

Main activities undertaken to further the Charity's purposes for public benefit objectives and activities

The Charity's primary objective is to promote wellbeing for all. More specifically:

- To promote, support and explore flourishing mental wellbeing throughout society to achieve mental health and wellbeing for all;
- To work for and promote the preservation and development of mental health for all those with mental health and learning disability needs;
- To provide care and support including floating support, and to promote and take steps to enable full and independent living for older people and/or persons with mental health and/or learning disability needs;

- To assist those in need by the provision of domiciliary care for those with or without mental health issues; and/or learning disabilities;
- To work for and promote the study of and research into mental health and learning disability and to obtain and make records of and disseminate information concerning the same for the public benefit;
- To promote and advance the needs and provide for the relief and support of people affected by mental illness and to promote good mental health;
- To advance the education of the public to promote good mental health and wellbeing;
- To raise awareness and promote the prevention, diagnosis, relief, understanding, and treatment of addiction and substance abuse and aiding by all means practical those suffering from or who may whether directly or indirectly in any way be affected by same and further to promote such activities as may lead to a widespread understanding of the nature, causes and effects and incidence of addiction and substance abuse; and
- To provide general wellbeing services including recreation and educational courses and materials and day support services to promote the general wellbeing of the public.

Inspire has furthered its objectives through the provision of:

- Supported accommodation, domiciliary services and day activity services to individuals with mental ill health and learning disabilities;
- The provision of counselling services commissioned by statutory bodies and the sale of Employment Assistant Programmes and products (EAP) to employers in the public and private sector; and
- The provision of support and treatment for individuals affected by their or someone else's alcohol and/or drug use through the delivery of counselling services, training, and alcohol and/or drug awareness, and prevention workshops.

Legal Structure and Governance

(continued)

Plans for Future Periods

The plan for the future is to continue to build on the mission of the organisation and embed our values across the Group. As we drive forward we also continue to develop our financial plans to ensure that Inspire Wellbeing achieves and maintains its free reserves within a tolerances agreed by the Trustees.

Trustee Attendance at Board Meetings during the year to 31 March 2025:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	5	5
Jill Harrower-Steele	7	7
Colm Conway	5	7
Ben Banerji	7	7
Peter Brown	5	7
Emma Pollock	3	7
Seamus Cowman	7	7
Marcus Ruegg	7	7
Patricia Goan	4	7
Virginia Hanrahan	3	3
David Sterling	3	3

A quorum is comprised of any two members of the Board from time to time to perform administrative and other routine functions on behalf of the Board.

Financial Review

The net movement in funds for the period is set out in the Financial Statements and related notes.

The Inspire Wellbeing Group had a surplus (before impairment) for the 2024/25 financial year of £1,934K (2023/24: £1,206K). The total funds of the Inspire Wellbeing Group at the end of 2024/25 were £16,651K (2023/24: £15,205K). The Group had £1,065K of funds held for restricted purposes (2023/24: £1,492K).

The detailed financial results for the year ended 31 March 2025 are set out in the Financial Statements that accompany this report which have been prepared in accordance with the Companies Act 2006 and the Charities SORP (FRS 102).

Summary Statements

	Total Funds 2024/25 £'000	Total Funds 2023/24 £'000
Total Incoming Resources	44,565	41,277
Total Resources Expended	(42,629)	(40,071)
Net Incoming Resources before Taxation	1,936	1,206
Taxation	(2)	–
Net Incoming Resources	1,934	1,206

Summary Statement of Financial Position

	As at 31 March 2025 £'000	As at 31 March 2024 (restated) £'000
Fixed Assets	4,347	4,955
Net Current Assets	12,304	10,250
Net Assets	16,651	15,205
Restricted	1,065	1,492
Unrestricted	15,586	13,713
Total Funds	16,651	15,205

Reserves Policy

The Charitable Group Reserves Policy has been set by the Trustees with a future target range of 3 to 6 months of unrestricted reserves to be achieved, recognising the current risk profile of the organisation. The policy is in place to ensure the Group can continue to deliver the services in the event of any short term financial disruption. The policy is reviewed on a regular basis to ensure that the target range remains appropriate, given any significant changes impacting the organisation.

At the year end, the Charitable Group had free reserves of £11,239K (31 March 2024: £8,568k (restated)) which represents 4.99 months (31 March 2024: 4.11 months (restated)) of unrestricted reserves.

Risk Management

Our Risk Management Strategy

To identify both strategic and corporate risks that threaten the achievement of Inspire Wellbeing's core strategic objectives, Inspire Wellbeing applies the principles of Corporate Risk Management through a comprehensive Corporate Risk Register. The core areas of the Register are developed from an assessment of Inspire Wellbeing's Strategic Corporate Plan and measured against performance. The process of effective risk management within Inspire includes a number of measures including:

- Risk Identification
- Risk Assessment
- Risk Treatment and Management
- Risk Monitoring and Review
- Risk Reporting

All key risks are reviewed on a regular basis by the Executive Leadership Team and appropriate actions are taken to ensure mitigation. The register is a live document and is updated as risks increase, decrease or emerge. The Board of Trustees is responsible for seeking assurances that the organisation effectively operates systems and processes to manage risks, by receiving and reviewing reports and information from the Finance, Risk & Corporate Services Committee.

Principal Risks and Uncertainties

Financial Risk:

Lack of financial resource to meet increasing/ changing demands and growth.

Financial resource management and building reserves remains a key focus across the organisation, with a collaborative approach in setting budgets & forecasts and managing financial risks and opportunities. These processes ensure we have appropriate action plans in place to improve the financial performance of the organisation and to positively profile the organisation externally.

Security Risk:

Data management and cyber security.

Cyber security is an ever evolving threat which can take the form of Ransomware, Phishing, Malware,

Data Leakage, Hacking etc. These types of threats continue to grow in complexity and understanding them is the best way to defend our organisation. We have invested, and will continue to invest, in skills, hardware and software to help us face this challenge. We work to continually monitor and update our infrastructure and are actively looking at ways of improving our security.

Resource Risk:

Challenges in attracting & retaining social care staff.

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking exercises across the sector. Where necessary, subject to affordability, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns also involves advertising the non-monetary benefits.

We advertised widely and over the last year we have looked at creative ways of advertising, through virtual job fairs, links to schools, colleges and universities. As part of the selection process, we have changed the way in which we recruit and have moved away from a competency based interview approach to values led recruitment. As part of our longer term strategy, we are developing a formal succession plan for key staff and continue a full review of our terms and conditions of employment.

Reputational Risk:

Failure to meet Regulatory standards.

It is essential to our organisation that we ensure all our services are regulatory compliant. Inspection Reports are public documents which help statutory authorities determine Service Providers' competency to deliver quality services so we consider regulations and standards relating to designated centres as a minimum threshold. We have robust procedures in place and promote a culture which exceeds regulatory standards and protects the rights and dignity of residents through person-centred care and support.

We are Team Inspire



Risk Management

(continued)

Regulatory Environment

Inspire operates in a highly regulated environment, governed by:

Regulation and Quality Improvement Authority (RQIA) in Northern Ireland, Health Information and Quality Authority (HIQA) in the Republic of Ireland;

Northern Ireland Charity Commission and the Charity Regulator in Republic of Ireland.

Charity Governance Code

The Charity Governance Code is designed as a tool to support continuous improvement. The Board has reviewed and will regularly revisit the Code's key principles to ensure the highest standards of governance.

Funding Sources

The Group and Parent Charitable Company have in the past and continue to fund their charitable activities through obtaining funding from a number of providers, including the Northern Ireland Health and Social Care Trusts, the Health Service Executive in the Republic of Ireland, Supporting People, the Housing Executive, the Public Health Agency, and a number of agencies.

The Group and Parent Charitable Company continue to work tirelessly to secure income to finance their ongoing activities.

Funds Held as Custodian Trustees on Behalf of Others

The Charity holds no funds as custodian trustees on behalf of others.

Independent Auditors

The auditors, Moore NI LLP, have indicated their willingness to remain in office and a resolution for their re-election was passed at the Annual General Meeting.

Future Developments

The Charity plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.

Approved by the Trustees and signed on their behalf by:



Jill Harrower-Steele

Statement of Trustees' Responsibilities In Respect of the Financial Statements

The Trustees (who are also directors of Inspire Wellbeing for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the Financial Statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have prepared the Financial Statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law (United Kingdom Generally Accepted Accounting Practice).

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 the affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these Financial Statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2019);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the oversight of the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware;

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Going Concern

In the year ended 31 March 2025, the Group made a surplus of £1,934K (2023/24: surplus of £1,206K). Overall, at the year end, the Group had net assets of £16,651K (2023/24: £15,205K). The Trustees consider the performance for the year to be positive. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are continuously reviewed by the Trustees. This included the company's Trustees reviewing and taking a prudent approach to future cash flows. After this review it was clear that excess funds existed to pay all liabilities; therefore there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied that the Group's cash flows are sufficient to enable the Group and charitable parent company to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.



Jill Harrower-Steele
(Chair)

18 December 2025

Inspire's Digital Hubs



I-Connect is a closed site for people who use our services and strategic partners providing instant access to a range of tailored information, guidance, self-help tools, screening & intervention tools.

www.inspireconnect.info

Workplace & Student Hubs are bespoke wellbeing hubs providing our clients with mental health and wellbeing resources and guided self-assessments for personalised recommendations.

www.inspiresupporthub.org

Community Wellbeing provides the public access to mental health information on a full range of topics, self-help guides to help people take steps to look after their mental health and find support.

www.communitywellbeing.info



Independent Auditor's Report

to the Members of Inspire Wellbeing

Opinion

We have audited the financial statements of Inspire Wellbeing (the 'Parent charitable company') and its subsidiaries ("the Group") for the year ended 31 March 2025 which comprise the Consolidated and charitable company statement of financial position, the Consolidated statement of financial activities (incorporating the income and expenditure account), the Consolidated cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 Group's & Parent charitable company's affairs as at 31 March 2025 and of the Group's & Parent's incoming resources and application of resources, including the Group's & Parent's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Independent Auditor's Report

to the Members of Inspire Wellbeing (continued)

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report included within the Trustees' 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 Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 Parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also directors of the Charity for purpose 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 directors 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 Group's and the Parent 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 Group or Parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Independent Auditor's Report

to the Members of Inspire Wellbeing
(continued)

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Group & Parent charitable company.

Based on our understanding of the Group & Parent charitable company and their operating environment, we determined that the most significant frameworks which have a direct impact on the preparation of the financial statements are those related to the reporting framework, (FRS 102, the Charities Act (Northern Ireland) 2008, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015, the Charity SORP and the Companies Act 2006). Additionally, we concluded that there are significant laws and regulations in relation to the Group & Parent charitable company's charitable status and activities of which non-compliance may have a material effect on the financial statements.

We assessed the susceptibility of the Parent charitable company's financial statements to material misstatement, including how fraud might occur, including evaluating management's incentives and opportunities to manage earnings or influence the reported results. From the results of our assessment, we determined that the principal risks of fraud relate to posting inappropriate journal entries and use of charity funds for purposes outside of restrictions imposed by the donor. In common with all audits under ISAs (UK), we are required to perform specific procedures to respond to the risk of management override.

Audit response to risks identified

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. Audit procedures performed by the engagement team included:

- We obtained an understanding of the Group's & Parent charitable company's internal control systems in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the Group's & Parent charitable company's internal control.
- We obtained an understanding of how the Group & Parent charitable company complies with relevant laws and regulations, including those as a result of its registration with the Charity Commission for Northern Ireland and charitable status with HM Revenue & Customs, by making enquiries of management and those charged with governance.
- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

Independent Auditor's Report

to the Members of Inspire Wellbeing
(continued)

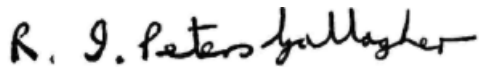
Audit response to risks identified (continued)

We communicated relevant laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit. There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment through collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

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

Use of our report

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



Dr R I Peters Gallagher OBE FCA (Senior Statutory Auditor)
For and on behalf of Moore (N.I.) LLP
Chartered Accountants
Statutory Auditors

18 December 2025

7 Donegall Square North
4th Floor Donegall House
Belfast
BT1 5GB

Consolidated Statement of Financial Activities

(including the Income and Expenditure Account)
for the Year Ended 31 March 2025

	Note	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 (restated) £'000	Unrestricted Funds 2023/24 (restated) £'000	Total Funds 2023/24 (restated) £'000
Incoming Resources:							
Donations and Voluntary Income	7	149	90	239	146	274	420
Income from Charitable Activities	6	14,738	23,143	37,881	14,766	20,145	34,911
Investment income and Other income	8	104	182	286	–	154	154
Income from Trading Activities	9	9	6,150	6,159	131	5,661	5,792
Total Incoming Resources		15,000	29,565	44,565	15,043	26,234	41,277
Resources Expended							
Cost of Charitable Activities	10	15,615	22,090	37,705	14,913	20,065	34,978
Cost of Trading Activities	11	10	4,914	4,924	131	4,963	5,094
Total Expenditure		15,625	27,004	42,629	15,044	25,028	40,072
Net incoming/(outgoing) Resources before Transfers and Taxation							
		(625)	2,561	1,936	(1)	1,207	1,206
Taxation		–	2	2	–	–	–
Net incoming/(outgoing) Resources before Transfers							
		(625)	2,559	1,934	(1)	1,207	1,206
Transfers between funds		198	(198)	–	418	(418)	–
Impairment		–	(488)	(488)	–	–	–
Net Movement in Funds		(427)	1,873	1,446	417	789	1,206
Total Funds brought Forward at 1 April		1,492	13,713	15,205	1,075	12,924	13,999
Total Funds carried Forward at 31 March		1,065	15,586	16,651	1,492	13,713	15,205

Net Incoming Resources for the Year

Of the Net Incoming Resources for the Financial Year, a profit of £1,835,000 (2023/24: profit of £1,026,000) is dealt with in the Financial Statements of the Parent Charitable Company.

All incoming resources and resources expended in the years presented above derived from continuing operations.

The notes on pages 45 to 67 form part of these financial statements.

Consolidated and Charitable Company Statement of Financial Position

As at 31 March 2025

	Note	Group As at 31 March 2025 £'000	Group As at 31 March 2024 (restated) £'000	Charity As at 31 March 2025 £'000	Charity As at 31 March 2024 £'000
Fixed Assets					
Tangible Assets	17	4,284	4,892	4,136	4,712
Investments	18	63	63	63	63
		4,347	4,955	4,199	4,775
Current Assets					
Debtors	19	6,355	5,384	4,372	3,495
Short term deposits	20	1,008	3,778	2	3,395
Cash at Bank and in Hand		10,687	6,575	7,150	2,351
		18,050	15,737	11,524	9,241
Creditors: amounts falling due within one year	21	(5,746)	(5,487)	(3,157)	(2,797)
Net Current Assets		12,304	10,250	8,367	6,444
Total Assets less Current Liabilities		16,651	15,205	12,566	11,219
Net Assets		16,651	15,205	12,566	11,219
Charitable Funds					
Restricted Funds	23	1,065	1,492	283	618
Unrestricted Funds	24	15,586	13,713	12,283	10,601
Total Funds		16,651	15,205	12,566	11,219

The Financial Statements on pages 42 to 44 were approved by the Board of Trustees on 18 December 2025 and were signed on its behalf by:



Jill Harrower-Steele

Chair

The notes on pages 45 to 67 form part of these financial statements.

Consolidated Cash Flow Statement

Analysis of Cash and Cash Equivalents	Note	2024/25 £'000	2023/24 £'000
Cash Flows From Operating Activities			
<i>Net Cash Generated From/(Used In) Operating Activities</i>	26	1,413	936
Cash Flows From Investing Activities			
Movement in Short Term Deposits		2,770	(420)
Interest Received		138	108
Purchase of Tangible Assets		(208)	(98)
Proceeds From Disposal of Assets		–	–
<i>Net Cash Generated From/(Used In) Investing Activities</i>		2,700	(410)
Cash Flows From Financing Activities			
Repayment of Bank and Other Loans		(1)	(49)
<i>Net Cash Used In Financing Activities</i>		(1)	(49)
Net increase/(decrease) in cash and cash equivalents		4,112	477
Cash And Cash Equivalents At Start Of Year		6,575	6,098
Cash And Cash Equivalents At End Of Year		10,687	6,575
Cash and Cash Equivalents Consists of:			
Cash at Bank and in Hand		10,687	6,575
Cash and Cash Equivalents at the End of the Year		10,687	6,575

The notes on pages 45 to 67 form part of these financial statements.

Notes to the Consolidated Financial Statements

For the year ended 31 March 2025

1) General Information

Inspire Wellbeing and its subsidiaries' (the Group's) principal activities were to provide the community access to mental health and wellbeing services and support. The parent charitable company is a company limited by guarantee. The company is incorporated in the United Kingdom and registered in Northern Ireland, the registration number is NI025428 and the address of its registered office is Lombard House, 10-20 Lombard Street, Belfast, BT1 1RD.

References to "K" in the narrative are to represent '000 as noted in tables both representing figures in thousands. Any reference to "M" in the narrative is representing Million. Any reference to 2024/25 within this set of financial statements represents the year up to 31 March 2025, likewise any reference to 2023/24 represents the year up to 31 March 2024.

2) Statement of Compliance

The Financial Statements of Inspire Wellbeing and its subsidiaries have been prepared in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2016 (Charities SORP (FRS 102)), the Charities Act (Northern Ireland) 2008, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 and the Companies Act 2006.

3) Accounting Policies

The principal accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all periods presented, unless otherwise stated.

Basis of Preparation

The Trustees have prepared the Financial Statements on the going concern basis, giving careful consideration to the results during the financial period. Taking account of the risk review undertaken by the Trustees they do not consider there to be a risk to the going concern status of the Charity.

Inspire Wellbeing Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost and transaction value, unless otherwise stated in the relevant accounting policy note(s).

Going Concern

In the year ended 31 March 2025, the Group made a surplus of £1,934K (2023/24: surplus of £1,206K) Overall, at the year end, the Group had net assets of £16,651K (2023/24: £15,205K). The Trustees consider the performance for the year to be satisfactory. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are regularly reviewed by the Trustees. This included a review of updated forecasts and a consideration of key risks that could impact the Charity.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied with the Group's ability to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.

Notes to the Consolidated Financial Statements

(continued)

3) Accounting Policies (continued)

Basis of Consolidation

The Inspire Wellbeing Group (“Inspire Wellbeing”) Financial Statements consolidate the results of Inspire Wellbeing and its subsidiary undertakings. Subsidiaries are all entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date that control ceases.

Tangible Assets

Tangible assets are stated at cost less accumulated depreciation. The cost of tangible assets is their purchase cost, together with any incidental costs of acquisition.

Depreciation is calculated so as to write off the cost, or valuation, of tangible assets, less their estimated residual values, on a straight line or reducing balance basis over the expected useful economic lives of the assets concerned. The principal annual rates used are as follows:

Freehold property/Leasehold Premises	–	2% straight line
Office furniture and equipment	–	10% straight line
Non-office furniture and equipment	–	10% straight line
Computer equipment operational/strategic	–	20% – 33.33% straight line
Motor vehicles	–	20% straight line

The assets’ residual values and useful lives are reviewed, and adjusted, if appropriate, at the end of each reporting period. The effect of a change is accounted for prospectively.

Assets held under finance lease are depreciated over shorter of the useful economic life of the asset or the term of the lease.

Where the recoverable amount of a fixed asset is found to be below its net book value, the asset is written down to the recoverable figure and the loss on impairment is recognised in the Statement of Financial Activities.

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and cost can be measured reliably. The carrying amount of any replaced component is derecognised. Major components are treated as a separate asset where they have a significantly different pattern of consumption of economic benefits and are depreciated separately over its useful life. Repairs, maintenance and minor inspection costs are expensed as incurred.

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal the difference between net disposal proceeds and the carrying amount is recognised in the Statement of Financial Activities.

On adoption of FRS 102 “Tangible fixed assets” the company followed the transitional provisions to retain the book value of buildings which were revalued in 1995 but not to adopt a policy of revaluation in the future.

Notes to the Consolidated Financial Statements

(continued)

3) Accounting Policies (continued)

Charitable Activities

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them. Support costs are allocated to their relevant activity based on the income received and head count.

Fund Accounting

The Charity has various types of funds for which it is responsible and which require specific disclosure. A definition of the different types is as follows:

Unrestricted Funds

Funds which are expendable at the discretion of the Charity in furtherance of the purpose of the Charity. In addition to expenditure on activities, such funds may be held in order to finance capital investment and working capital.

Restricted Funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of overheads and support costs.

Designated Funds

Designated funds are amounts set aside from unrestricted funds which have been 'earmarked' for particular projects.

Functional and Presentation Currency

Functional Currency

The financial statements are presented in pound sterling. The company's functional and presentation currency is the pound sterling.

Translation

The trading results of Foreign (or overseas) undertakings are translated into sterling at the average exchange rates for the year. The assets and liabilities of overseas undertakings, including goodwill and fair value adjustments arising on acquisition, are translated at the exchange rates ruling at the year end. Exchange adjustments arising from the retranslation of opening net investments and from the translation of the profits or losses at average rates are recognised in the Statement of Financial Activities.

Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

Notes to the Consolidated Financial Statements

(continued)

3) Accounting Policies (continued)

Financial Assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the Statement of Financial Activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial Liabilities

Basic financial liabilities, including trade and other payables and bank loans, are initially recognised at transaction price, unless arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Notes to the Consolidated Financial Statements

(continued)

3) Accounting Policies (continued)

Related Party Transactions

The Group discloses transactions with related parties which are not wholly owned within the same group. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the Statement of financial activities, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

Current Tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred Tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Provision due to the passage of time is recognised as a finance cost.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

Provisions

Provisions are recognised when the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of obligations can be estimated reliably.

When there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as a finance cost.

Notes to the Consolidated Financial Statements

(continued)

3) Accounting Policies (continued)

Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Group's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Employee Benefits

The Charity provides a range of benefits to employees, including paid holiday arrangements and a defined contribution pension plan.

4) Critical Accounting Judgements and Estimation Uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies

There are no critical judgements in applying the Charity's accounting policies.

Critical accounting estimates and assumptions

There are no critical accounting estimates and assumptions.

5) 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 Consolidated Financial Statements

(continued)

6) Income from Charitable Activity

	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 (Restated) £'000	Unrestricted Funds 2023/24 (Restated) £'000	Total Funds 2023/24 (Restated) £'000
Belfast HSCT	–	5,087	5,087	–	4,500	4,500
Northern HSCT	–	5226	5,226	–	4,142	4,142
South Eastern HSCT	–	3,981	3,981	–	3,204	3,204
Southern HSCT	–	2,176	2,176	–	1,799	1,799
Western HSCT	9	2,981	2,990	7	2,977	2,984
Department of Health and Social Care	73	–	73	73	–	73
Health Service Executive	9,482	–	9,482	9,689	–	9,689
Supporting People	4,685	–	4,685	4,525	–	4,525
Housing Benefit	–	1,504	1,504	–	1,489	1,489
Sunderland Council Income	–	214	214	–	214	214
Client Contributions	–	1,012	1,012	–	854	854
Public Health Agency	277	190	467	286	177	463
Comic Relief	–	–	–	–	4	4
Peace of Mind	22	–	22	–	–	–
Transport	–	34	34	–	39	39
Other Small Grants	35	–	35	32	7	39
Other Income	107	293	400	141	286	427
Total Mental Health and Intellectual Disability Income	14,690	22,698	37,388	14,753	19,692	34,445
Armed Forces Covenant Fund	48	–	48	–	29	29
Big Lottery	–	10	10	–	10	10
Belfast Trust Income	–	167	167	–	171	171
Department of Health and Social Care	–	50	50	–	50	50
Drugs Court Programme	–	155	155	–	151	151
Other Grants	–	8	8	13	–	13
Sundry	–	55	55	–	42	42
Total Addiction Services	48	445	493	13	453	466
Total Charitable Income	14,738	23,143	37,881	14,766	20,145	34,911

HSE income is restricted and used for the purpose for which it is intended as outlined in the annual Service Level Agreement and reported to the HSE through the Annual Financial Monitoring Returns. In previous years this income was disclosed as unrestricted, but the disclosure has been updated in line with HSE guidance and the prior year disclosures restated to ensure consistent presentation - all relevant notes to the financial statements have also been updated accordingly as well as the Statement of Financial Position.

Notes to the Consolidated Financial Statements

(continued)

7) Donation Income

	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000
Donations	10	34	44	9	78	87
Fundraising Income	139	56	195	137	196	333
Total	149	90	239	146	274	420

8) Investment and Other Income

	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000
Bank Interest Receivable	–	140	140	–	112	112
Other Income	104	42	146	–	42	42
Total	104	182	286	–	154	154

9) Income from Trading Activities

	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000
Rental Income	–	65	65	–	63	63
Carecall (NI) Limited	9	3,415	3,424	131	3,089	3,220
EAP Consultants Ltd	–	2,670	2,670	–	2,509	2,509
Total	9	6,150	6,159	131	5,661	5,792

10) Cost of Charitable Activities

	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 (Restated) £'000	Unrestricted Funds 2023/24 (Restated) £'000	Total Funds 2023/24 (Restated) £'000
Mental Health and Intellectual Disability Services	15,434	17,135	32,569	14,630	15,917	30,547
Addiction Services	47	658	705	165	590	755
Support Costs	134	4,297	4,431	118	3,558	3,676
Total	15,615	22,090	37,705	14,913	20,065	34,978

Notes to the Consolidated Financial Statements

(continued)

11) Cost of Trading Activities

	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000
Carecall (NI) Limited	10	2,791	2,801	129	2,482	2,611
EAP Consultants	–	2,123	2,123	–	2,007	2,007
Support Costs	–	–	–	2	474	476
Total	10	4,914	4,924	131	4,963	5,094

12) Support Costs

	Restricted Funds 2024/25 £'000	Unrestricted Funds 2024/25 £'000	Total Funds 2024/25 £'000	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000
Chief Executive's Office	117	131	248	45	187	232
Finance, IT and Human Resources	1,166	1,798	2,964	613	2,212	2,825
Quality, Policy and Communications	379	425	804	128	536	664
Training	196	219	415	83	348	431
Total	1,858	2,573	4,431	869	3,283	4,152

13) Net Incoming Resources for the Financial Year

	2024/25 £'000	2023/24 £'000
The figure is stated after charging:		
Staff costs (note 14)	24,399	23,516
Depreciation of Tangible Fixed Assets (note 17)	295	709
Loss/(Profit) on Disposal of Tangible Assets	11	15
Audit of Financial Statements	34	29
Tax/Advisory Services	2	2

Indemnity insurance for directors' liability has been purchased at a cost of £29k (2023/24: £21k).

Notes to the Consolidated Financial Statements

(continued)

14) Analysis of Staff Costs and Trustees' Remuneration and Expenses

	2024/25 £'000	2023/24 £'000
Staff costs are comprised of:		
Wages and salaries	21,726	20,984
Social security costs	2,127	1,995
Pension costs	546	537
	24,399	23,516

	2024/25 Number	2023/24 Number
UK Employees	688	711
ROI Employees	149	163
Total Average number of Employees	837	874

	2024/25 Number	2023/24 Number
The number of employees whose emoluments (salaries and benefits in kind) fell within the following bands		
£60,001 and £70,000	7	1
£70,001 and £80,000	2	4
£80,001 and £90,000	3	2
£90,001 and above	2	1

Trustees

Trustees received no emoluments or reimbursement of expenses during the financial year (2023/24: £Nil).

Key Management Compensation

Key management compensation paid by the charity during the year amounted to £631K (2023/24: £741K).

15) Tax on Net Outgoing Resources

There is no tax on net outgoing resources (2023/24: £Nil).

Notes to the Consolidated Financial Statements

(continued)

16) Intangible Assets

	Goodwill £'000
Group	
Cost	
At 1 April 2024	344
At 31 March 2025	344
Accumulated Amortisation and Impairment	
At 1 April 2024	344
At 31 March 2025	344
Net book amount at 31 March 2025	–
Net book amount at 31 March 2024	–

Goodwill relates to Inspire Wellbeing's subsidiary undertaking, EAP Consultants Limited which, while is profit making in the current year was previously loss making and impairment charges were charged to the Statement of Financial Activities. However no impairment charge has been made in this financial year or the prior financial year as the intangible asset is now fully amortised.

17) Tangible Assets

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Group								
Cost 1 April 2024	5,028	153	494	872	872	1,638	419	9,476
Additions	41	–	17	45	101	4	–	208
Disposals	–	–	(20)	(14)	(8)	–	(41)	(83)
Impairment	(510)	–	–	–	–	–	–	(510)
Transfers	153	(153)	–	–	–	–	–	–
Cost at 31 March 2025	4,712	–	491	903	965	1,642	378	9,091
Accumulated Depreciation at 1 April 2024	741	118	424	630	775	1,573	323	4,584
Charge for the year	99	–	18	55	62	30	31	295
Disposals	–	–	(16)	(15)	(8)	–	(33)	(72)
Transfers	118	(118)	–	–	–	–	–	–
Accumulated Depreciation at 31 March 2025	958	–	426	670	829	1,603	321	4,807
Net Book Amount 31 March 2025	3,754	–	65	233	136	39	57	4,284
Net Book Amount at 31 March 2024	4,287	35	70	242	97	65	96	4,892

Notes to the Consolidated Financial Statements

(continued)

17) Tangible Assets (continued)

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Charity								
Cost 1 April 2024	5,027	153	468	747	698	1,381	80	8,554
Additions	41	–	17	34	92	4	–	188
Disposals	–	–	(10)	(14)	(8)	(4)	–	(36)
Impairment	(510)	–	–	–	–	–	–	(510)
Transfers	153	(153)	–	–	–	–	–	–
Cost at 31 March 2025	4,711	–	475	767	782	1,381	80	8,196
Accumulated Depreciation								
at 1 April 2024	740	118	406	566	615	1,327	70	3,842
Charge for the year	99	–	12	44	55	25	4	239
Disposals	–	–	–	(12)	(8)	(1)	–	(21)
Transfers	118	(118)	–	–	–	–	–	–
Accumulated Depreciation at 31 March 2025	957	–	418	598	662	1,351	74	4,060
Net Book Amount 31 March 2025	3,754	–	57	169	120	30	6	4,136
Net Book Amount at 31 March 2024	4,287	35	62	181	83	54	10	4,712

18) Investments

Group	Listed Investments £'000	Unlisted investments £'000	Total £'000
At 1 April 2024 and 31 March 2025	59	4	63

	Carecall (NI) Limited (Reg No NI038960)		EAP Consultants Limited (Reg No 372660)		Inspire Wellbeing Company Ltd by Guarantee (Reg No 584809)	
	2025 £'000	2024 £'000	2025 €'000	2024 €'000	2025 €'000	2024 €'000
Income	3,433	3,225	3,166	2,889	12,287	11,571
Expenditure	(2,099)	(2,901)	(3,153)	(2,521)	(12,027)	(11,991)
Profit/(Loss)	1,334	324	13	368	260	(420)
Net Assets/(Liabilities)	225	(759)	(2)	(38)	2,729	2,469

Inspire Wellbeing is the sole member of Inspire Wellbeing Company Limited by Guarantee. The company is a charitable company incorporated in the Republic of Ireland and its principal activity is the provision of care and support services including general or supported housing and any associated amenities for persons with intellectual disability and/or mental illness. The company's registered address is Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Ireland.

Notes to the Consolidated Financial Statements

(continued)

18) Investments (continued)

Inspire Wellbeing is the sole member of Carecall (NI) Limited, a company limited by guarantee. The principal activity of the company is the provision of wellbeing support and counselling services to employers and institutions of further and higher education, promoting early intervention and mental wellbeing awareness. The company's registered address is Lombard House, 10-20 Lombard Street, Belfast, BT1 1RD.

Inspire Wellbeing holds 100% of the share capital of EAP Consultants Limited indirectly through its subsidiary Carecall (NI) Limited. The company is incorporated in the Republic of Ireland and its principal activity is the provision of counselling services. The company's registered address is Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Co. Louth.

Both Carecall (NI) Ltd and EAP Consultants Ltd have a net liability balance at 31 March 2024, however both companies have been profit making in the period and therefore eliminated or decreased their net liability balance.

19) Debtors

	Group		Charity	
	As at 31 March 2025 £'000	As at 31 March 2024 £'000	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Trade debtors	4,738	3,480	2,830	1,691
Other debtors	220	314	214	269
Amounts owed by group undertakings	–	–	406	558
Prepayments and accrued income	1,109	1,110	922	977
Corporation Tax Recoverable	288	480	–	–
	6,355	5,384	4,372	3,495

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment

In addition to the amounts owed by group undertakings there is an amount of £1,819K owed from Carecall (NI) Limited which was previously provided for in year ended 31 March 2020.

20) Short Term Investments

	Group		Charity	
	As at 31 March 2025 £'000	As at 31 March 2024 £'000	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Short term deposits	1,008	3,778	2	3,395
	1,008	3,778	2	3,395

Notes to the Consolidated Financial Statements

(continued)

21) Creditors: Amounts falling due within one year

	Group		Charity	
	As at 31 March 2025 £'000	As at 31 March 2024 £'000	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Obligations under Hire Purchase (note 24)	–	1	–	1
Trade creditors	1,133	852	619	423
Other Creditors	206	249	177	173
Corporation Tax	2	–	–	–
Other tax and social security	881	641	509	291
Accruals and deferred income	3,524	3,741	1,852	1,909
	5,746	5,487	3,157	2,797

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

	Group £	Charity £
Movement in deferred income		
As at 1 April 2024	2,046	707
Resources deferred during the year	1772	525
Amounts released from previous years	(2,135)	(707)
As at 31 March 2025	1,683	525

Deferred income represents funds received in advance from funders, grants, projects & customers to deliver the related services, or meet the conditions attached to the income. It is recognised by the charity and the group as a liability until those conditions are satisfied.

22) Loans and Other Borrowings

Maturity of Obligations under Hire Purchase

	Group		Charity	
	As at 31 March 2025 £'000	As at 31 March 2024 £'000	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Within one Year	–	1	–	1
Between two and five years	–	–	–	–
After five years	–	–	–	–
	–	1	–	1

Notes to the Consolidated Financial Statements

(continued)

23) Fund Balances

Group Restricted Funds

Group	1 April 2024 (Restated) £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers (Restated) £'000	31 March 2025 £'000
Mental Health and Intellectual Disability Services					
Public Health Agency	5	277	(411)	4	(125)
BHSCT	57	–	–	–	57
Supporting People	–	4,685	(4,741)	56	–
Scheme Funds	212	35	(58)	–	189
Bright Support	73	10	(10)	(3)	70
NHSCT	7	–	–	(3)	4
SHSCT	14	–	–	–	14
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Tusla	7	–	–	–	7
Advocacy for All Community Foundation	104	77	(77)	(104)	–
Causeway GP Federation Project Northern Trust Income	7	–	–	(7)	–
Staying Well at Home	3	35	(35)	15	18
Co-op	104	104	(104)	(104)	–
Lifeskills	–	9	(9)	–	–
SHIP Fundraising	1	–	–	–	1
Department of Health and Social Care	–	73	(73)	–	–
Take Time for You	–	–	–	3	3
Peace of Mind	–	22	(22)	–	–
Woodlands Wellbeing Garden	–	–	–	1	1
Advocacy Extension Project	–	30	(30)	39	39
Health Service Executive	843	9,586	(9,998)	319	750
Total Mental Health and Intellectual Disability Services	1,473	14,943	(15,568)	216	1,064
Addiction Services					
Big Lottery	(1)	–	–	1	–
Armed Forces	20	48	(47)	(20)	1
Total Addiction Services	19	48	(47)	(19)	1
Carecall					
AFCT	–	9	(10)	1	–
Total Carecall	–	9	(10)	1	–
Total Restricted Funds	1,492	15,000	(15,625)	198	1,065

Purpose of Restricted Funds

Restricted funding has been provided to Inspire Wellbeing to support the services across the Group. All restricted expenditure has been spent in line with the purpose for which it was granted and outlined by the funders as listed above.

Notes to the Consolidated Financial Statements

(continued)

23) Fund Balances (continued)

Group Prior Year Restricted Funds

Group	1 April 2023 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	31 March 2024 (Restated) £'000
Mental Health and Intellectual Disability Services					
WHST	(1)	(1)	(1)	3	–
Public Health Agency	14	286	(360)	65	5
Comic Relief	38	–	(38)	–	–
BHST	53	–	–	4	57
Supporting People	–	4,525	(4,643)	118	–
Scheme Funds	192	57	(46)	9	212
Bright Support	75	9	(9)	(2)	73
NHST	12	–	–	(5)	7
SHST	14	–	–	–	14
SEHST	4	–	–	(4)	–
Newhaven Soft	5	–	–	–	5
NHST Support Groups	31	–	–	–	31
Tusla	7	–	–	–	7
Advocacy for All Community Foundation	92	142	(133)	3	104
Causeway GP Federation Project Northern Trust Income	7	–	–	–	7
Staying Well at Home	14	32	(32)	(11)	3
Co-op	81	80	(80)	23	104
Lifeskills	–	7	(4)	(3)	–
SHIP Fundraising	–	–	–	1	1
Department of Health and Social Care Health Service Executive	–	73	(73)	–	–
	306	497	(497)	537	843
Total Mental Health and Intellectual Disability Services	944	5,707	(5,916)	738	1,473
Addiction Services					
Big Lottery	124	–	(122)	(3)	(1)
NIHE – Sustainability	7	13	(14)	(6)	–
Armed Forces	–	29	(29)	20	20
Total Addiction Services	131	42	(165)	11	19
Carecall					
AFCT	–	131	(131)	–	–
Total Carecall	–	131	(131)	–	–
Total Restricted Funds	1,075	5,880	(6,212)	749	1,492

Notes to the Consolidated Financial Statements

(continued)

23) Fund Balances (continued)

Charity Restricted Funds

Charity	1 April 2024 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	31 March 2025 £'000
Mental Health and Intellectual Disability Services					
Public Health Agency	5	277	(411)	4	(125)
BHSCT	57	–	–	–	57
Supporting People	–	4,685	(4,741)	56	–
Scheme Funds	188	33	(57)	–	164
Bright Support	73	10	(10)	(3)	70
NHSCT	7	–	–	(3)	4
SHSCT	14	–	–	–	14
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	104	77	(77)	(104)	–
Causeway GP Federation Project Northern Trust Income	7	–	–	(7)	–
Staying Well at Home	3	35	(35)	15	18
Co-op	104	104	(104)	(104)	–
Lifeskills	–	9	(9)	–	–
SHIP Fundraising	1	–	–	–	1
Department of Health and Social Care	–	73	(73)	–	–
Take Time for You	–	–	–	3	3
Peace of Mind	–	22	(22)	–	–
Woodlands Wellbeing Garden	–	–	–	1	1
Advocacy Extension Project	–	30	(30)	39	39
Total Mental Health and Intellectual Disability Services	599	5,355	(5,569)	(103)	282
Addiction Services					
Big Lottery	(1)	–	–	1	–
Armed Forces	20	48	(47)	(20)	1
Total Addiction Services	19	48	(47)	(19)	1
Total Restricted Funds	618	5,403	(5,616)	(122)	283

Notes to the Consolidated Financial Statements

(continued)

23) Fund Balances (continued)

Charity Prior Year Restricted Funds

Charity	1 April 2023 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2024 £'000
Mental Health and Intellectual Disability Services					
WHST	(1)	(1)	(1)	3	–
Public Health Agency	14	286	(360)	65	5
Comic Relief	38	–	(38)	–	–
BHSCT	53	–	–	4	57
Supporting People	–	4,525	(4,643)	118	–
Scheme Funds	185	48	(45)	–	188
Bright Support	75	9	(9)	(2)	73
NHSCT	12	–	–	(5)	7
SHSCT	14	–	–	–	14
SEHSCT	4	–	–	(4)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	92	142	(133)	3	104
Causeway GP Federation Project Northern Trust Income	7	–	–	–	7
Staying Well at Home	14	32	(32)	(11)	3
Co-op	81	80	(80)	23	104
Lifeskills	–	7	(4)	(3)	–
SHIP Fundraising	–	–	–	1	1
Department of Health and Social Care	–	73	(73)	–	–
Total Mental Health and Intellectual Disability Services	624	5,201	(5,418)	192	599
Addiction Services					
Big Lottery	124	–	(122)	(3)	(1)
NIHE – Sustainability	7	13	(14)	(6)	–
Armed Forces	–	29	(29)	20	20
Total Addiction Services	131	42	(165)	11	19
Total Restricted Funds	755	5,243	(5,583)	203	618

Notes to the Consolidated Financial Statements

(continued)

23) Fund Balances (continued)

Group Fund Balances

Group	Opening Balance 1 April 2024 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Impairment £'000	Closing Balance 31 March 2025 £'000
Restricted funds						
Mental Health and Intellectual Disability	1,473	14,943	(15,568)	216	–	1,064
Carecall	–	9	(10)	1	–	–
Addiction	19	48	(47)	(19)	–	1
Total Restricted Funds	1,492	15,000	(15,625)	198	–	1,065
Unrestricted Funds						
Designated Funds						
Historical Capital Funding	163	–	–	(163)	–	–
Revaluation Reserve	13	–	–	(13)	–	–
Other Projects	12	–	–	(12)	–	–
Designated Funds	188	–	–	(188)	–	–
General Fund	13,525	29,565	(27,006)	(10)	(488)	15,586
Total Unrestricted Funds	13,713	29,565	(27,006)	(198)	(488)	15,586
Total Funds	15,205	44,565	(42,631)	–	(488)	16,651

Group	Opening Balance 1 April 2023 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2024 (Restated) £'000
Restricted funds					
Mental Health and Intellectual Disability	944	5,707	(5,916)	738	1,473
Carecall	–	131	(131)	–	–
Addiction	131	42	(165)	11	19
Total Restricted Funds	1,075	5,880	(6,212)	749	1,492
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	13	–	–	(1)	12
Designated Funds	189	–	–	(1)	188
General Fund	12,735	35,543	(34,005)	(748)	13,525
Total Unrestricted Funds	12,924	35,543	(34,005)	(749)	13,713
Total Funds	13,999	41,423	(40,217)	–	15,205

Notes to the Consolidated Financial Statements

(continued)

23) Fund Balances (continued)

Charity Fund Balances

Charity	Opening Balance 1 April 2024 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Impairment £'000	Closing Balance 31 March 2025 £'000
Restricted funds						
Mental Health and Intellectual Disability	599	5,355	(5,569)	(103)	–	282
Addiction	19	48	(47)	(19)	–	1
Total Restricted Funds	618	5,403	(5,616)	(122)	–	283
Unrestricted Funds						
Designated Funds						
Historical Capital Funding	163	–	–	(163)	–	–
Revaluation Reserve	13	–	–	(13)	–	–
Other Projects	9	–	–	(9)	–	–
Designated Funds	185	–	–	(185)	–	–
General Fund	10,416	23,510	(21,463)	307	(488)	12,283
Total Unrestricted Funds	10,601	23,510	(21,463)	122	(488)	12,283
Total Funds	11,219	28,913	(27,079)	–	(488)	12,566

Charity	Opening Balance 1 April 2024 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2025 £'000
Restricted funds					
Mental Health and Intellectual Disability	624	5,201	(5,418)	192	599
Addiction	131	42	(165)	11	19
Total Restricted Funds	755	5,243	(5,583)	203	618
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	13	–	–	(4)	9
Designated Funds	189	–	–	(4)	185
General Fund	9,250	20,252	(18,887)	(199)	10,416
Total Unrestricted Funds	9,439	20,252	(18,887)	(203)	10,601
Total Funds	10,194	25,495	(24,470)	–	11,219

Notes to the Consolidated Financial Statements

(continued)

24) Analysis of Funds

Group	Restricted Funds 2025 £'000	Unrestricted Funds 2025 £'000	Total Funds 2025 £'000	Restricted Funds 2024 (Restated) £'000	Unrestricted Funds 2024 (Restated) £'000	Total Funds 2024 (Restated) £'000
Fixed Assets	–	4,347	4,347	–	4,955	4,955
Net Current Assets	1,065	11,239	12,304	1,492	8,758	10,250
Total Fund Balances at 31 March	1,065	15,586	16,651	1,492	13,713	15,205

Charity	Restricted Funds 2025 £'000	Unrestricted Funds 2025 £'000	Total Funds 2025 £'000	Restricted Funds 2024 £'000	Unrestricted Funds 2024 £'000	Total Funds 2024 £'000
Fixed Assets	–	4,199	4,199	–	4,775	4,775
Net Current Assets	283	8,084	8,367	618	5,826	6,444
Total Fund Balances at 31 March	283	12,283	12,566	618	10,601	11,219

25) Financial Instruments

Financial Assets that are debt instruments measured at amortised cost.

	Group		Charity	
	As at 31 March 2025 £'000	As at 31 March 2024 £'000	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Trade Debtors (note 19)	4,738	3,480	2,830	1,691
Other Debtors (note 19)	220	314	214	269
Amounts owed from Group Undertakings (note 19)	–	–	406	558
Listed investments (note 18)	59	59	59	59
Unlisted Investments (note 18)	4	4	4	4
	5,021	3,857	3,513	2,581

Financial Liabilities that are debt instruments measured at amortised cost.

	Group		Charity	
	As at 31 March 2025 £'000	As at 31 March 2024 £'000	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Obligations under Hire Purchase (note 22)	–	1	–	1
Trade Creditors (note 21)	1,133	852	619	423
Other Creditors (note 21)	206	249	177	173
Accruals (note 21)	1,841	1,698	1,327	1,202
	3,180	2,800	2,123	1,799

Notes to the Consolidated Financial Statements

(continued)

26) Notes to the Consolidated Cashflow Statement

Group	2024/25 £'000	2023/24 £'000
Net Resources	1,796	1,096
Depreciation of Tangible Fixed assets	295	708
Impairment	24	–
(Profit)/Loss on Disposal Tangible Assets	11	15
Movement in debtors	(971)	(182)
Movement in creditors	259	(701)
Net cash flows generated from/(used in) operating activities	1,413	936

Analysis of net funds

	At 1 April 2024 £'000	Cash flows £'000	At 31 March 2025 £'000
Cash at Bank and in Hand	6,575	4,112	10,687
Cash and Cash Equivalents	6,575	4,112	10,687
Finance lease and HP agreements	(1)	1	–
Cash from Financing activities	(1)	1	–
Net Funds	6,574	4,113	10,687

27) Pension Commitments

The Group operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Group in an independently administered fund. The total contributions paid into the scheme in the year by the Group were £546K (2023/24: £537K). There were no contributions outstanding at the year-end (2023/24: £nil).

28) Related Party Transactions

The following amounts were owed from/(to) related parties by the charitable company at the end of the financial reporting period:

	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Carecall (NI) Limited	221	426
EAP Consultants Limited	39	60
Inspire Wellbeing Company Limited by Guarantee	146	72
	406	558

In addition to the amounts owed by group undertakings there is an amount of £1,819K owed from Carecall (NI) Limited which was previously provided for in year ended 31 March 2020.

Notes to the Consolidated Financial Statements

(continued)

28) Related Party Transactions (continued)

The following transactions were incurred between the related parties during the financial year:

	Inspire Wellbeing Company Limited by Guarantee 2024/25 £'000	Carecall (NI) Limited 2024/25 £'000	EAP Consultants Limited 2024/25 £'000	Total 2024/25 £'000
As at 1 April 2024	72	426	60	558
Settlements of Intercompany Balances	(991)	(1,406)	(256)	(2,653)
Receipts by Group Companies	–	(36)	–	(36)
Receipts for Group Companies	(214)	–	–	(214)
Supplier Payments by Group Companies	(490)	(76)	(20)	(586)
Supplier Payments for Group Companies	1,632	1,206	255	3,093
Payroll Payments by Group Companies	(22)	(30)	–	(52)
Payroll Payments for Group Companies	145	133	–	278
Other	14	4	–	18
As at 31 March 2025	146	221	39	406



inspire

wellbeing, ability, recovery

INSPIRATION POINT



Scan for wellbeing information, resources and signposting straight to your phone



[community wellbeing.info](https://communitywellbeing.info)

Reference and Administrative Information

Company registration number

NI025428

Registered Charity number

NIC103470

Trustees

Jill Harrower-Steele (*Chair*)
 Aidan Browne (*resigned 9 December 2024*)
 Colm Conway
 Benjamin Banerji
 Peter Brown
 Emma Pollock
 Seamus Cowman
 Marcus Ruegg
 Patricia Goan
 Virginia Hanrahan
 David Sterling

Secretary

Ms Kerry Anthony

Executive Leadership Team

Ms Kerry Anthony, CEO
 Ms Dunia Hutchinson, Director, Care and Support Services
 Mr Alex Bunting, Group Director, Therapeutic and Wellbeing Services (Lena by Inspire)
 Ms Joanne McCandless, Director, Finance
 Ms Lisa McElherron, Director, Insight, Engagement and Innovation
 Mrs Sinéad McNicholl, Director, People, Development and Compliance

Registered office/Principal office

Lombard House
 10-20 Lombard Street
 Belfast
 BT1 1RD

Bankers

Ulster Bank
 91-93 University Road
 Belfast
 Co. Antrim
 BT7 1NG

AIB
 96 Clanbrassil St
 Townparks
 Dundalk
 Co. Louth
 Ireland

Solicitors

A&L Goodbody Northern Ireland LLP
 42-46 Fountain Street
 Belfast
 Co. Antrim

Independent auditors

Moore (N.I.) LLP
 Donegall House
 7 Donegall Square N
 Belfast
 Northern Ireland

Thank You

We would like to thank every individual and organisation who supported our work in 2024/25.



Get Involved

Thank You!

We would like to thank every individual and organisation who supported our work during the year. You once again showed huge compassion and kindness. We particularly want to thank everyone who supports us regularly, giving us the confidence to plan ahead. We gratefully remember each and every one of our supporters who thoughtfully left us a gift in their will. We would also like to say thank you to all our volunteers for their hard work and commitment, which we could not do without!

Get Involved

Are you part of the growing movement of kindness? Get connected to people who need your skill, care and support.

Volunteering

However much time you have and whatever your experience, there are volunteering opportunities at Inspire. Meet new people, learn new skills and help people get the support they need. Find out more at <https://www.inspirewellbeing.org/get-involved/volunteering/>

Fundraising

With your support we can continue our work to develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities. There are many ways for you to get involved and support Inspire. Now more than ever, we need you to get involved and help support Inspire and the work we do.

Your support will directly help us to continue this vital work in the community. Whether you want to take part in an event, organise your own event, make a donation or volunteer your time, there are lots of ways that you can get involved and help fundraise for Inspire. These include fundraising in your local community, your school, club or society and through your work by becoming our Charity Partner. Every step you take and every pound you raise will help someone in need.

Find out more at <https://www.inspirewellbeing.org/get-involved/fundraising/> or call +44 (0) 28 90238474.

Donate

It's the generosity of our supporters that enables our work to happen quickly and efficiently. We rely on your support to keep us going. A donation or a regular gift means we can be there for our service users and their families throughout the most difficult times in their lives. Please donate what you can today to help us continue to support your communities' wellbeing. If you would like to find out more about supporting Inspire by making a donation please go to <https://www.inspirewellbeing.org/donate/> or call +44 (0) 28 90238474 .

Legacies

A gift in your will, no matter how big or small, will help us to make sure we can be there for every individual and family that needs us now and in the future. If you would like to find out more about supporting Inspire by leaving a gift in your will then please go to <https://www.inspirewellbeing.org/leave-a-gift-in-your-will/> or call +44 (0) 28 90238474 .

Connect to our online community

[facebook.com/InspireWBGroup](https://www.facebook.com/InspireWBGroup)

[instagram.com/inspire_wellbeing](https://www.instagram.com/inspire_wellbeing)

ADVOCACY FOR ALL

The right support
at the right time



A free service for people over 18 with mental health issues to find the right support and have their voice heard.

If you or someone you know would like to speak to a trained mental health advocate to discuss issues that are impacting your mental health, contact our team.

Freephone: **0808 189 0036**

Webchat: **www.inspirewellbeing.org**

Email: **hello@inspirewellbeing.org**

Available: Monday - Friday 10:00 am to 4:00 pm

This project is funded by the Department of Health's Mental Health Support Fund administered by the Community Foundation for Northern Ireland





www.inspirewellbeing.org

Inspire Wellbeing

Northern Ireland - Charity number 103470

Accounts



inspire

wellbeing, ability, recovery

Inspire Wellbeing



Annual Report and Consolidated Financial Statements

For the year ended 31 March 2024

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Message from Our Chair



Aidan Browne
Chair

A key objective of any Board is to ensure the good governance of the organisation from the delivery of care to service users right through to the functioning of the Board itself. Despite the immense challenges to all organisations in the Third Sector, particularly post pandemic, Inspire aims to achieve the highest standards of governance and can demonstrate success in this regard. As our services are regulated, we are obliged to meet the standards set for us and have done so consistently. Particular efforts are made through training and continuous improvement of internal quality audits and controls to maintain our robust approach.

While our last Board level independent audit reassured us that our Board functioned at a very high level we have continued in the past year to strengthen our governance at all levels. While the Pandemic is now a few years behind us, it has left in its wake many challenges which our dedicated teams must confront every day. It is clear to see that there are challenges ahead of us, particularly in relation to budget pressures in both jurisdictions, but there is also a clear and growing need for Inspire services. We are conscious that we will need to continue to innovate to be able to do more. Once again in the past year there was a significant growth in the number of people we supported through our social enterprise, and I am delighted that we will continue this growth, leading the way in the provision of Therapeutic and Wellbeing Services right across the island of Ireland.

It is too easy to get caught up in the numbers and the reports and to not pay enough attention to why we exist. To this end our trustees take the opportunity to regularly visit our services to meet with service users and staff. These visits help to inspire us as trustees and ensure we always have those who use our services front and centre when we are making decisions around the Charity's future. To maintain our focus on the 'Why we are here', always helps to ensure our decisions are person-centered and in line with the values of Inspire. On these visits I have been so impressed by the ability, care and compassion shown by our staff and volunteers. I would like to thank them for their continued commitment.

The relationship between the Board and the Executive is key in any organisation and we are very fortunate in Inspire that this relationship consistently fosters collaboration and engagement. Under the stewardship of our CEO, Kerry Anthony, the organisation continues to refresh and renew and work as a very committed team. It is important to acknowledge our funders who continue to have faith in us in the knowledge that we will do what we say we will do!

I would like to take this opportunity to thank my fellow Board Members, many of whom have served for a number of years. Our Nominations and Governance Oversight Committee are always seeking to ensure we have the right skills mix on our Board. We are delighted to see that the members we recruited in 2023 have settled into the Board, taken on key committee roles and have greatly enhanced the functioning of the Board. During the year ended 31 March 2024 we welcomed two new Trustees to the Board, Ms Patricia Goan and Mr Marcus Ruegg and following the year end Ms Ginny Hanrahan and Mr David Sterling have joined the board. The new Trustees bring an array of experience and skills to the Board which continue to enhance our capacity for good governance and strong leadership. We also said goodbye and grateful thanks to our long serving trustees Michael Hickey, Dr David Kenefick, Finola O'Kane, George O'Neill, Seamus Mannion and William Fitzpatrick. As this is my last year on the Board after nine very enjoyable years where I have seen the organisation move from strength to strength I look to the future with confidence that Inspire will continue to be Inclusive, Passionate, Determined, Kind, Honest and Innovative and be a committed advocate for all who need our service.

Aidan Browne
Chair

Message from Our CEO



Kerry Anthony
CEO

CEO's Introduction

As we started this new year, we gathered in the beautiful surroundings of Titanic building in Belfast to launch INSPIRE 20SIX, our new three-year strategy. The Inspire 20SIX plan was widely consulted on with staff, volunteers and the people who use our services. It's six themes focus on our culture, team, sustainability, voice, innovation and quality and will be our road map for the next three years guiding our work. Embedded in this new strategy is our ambition to focus on the development of our approach to strategic priorities around leadership, human rights, ESG (Environment, Social and Governance) and EDI (Equality, Diversity and Inclusion).

Like all organisations in our sector we continued to operate in a very challenging funding environment. We are in ongoing negotiations, both individually and with our sector partners, with our commissioners both in Northern Ireland and the Republic of Ireland to advocate for adequate funding to ensure the people we support continue to receive the safe and effective services they deserve and our staff, at all levels, are paid fairly for the work they do. These issues are interdependent, and I am grateful that our trustees recognise the valuable role that our staff teams play in providing excellent care and support to those who use Inspire services. They continue to endeavour, wherever possible, to review and drive improvements in the terms and conditions we offer staff.

Recognising the financial pressure, we are all facing, we continue to be committed to innovation and diversifying our income to be able to reach and support more people. To this end we have focused on two major change areas. Firstly, on examining our systems and processes to ensure we are even more effective and efficient as an organisation. Secondly, a refocusing of the work of our social

enterprise to ensure that we are supporting more people, generating more income for the Charity and firmly delivering on our vision, mission and values. This year saw us enhance further the offer to our Therapeutic and Wellbeing customers with the launch of Wellbeing Hub 2.0, a refreshed hub that ensures access to the very best, clinically robust digital wellbeing services.

Our Service User Reference Forum continues to play a vital role in the life of Inspire and this year our engagement events and activities had a total attendance of 680. This included a personal highlight when over 150 of the people who use our services came together in Derry/Londonderry's historic Guildhall for our annual 'Take Over' Event where we enjoyed workshops and panel discussions. Our successful Comic Relief funded anti-stigma campaign 'Change Your Mind' came to an end this year however our campaigning role continues to flourish and this year we joined colleagues across the UK to deliver a public facing campaign calling an end to shame around serious mental illness. Fully designed by and featuring the lived experience of the people who use our services, the #IfItsOkay campaign ran on billboards, social and mainstream media and in workplaces across NI as part of a nationwide campaign. Together with 16 other charities across NI we led Cost of Living 24, a community-based campaign focusing on providing people across NI with information on local support available during the rise in the cost of living.

As always, I want to thank our staff teams right across Inspire for the work they do to progress the mission of the organisation. When visiting services, engaging with teams in our offices, I am struck by the commitment to the values of Inspire and how I can see these in action every day.

We have invested time in ensuring Inspire's governance systems, structure and processes are as robust as they can be. The Board and the Executive Leadership Team were delighted to receive an exemplary report from the Wolfe Group earlier in the year after completing an independent audit of our governance. I would like to thank all of our board members for their time and preparation, their clear commitment to the values of Inspire and their open debate and questioning to allow them to make the very best decisions now and for the future. I am very buoyed by the support and challenge I, and Executive Leadership Team, receive from them.

Message from Our CEO

Continued

Next year will see us celebrate Inspire's 65th birthday. We are under no illusions that it will be another tough and challenging year. However, the clear roadmap provided by our strategy, the strength of our Board and leadership team, the talents of our staff and volunteers and the inspirational stories of the people we support, fill us with hope and determination.

As we plan events to mark Inspire 65 I am reminded that our founder Lady Wakehurst named our very first service Beacon because she wanted "a name suggesting light." Six and a half decades later, we are proud to continue her vision and shine a light of hope which changes the lives of thousands every year.

Kerry Anthony
CEO



Our Vision, Mission & Values

Our Vision

Wellbeing for All

Our Mission

To work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential.

To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.




Our Values

Our values are the qualities that define the way we conduct our work. They describe our culture – the very essence of who we are.

Values are what help our staff, partners and all other stakeholders understand how we operate. We are a values-based organisation and our values are at the heart of all we do.

INCLUSIVE




We put the people who use our services first

PASSIONATE




We believe in what we do

DETERMINED



We find a way

KIND



We care about each other

HONEST



We act with integrity

INNOVATIVE



We nurture new ideas

Support our work

Join #TeamInspire

Work with us:

Careers with Inspire will challenge you and develop your skills. You will get a first-hand view of the difference that you are making in people's lives. For current opportunities, visit:



inspirewellbeing.org/join-team-inspire



Volunteer with us:

Be the change and make a difference- volunteer for Inspire. We are always on the lookout for people to help in Inspire services. For volunteering opportunities, visit:



inspirewellbeing.org/get-involved/volunteering



Fundraise for us:

There are many ways you can fundraise for Inspire. Through fundraising, you will be supporting the services Inspire provides across Ireland and helping to make a lasting difference in the lives of the people who use our services. For more information, contact our team via email: fundraising@inspirewellbeing.org

Consider us as your Charity Partner of the Year:

We are delighted that a number of local organisations and companies have over the years kindly chosen Inspire as their charity partner of the year. For information on how you can support us, email:

fundraising@inspirewellbeing.org

We are Team Inspire: Our Services

Our Services are provided across the following four areas:

- Mental Health and Addiction Care and Support Services
- Intellectual Disability and Autism Care and Support Services
- Therapeutic and Wellbeing Services
- Insight, Engagement and Innovation

Mental Health and Addiction Care and Support Services:

Our Mental Health and Addiction Care and Support Services focus on recovery and inclusion by empowering and supporting people to achieve their goals. Our Services include:

Supported Housing Services

Providing a home and community 24/7 for people living with mental ill health across Northern Ireland.

Community Wellbeing Schemes

Community-based recovery focused wellbeing support for people living with mental ill health.

Floating Support

Support and advice for people living in their own homes.

Advocacy

Information and support for people experiencing a mental health crisis, along with their families and carers.

Self-Harm Intervention Programme

A specialist programme for people who are self-harming, or are at risk of self-harming, and their families.

Bright Future

Mental health support service for young people aged 14-24.

Family Support

Providing support and information for people who have a family member in a mental health crisis.

Addictions Counselling

Providing structured therapeutic support to individuals impacted by alcohol and substance misuse.

Social Support

Practical assistance and support for individuals to help enable their recovery.

Mutual Aid Partnership

Providing support for people who share similar experiences, helping each other to manage or overcome addictive behaviours.



We are Team Inspire: Our Services

Continued

Intellectual Disability and Autism Care and Support Services

Our Intellectual Disability and Autism Services empower people to live independently as part of the community. Our services include:

Residential Services

Providing person centred residential care and support for people with intellectual disabilities and / or autism. Supporting adults to be active members of their community; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

Supporting Living Services

Home support services to adults within their own homes, providing opportunities for all to live as participants in their local communities.

New Directions Day Services

Day services which support adults with intellectual disabilities and/or autism to be active, independent members of their community and society; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

Outreach Services

Providing outreach services to adults living in their own homes, achieving meaningful outcomes in areas such as daily, social, interpersonal and leisure skills, using an outcomes-based model which includes support and guidance for families.



We are Team Inspire: Our Services

Continued

Therapeutic And Wellbeing Services

Our Therapeutic and Wellbeing Services provide a range of wellbeing support, training and interventions that help organisations, employees and students to thrive. Our services include:

Employee Assistance Programmes (EAP)

Employee benefit that provides workplaces with support and practical advice on issues that might be impacting their wellbeing and performance.

Student Assistance Programmes (SAP)

Support and practical advice designed to help students deal with personal and professional problems that could be affecting their home or student life, health, or general wellbeing.

Counselling Support

Supports people through counselling in dealing sensitively with professional and personal issues that may impact on both their work and home life.

Trauma Informed Therapeutic Support

Developing a network of support and providing a framework of intervention and prevention services for those experiencing trauma.

Training

Delivering a range of learning programmes that will help build knowledge, resilience and self-capacity of communities, managers, and employees.

Professional Development

Clinician-developed and clinician-led, modular training programmes designed to provide insight, understanding and practical skills for colleagues across a range of sectors who are regularly encountering, working with, or providing support to, adults with mental health difficulties and challenges.

Digital Wellbeing Services

Instant access to a range of information, guidance and screening that is tailored specifically to help care for your individual wellbeing needs through our Inspire Support Hub.

Specialist Support Projects

Providing support for organisations in need of specialist interventions or solutions to mental health or wellbeing related issues.

Coaching And Mentoring

Learning effective coaching and mentoring techniques ensuring individuals and teams can achieve their full potential.



We are Team Inspire: Our Services

Continued

Insight, Engagement and Innovation

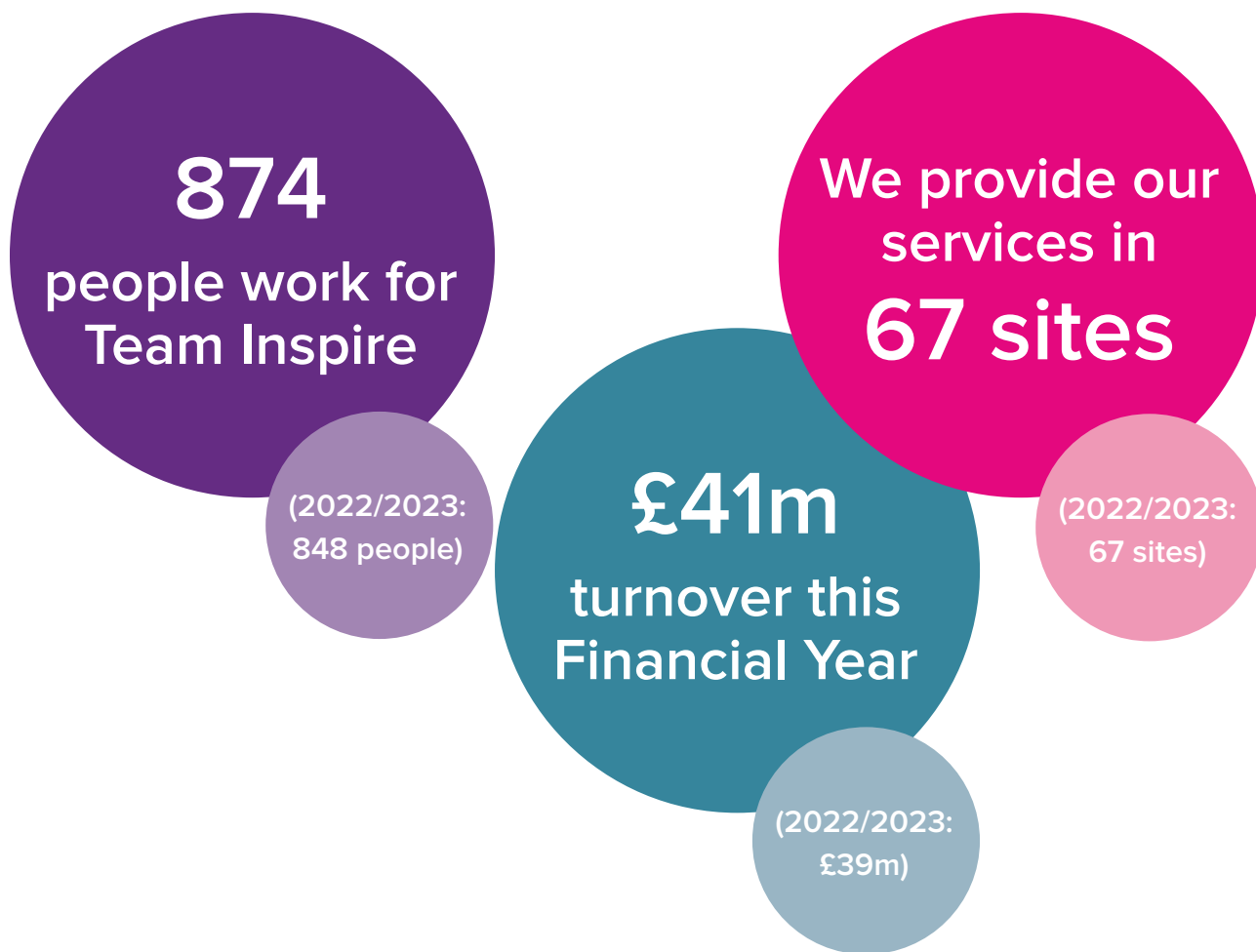
Our Insight, Engagement and Innovation Team aims to inform and shape wider society through campaigning, research and the development of new services. Our services include: engagement with people who use our services and their families and carers, volunteering, fundraising and community development, campaigning and communication, research, service development and innovation.



Our Strategic Aims



Our Year in Numbers

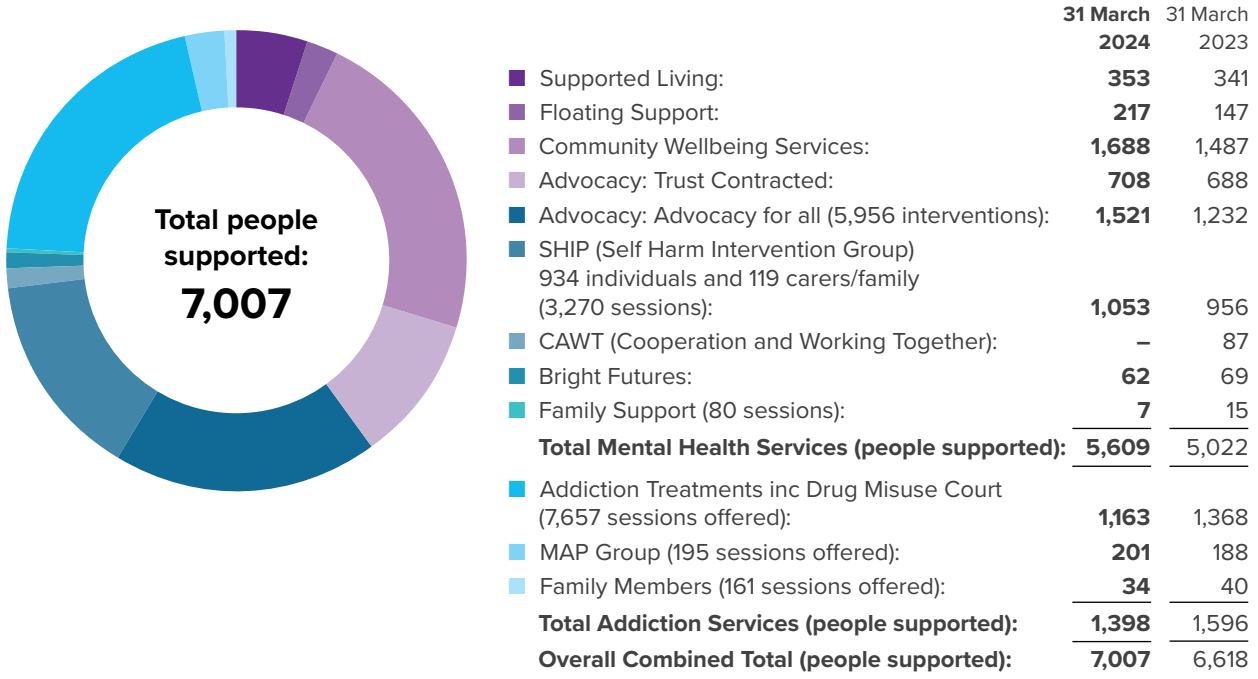


- Overview
- Strategic Report and Trustees' Report
- Independent Auditor's Report
- Financial Statements
- Other Information

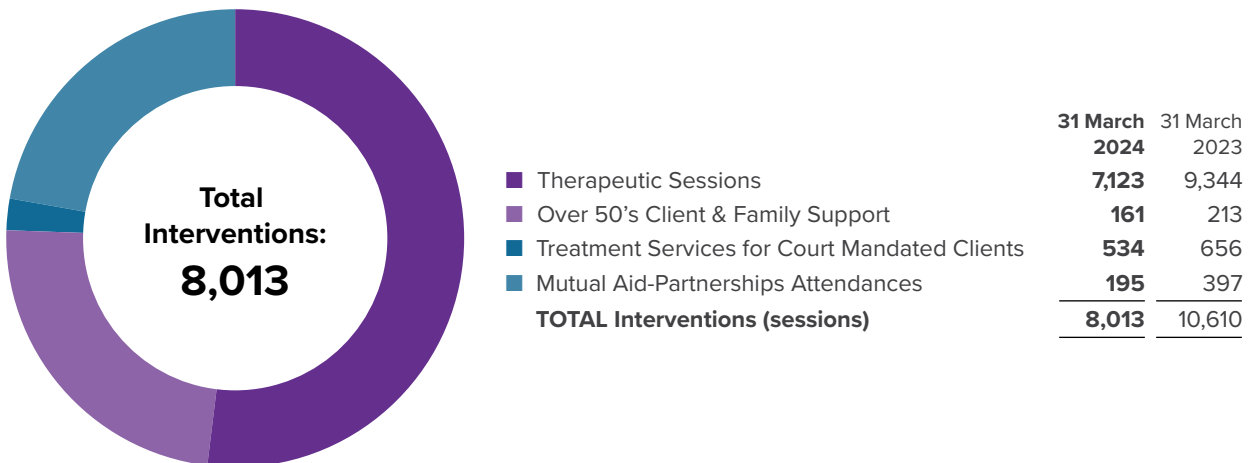
Our Impact and Our Ambition

Mental Health and Addiction Care and Support Services

Number of people using our Mental Health and Addiction services:



Number of interventions (sessions) in our Addiction Services



Our Impact and Our Ambition

Continued

Mental Health and Addiction Care and Support Services – continued

Key Achievements:

- Consistently positive service user feedback.
- Positive RQIA inspections confirming required standard have been demonstrated.
- Maintaining a more inclusive regional advocacy service for people impacted by poor mental health.
- Initiatives to address poor physical health.
- Consolidation of our peer support programme (Mutual Aid Partnerships) across addiction services and Community Wellbeing services.
- Partial implementation of a new client management system.

Key Challenges:

- Meeting the increasing demand and complexity of need safely in Supported Living with dated and under-funded service models.
- Recruitment & retention of staff.
- Maintaining services levels, quality and continuity with funding reductions and uncertainty.
- Prevalence of physical health morbidity with limited access to adequate health care.
- Support to staff in the challenging and uncertain social care context.

Key Objectives and Goals 2024/25

- **Broaden** the scope of engagement with the people we support to better inform their care and support.
- **Better integrate** our services and strengthen links with local communities.
- **Embed** the Inspire Quality Framework and better demonstrate outcomes.
- **Further develop** the skills of staff to better meet the increasing complex needs of people we support.
- **Improve** the living environments in Supported Living Services in need of modernisation.
- **Improve** physical health care outcomes and access to health care.
- **Review** selected services to strengthen the service model and to be more sustainable.

Our Impact and Our Ambition

Continued

“When nothing is definite, everything is possible”

“I keep myself in the moment. I have built up confidence and never trusted anyone before I came here. Every day I feel like I have achieved something just by coming here”

Inspire Service-User, Anonymous Story Community Wellbeing Service | MH&A Service

I was feeling isolated when my children got older, and my mental health got poor. I come here (Community Wellbeing Service) every day and have been coming for 8/9 years. I had a bad childhood.

I keep myself in the moment. When I come here, I participate in mindfulness, arts and crafts and days out. All courses help with my mental health. If I have a down day, members and staff are here to help me. I have built up confidence and never trusted anyone before I came here. Every day, I feel like I have achieved something just by coming here. Staff are very down to earth and straight to the point.

I had a heavy loneliness before I came here which has now left. I feel like I truly did not get help until I came here.

“It lifts my mood when I listen to tapes and take part in mindfulness”.

“Trust is a hard thing but when you find it it’s lovely.”

“Mindfulness is good for the head and the soul.”

“Get support, don’t feel ashamed, don’t feel embarrassed – just be yourself!”

Our Impact and Our Ambition

Continued

"There's no pressure put on you, you can build relationships at your own pace. It's a wee community, there's some people that's been there a long time, and others come and go."

"Getting out and seeing people, even just having a chat and a coffee, it's important"

Service User | Moylena Supported Housing | MH&A Service

I have been living in Moylena 13 years.

In Moylena, there is a mix of staff and residents, and all are amazing. Everyone looks out for each other like a family. I am involved in Creative Writing, artwork and I attend other classes outside of Inspire in the Villa where I do colouring in and art work.

Staff help me to attend appointments.

Moylena has brought my confidence back. If you are having a bad day, staff are there to speak to if I have any problems.

My advice to anyone suffering with a mental health problem is to stay strong, talk to someone and to get rid of the stigma.

Talk to anyone, a psychiatrist, best friend, CPN or staff and key worker.

"The support is reassuring and never did I feel judged"

"Everyone has Mental Health... sometimes it's good and sometimes it's bad!"

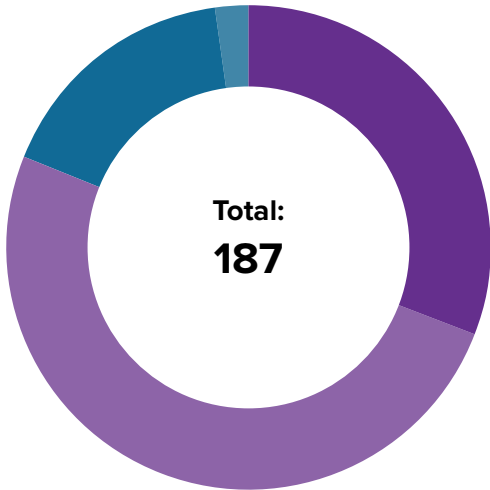
"I'm not going to say I'm weak for being sick. I'm going to say I'm strong because I'm still here!"

Our Impact and Our Ambition

Continued

Intellectual Disability and Autism Care and Support Services

Number of people using our services:



	31 March 2024	31 March 2023
Residential Services:	58	58
Supported Living Services:	94	94
New Directions Day Services:	31	31
Outreach Services:	4	4
Total	187	187

Key Achievements:

- Enhanced the quality of services through development of improved systems and processes, and further investment in the Quality and Compliance team to support continuous improvement.
- Continued to build on our human rights based approach through staff training and development.
- Continued the implementation of the new digital service user information system which helps evidence our quality and standards of care.

Key Challenges:

- Recognition of the residual emotional impacts of the pandemic & the Covid-19 restrictions imposed on our service users, the staff supporting them, their families and their wider community.
- Continued challenges with the recruitment and retention of staff impacting the health and social care sector.
- Impacts on service users, staff and overall service provision from the sharp increase in the cost of living.

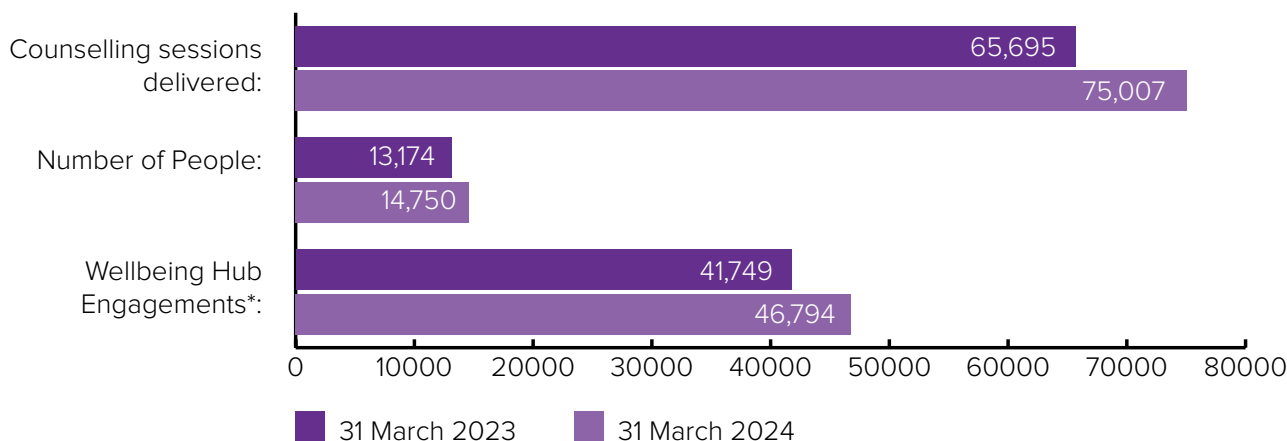
Key Objectives and Goals 2024/25:

- Implement** the Inspire Quality Framework & continue to improve our regulatory compliance.
- Ensure** a human rights perspective is embedded in support planning & establish a rights restrictions oversight committee.
- Embed** a values-led approach to leadership in the services and across Inspire.
- Increase** the percentage of service users engaged in Inspire activities & service planning.
- Work** with our statutory partners to resolve funding deficits and ensure the sustainability of services into the future.

Our Impact and Our Ambition

Continued

Therapeutic and Wellbeing Services



* The wellbeing hub is undergoing review and development.

Key Achievements:

- Delivered Psychological Support Programme to 634 members of An Garda Síochána.
- Successful completion of clinical research trial in PTSD with Kings College London and QUB.
- New services with Armed Forces Covenant Trust – Tackling Social Isolation, You Matter and Places Pathways People.
- EANI School Resilience programme and Principals’ Coaching Programme delivered to 400 school leaders.
- Leading on the development of the new Mental Health strategy for Northern Ireland Civil Service.
- Completed training in EMDR for a cohort of counsellors in NI to facilitate the delivery of trauma services.

Key Challenges:

- Post pandemic recruitment issues placing strain on staff team and associate base.
- Further adapting the blended model of in-person and online delivery to meet the needs of our clients and customers.
- Managing the rising cost implications across all sectors.

Our Impact and Our Ambition

Continued

Therapeutic and Wellbeing Services (continued)

Key Objectives and Goals 2024/25:

- **Quality – Achieve Excellence in all that we do:** Implement our new quality therapeutic and customer satisfaction framework.
- **Culture – Create a purposeful value led Inspire Community:** Develop a culture of leadership embedded in the values of Inspire across the Social Enterprise.
- **Team – Develop a Team of Passionate Professionals:** Enhance our team approach to service delivery and development across the Island of Ireland.
- **Voice – Use our voice to articulate the issues and challenges for workplaces, students, veterans, and the people we support around the impact of mental health, addictions and wellbeing.**
- **Sustainability – Use the profits of the Social Enterprise to support the work of Inspire across the Island of Ireland. Further develop our health and wellbeing products to address current and emerging needs, helping drive profitability and sustainability of Inspire.**
- **Innovation – Further develop our systems to provide our clients and customers with innovative solutions to modern mental health and wellbeing support. Contribute to the development of a digital strategy for Inspire to fully utilise data and enhance business intelligence.**

Insight, Engagement and Innovation

	31 March 2024	31 March 2023
Website users:	314,442	151,991
Social Media Reach:	642,360	795,119
Followers:	21,370	22,862
Opportunity to See Media Clippings:	5,437,313	4,813,676

Key Objectives and Goals 2024/25:

- **Expand our reach for children and young people services across the island.**
- **Develop our community focused mental health, addiction, autism, intellectual disability awareness training offer.**
- **Revitalise and develop Therapeutic and Wellbeing Services marketing and communications.**

Our Impact and Our Ambition

Continued

Key Achievements:

- Empowering our community through service user engagement. There were 1842 hours of volunteering delivered within our services, with 28 active volunteers. This equates to a social impact value of £17,399. Our community engagement events and activities over the year had a total attendance of 680. This included over 150 of our service users coming together in Derry/Londonderry's Guildhall where we enjoyed workshops and panel discussions. Our Service User Reference Forum, with 8 active members, continued to ensure service user involvement was at the heart of Inspire's strategic objectives. We also increased our involvement in academic research with 12 experts by experience being involved in the Ulster University led CHOICE project focussed on access to community assets for people living with severe and enduring mental ill-health.
- Reducing stigma through our involvement and engagement in wider community. In March 2024, Inspire, along with colleagues across the UK, created a campaign calling an end to shame around serious mental illness. Inspire led on the #IfItsOkay campaign running across NI as part of a nationwide campaign. We had billboards in over 28 locations across the region reaching 636,860. Our social media reach including organic and paid for adverts was 97,527. Our website saw 1,868 people visit gaining practical advice for those who know someone experiencing shame, if they themselves have feelings of shame or how they can support our campaign.
- Changing Society through campaigning. In 2024, we launched Cost of Living 24, a community-based campaign focusing on providing people across NI information on local support available during the rise in the cost of living. Inspire, together with 16 other charities across NI, disseminated over 14,000 information resources to communities.
- Influencing decision making through public affairs. On World Mental Health Day, Team Inspire travelled from all over Ireland to Derry/Londonderry's iconic Guildhall for our second annual Inspire Takeover. The Rosses, our Foyle residential service celebrated its 20th anniversary in July with a special event, attended by 9 local elected representatives. Our public affairs work linking elected representatives with issues important to the people we support saw 60 engagements with elected members this year.
- Mobilising supporters through fundraising. The 2024 Colour Run saw a 20% increase in participants and a 138% increase in fundraising as we moved to the Enthuse platform to amplify and simplify fundraising efforts seeing an impressive £18,500 raised. Our charity partnership with Dunelm ended in 2024 with thousands of pounds worth of goods and vouchers donated to individuals who use our services. In Northern Ireland it was the gifts in kind that made the biggest impact.
- Digital Innovations. In April 2023, we launched the Inspire Wellbeing Hub 2.0. A refreshed hub that offers the user the best online experience and access to clinically approved, professional mental health and wellbeing information. The new wellbeing hub is an enhanced user experience ensuring users have access to the very best, clinically robust digital wellbeing services.

Key Challenges:

- Government funding restrictions for community activity and engagement.
- Reliance on short term funding which is unsuitable to make a long-term change.
- Navigating the changes in misinformation and ethics of social media affecting our availability to reach audiences.
- The ever-changing landscape of using AI presenting challenges and opportunities.



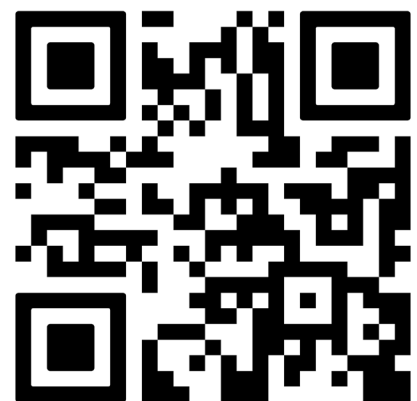
inspire

wellbeing, ability, recovery

INSPIRATION POINT



Scan for wellbeing information, resources and signposting straight to your phone



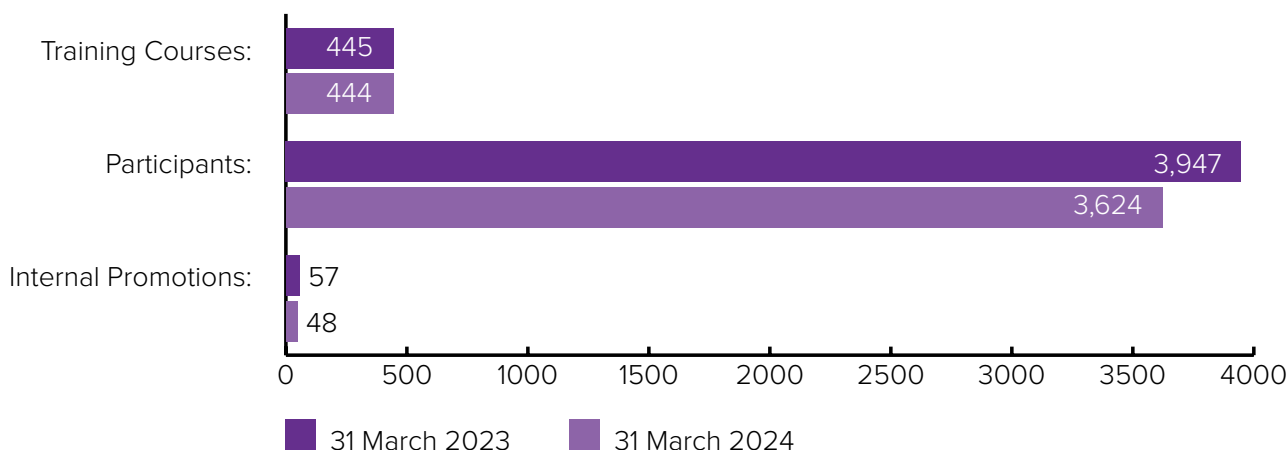
[community wellbeing.info](https://communitywellbeing.info)

Our Impact and Our Ambition

Continued

People, Development and Compliance

Inspire is committed to a one-team approach, where staff work together to create an open environment, facilitating easy communication both direct and, where appropriate, through employee representative bodies. This one-team approach is embedded in all our work practices.



Key Achievements:

- Developed and agreed the structure of the Inspiring Leaders Programme.
- Developed and launched the Great Place to Work Strategy.
- Established Quality & Safeguarding Forums within Care & Support Services.

Key Challenges:

- Recruitment and retention of suitable staff remains a key challenge for Inspire and the wider social care sector.
- Implementation of new policies for service delivery aligned to Human Rights based practice and an outcomes framework.
- Resources required to support the ongoing professional registrations with NISCC (Northern Ireland Social Care Council).

Key Objectives and Goals 2024/25:

- **Culture** – Pilot the new Inspiring Leaders programme.
- **Quality** – Implementing the new Inspire Quality Framework.
- **Team** – Development of a Recruitment & Retention strategy.

Our Impact and Our Ambition

Continued

Supporting our staff



Safety of our staff is always our primary consideration. Our people experience is to strengthen the bonds between our employees and our volunteers. It's part of our core strategy, and also considers how it feels to work and volunteer at Inspire, why people join and why they stay. It's about creating a welcoming, inclusive environment where everyone's health and wellbeing comes first. It has framed our thinking and response through the pandemic. We have maintained a strong focus on communication and engagement with colleagues and how we need to respond and look after one another. Whilst supporting staff wellbeing we have also had to focus on business continuity, re-engaging with volunteers, revising health and safety guidance and crisis management communications.

Our Covid-19 response has accelerated the delivery of some ambitions. We have seen considerable shifts in utilising technology to collaborate, an uptake of online learning and development opportunities, improving our business continuity processes and our understanding of the wellbeing needs of our people. The engagement, resilience and adaptability that our people have demonstrated over the last year has demonstrated the immense strength of our existing culture and People Experience. It has also shown that our People Experience plans have the flexibility to respond to change, whilst also keeping us true to our ultimate ambitions and the organisation which we wish Inspire to be.

Our Employees with Disability

In keeping with our own ethos, and in full compliance with Equality Legislation, Inspire Wellbeing gives equal consideration to applications for employment from persons with a disability. Subsequent employment is contingent upon the capacity of the applicant to adequately fulfil the requirements of the post.

Where an employee acquires a disability, Inspire Wellbeing is committed to providing continued employment under the normal terms and conditions, where this is practicable. In addition, Inspire Wellbeing makes all reasonable adjustments to ensure that job applicants or employees with a disability are not disadvantaged by their workplace or working practices.

Training and career development is also provided when appropriate and feasible. Staff members with a disability have full access to the facilities and provisions required to enable them to carry out the duties of their position, as far as this is possible, and to opportunities for career progression.

"Through my volunteering with Inspire, I have gained confidence to take on a part time job in the social care industry"

Inspire Volunteer

"Volunteering with Inspire has given me purpose and for that, I am glad"

Inspire Volunteer

Our Impact and Our Ambition

Continued

Our Volunteers

Across the last year we welcomed approximately 150+ volunteers to our services across the island of Ireland, providing their skills and knowledge to a wide range of opportunities that have made a significant impact to the people who access our services. From facilitating walking groups, arts and crafts workshops, to supporting Inspire events such as our flagship Colour Run and rejuvenating our green spaces, there has been an opportunity for everyone to get involved.

As an Investing in Volunteers recipient for our work with volunteers across the island of Ireland, our volunteering is underpinned by Inspire's commitment to continue investing in volunteers by delivering a volunteering framework for all.

Thank you to our volunteers

In particular, we want to say an enormous **thank you** to those that have given their time to volunteering with Inspire throughout the last year. Volunteers are the lynchpin to our local communities across the island of Ireland and whether it is fundraising for a local event or turning up on a cold winters day to a facilitate a gardening group, they provide immeasurable value to the work of Inspire.

We are promoting Inspire as a great place for work experience and to develop skills and qualifications to enhance your CV while volunteering with us.



Our Impact and Our Ambition

Continued

Name: Natasha Robinson
Volunteer Role: Activities Facilitator Volunteer (Arts & Crafts Workshop)
Inspire Service: Belfast Community Wellbeing Service

Tell us about your volunteering role?

Every Friday I lead an arts and crafts workshop at Aspen. It is a wonderful, relaxing and therapeutic environment. Each week we sit together to create something, drink coffee and chat. Last week we started painting masks for Pride and next week we will have great fun decorating them. I try to think of different projects each week to introduce the group to new ideas and practice new ways of creating. I particularly like the excitement and buzz around trying something new for the first time and seeing the sense of pride and achievement amongst the group is fantastic.

What benefits have you experienced personally from volunteering?

I started volunteering to build upon my experience working within the local community, but I hadn't expected what I would gain from this personally. I look forward to each Friday knowing that I am bringing a little joy and creativity to those that might not have this outlet at home. I enjoy planning the workshops and it is honestly one of the most rewarding experiences I have had the pleasure of being a part of.

Do you have any stories that you would like to share about your volunteering, from those you have engaged with? i.e. making a significant difference

The participants tell me they really look forward to my workshop each Friday and it feels that I am making a difference. One participant shared that she now has a permanent creative table set up at home and it gives her much comfort. I try to photograph their work when I can and give them prints to remember everything they make. Another participant shared that she displays the prints at home and feels very proud of what she has achieved. Learning new skills, experimenting and playing with new creative materials and ideas supports self-esteem, self-efficacy and empowerment.

Would you recommend volunteering with Inspire to others? If yes, why?

Yes, I absolutely would recommend volunteering with Inspire. The staff at Inspire are all amazing and incredibly supportive. Alongside a personally rewarding experience, I am also learning so much within the area I would like to work in. I am currently doing a Postgraduate in Therapeutic Photography and the experience I am gaining at Inspire gives me the belief and confidence that I can successfully implement and support my future ideas.

Is there anything else you would like to add?

I would like to thank Inspire for giving me the space and time each Friday to lead this workshop. It has given me a great sense of stability and joy since moving over to Belfast from London and I will be forever grateful.



Our Impact and Our Ambition

Continued

Name: Liam Kealey
Volunteer Role: MAP Group Facilitator (Mutal Aid Partnership)
Inspire Service: Addiction Service



Tell us about your volunteering role?

In my role with Inspire, I focus on addiction support. Having recovered from a 20+ year cocaine addiction, I can deeply relate to our members. Volunteering allows me to teach a technique that was instrumental in my own recovery. This experience has transformed my perspective, and I now eagerly anticipate Mondays. The opportunity to share my journey and help others break free from addiction is incredibly fulfilling. I genuinely enjoy making a positive impact and contributing to the recovery community. This role has not only been rewarding for me personally but also inspires hope and change in others.

What benefits have you experienced personally from volunteering?

I've grown significantly as a person, gaining confidence, and forming strong friendships. Each week, I learn more about myself and others' behaviours, fostering continuous self-discovery. The experiences have enriched my understanding and personal development, making me more aware and empathetic. This journey has not only boosted my self-assurance but also deepened my connections with people. As I continue to learn and grow, I feel more equipped to navigate the complexities of life and relationships.

Do you have any stories that you would like to share about your volunteering, from those you have engaged with? i.e. making a significant difference

Recently, a guy approached me, ecstatic, saying he finally understood the program I've been teaching about overcoming addictions. He repeatedly exclaimed, "I get it, I get it!" This isn't an isolated case; several others have also come to me, sharing that the program is making a real difference in their lives. Their enthusiastic feedback confirms that what I'm teaching is genuinely working. Knowing that these individuals are finding clarity and progress through the program is incredibly rewarding and motivates me to continue this important work. Their successes reinforce the value and effectiveness of the program.

Would you recommend volunteering with Inspire to others? If yes, why?

They are super friendly and make you feel right at home. I'd definitely recommend them. Being part of it gives you a real sense of purpose and direction. It's a fantastic place to meet new people, find support, and discover new opportunities. You'll feel like you belong, and it really enriches your life. It's worth getting involved.

Organisation Key Strategic Priorities for 2024/25:

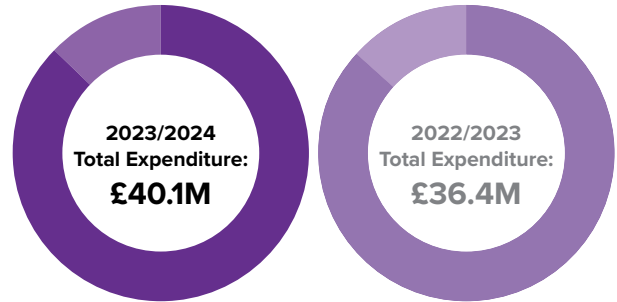
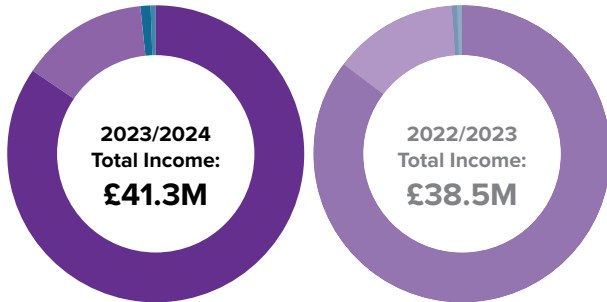
- To complete the restructuring and embed this in the organisational structure;
- To complete the Governance Review and implement changes;
- To continue the transformation of systems and processes;
- The rollout of leadership training and embedding the Vision, Mission & Values across organisation;
- To update Inspire's website and introduce a messaging deck for the organisation;
- To enhance the engagement strategies with people who use our services, volunteers, community and employees;
- To enhance our internal and external Communication Strategies; and
- To continue to seek out new development opportunities.

Our Impact and Our Ambition

Continued

Financial

Income and Expenditure Highlights

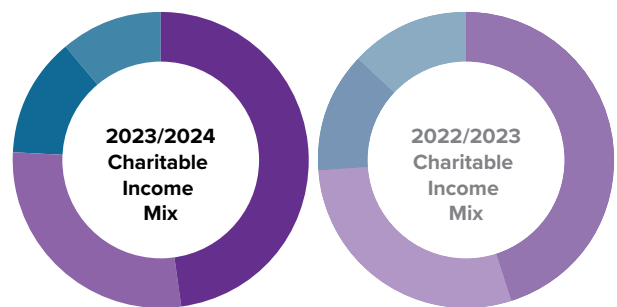


	2023/2024 £M	2022/2023 £M
Charitable Income	34.9	32.9
Trading Activities	5.8	5.2
Donations and Voluntary Income	0.4	0.2
Investment and Other Income	0.2	0.2

	2023/2024 £M	2022/2023 £M
Charitable Expenditure	35.0	31.6
Cost of Trading Activities	5.1	4.8

For every pound Inspire Wellbeing spent during 2023/24, **87p** (2022/23, 87p) was spent on our charitable activities.

Charitable Income Mix



	2023/2024 %	2022/2023 %
NI Health and Social Care Trusts	48	45
Health Service Executive	28	29
Supporting People	13	13
Various	11	13

Legal Structure and Governance

Inspire Wellbeing was incorporated by guarantee on 8th April 1991. It has no share capital and is recognised as a charity by the Charity Commission and HM Revenue and Customs. The guarantee of each member is limited to £1. The governing documents are the Memorandum and Articles of Association (as adopted 7 December 2017 and updated 15 July 2022).

Inspire Wellbeing has a number of wholly owned subsidiaries: Inspire Wellbeing Company Limited by Guarantee (1584809) registered in the Republic of Ireland and Carecall (NI) Limited, the latter also having a wholly owned subsidiary registered in the Republic of Ireland, EAP Consulting Limited (1372660).

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation with the CEO, in conjunction with the Executive Leadership Team, having responsibility for ensuring smooth running of day to day operations.

The Trustees are elected under the terms of the Articles of Association.

Throughout the year the Trustees did not engage in any of the following activities in relations to the company:

- Undertake material transactions with the company.
- Receive any loans from the company.
- Receive any remuneration for services as Trustee of the company.
- Hold shares in the Company (which is limited by guarantee and has no share capital).

Recruitment and Appointment of Trustees

The recruitment and appointment of Trustees is managed through recommendations from the Nominations and Governance Oversight Committee to the Board. The Nominations and Governance Oversight committee also manage the skills required for new Trustees and Trustees' rotation.

Trustees shall be appointed by an election of the members of the Charity at the AGM. A Trustee must be admitted as a member of the Charity on appointment as a Trustee. At each AGM all Trustees, except for Chair and Vice Chairperson under article 21 of the Charity's Articles of Association, who have served three consecutive years or more as a Trustee shall retire from office. A Trustee who retires in accordance with this article, if willing to act, shall be eligible for reappointment for a further term of up to three consecutive years. The Trustees may at any time co-opt any eligible individual and a

co-opted Trustee shall be appointed to hold office from the date of appointment to the next annual general meeting.

Induction and Training of Trustees

New Trustees and committee members receive an induction upon appointment to the Board and are invited to spend time with members of the Executive Leadership Team as part of their induction. This is a chance to learn about Inspire Wellbeing and identify opportunities to become more involved with our work. Trustees are also invited to service visits to learn more about Inspire Wellbeing. The Trustees will be provided access to regular training and development to ensure Trustees are adequately informed to ensure they can exercise effective governance.

Our Committees

We have four committees in place to support our governance processes.

These are:

- Services, Quality and Development Committee
- Finance, Risk and Corporate Services Committee
- Nominations and Governance Oversight Committee
- Remuneration Committee

Each committee is guided by a Terms of Reference, has a quorum of Trustee representatives and may have co-opted members where appropriate. The Remuneration Committee meets up to twice a year and the others meet a minimum of four times per year.

Organisational Structure and Decision Making

In order to ensure that the Inspire Group is managed efficiently and effectively, the Trustees have delegated a range of day to day decision making powers to the Executive Leadership Team.

The Trustees have established appropriate controls and mechanisms to ensure that the staff team operate within the powers delegated to it.

The Executive Leadership Team is responsible for the management of the Group and its subsidiaries, in line with the strategic direction agreed by the Trustees.

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

The Remuneration Committee makes all key decisions on the setting of pay and remuneration for key management personnel; The Committee is guided by a Terms of Reference and has a quorum of Trustee representatives.

Legal Structure and Governance

Continued

Public Benefit Statement

The public benefit requirement is defined in the Charities Act (Northern Ireland) 2008 and states that purposes must be for the public benefit to be charitable. The Trustees confirm that they have complied with the duty to have regard to the guidance issued by the Charity Commission for Northern Ireland under section 4(b) of the Charities Act (the public benefit requirement statutory guidance) and the Charities Regulatory Authority guidance in ROI. The Trustees are confident that the activities have helped to achieve the Charity's purposes and provide a benefit to the beneficiaries.

Main activities undertaken to further the Charity's purposes for public benefit objectives and activities

The Charity's primary objective is to promote wellbeing for all. More specifically:

- To promote, support and explore flourishing mental wellbeing throughout society to achieve mental health and wellbeing for all;
- To work for and promote the preservation and development of mental health for all those with mental health and learning disability needs;
- To provide care and support including floating support, and to promote and take steps to enable full and independent living for older people and/or persons with mental health and/or learning disability needs;
- To assist those in need by the provision of domiciliary care for those with or without mental health issues; and/or learning disabilities;
- To work for and promote the study of and research into mental health and learning disability and to obtain and make records of and disseminate information concerning the same for the public benefit;
- To promote and advance the needs and provide for the relief and support of people affected by mental illness and to promote good mental health;
- To advance the education of the public to promote good mental health and wellbeing;
- To raise awareness and promote the prevention, diagnosis, relief, understanding, and treatment of addiction and substance abuse and aiding by all means practical those suffering from or who may whether directly or indirectly in any way be affected by same and further to promote such activities as may lead to a widespread understanding of the nature, causes and effects and incidence of addiction and substance abuse; and

- To provide general wellbeing services including recreation and educational courses and materials and day support services to promote the general wellbeing of the public.

Inspire has furthered its objectives through the provision of:

- Supported accommodation, domiciliary services and day activity services to individuals with mental ill health and learning disabilities;
- The provision of counselling services commissioned by statutory bodies and the sale of Employment Assistant Programmes and products (EAP) to employers in the public and private sector; and
- The provision of support and treatment for individuals affected by their or someone else's alcohol and/or drug use through the delivery of counselling services, training, and alcohol and/or drug awareness, and prevention workshops.

Plans for Future Periods

The plan for the future is to continue to build on the mission of the organisation and embed our values across the Group. As we drive forward we also continue to develop our financial plans to ensure that Inspire Wellbeing achieves and maintains its free reserves within a tolerance agreed by the Trustees.

Trustee Attendance at Board Meetings during the year to 31 March 2024:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	5	7
Jill Harrower-Steele	5	7
William Fitzpatrick	2	5
Finola O'Kane	1	5
George O'Neill	3	5
Michael Hickey	3	4
Colm Conway	5	7
Seamus Mannion	4	5
David Kenefick	3	5
Ben Banerji	5	7
Peter Brown	6	7
Emma Pollock	4	7
Seamus Cowman	4	7
Marcus Ruegg	7	7
Patricia Goan	2	3

A quorum is comprised of any two members of the Board from time to time to perform administrative and other routine functions on behalf of the Board.

Financial Review

The net movement in funds for the period is set out in the Financial Statements and related notes.

The Inspire Wellbeing Group had a surplus for the 2023/24 financial year of £1,206K (2022/23: £2,098K). The total funds of the Inspire Wellbeing Group at the end of 2023/24 were £15,205K (2022/23: £13,999K). The Group had £807K of funds held for restricted purposes (2022/23: £1,075K).

The detailed financial results for the year ended 31st March 2024 are set out in the Financial Statements that accompany this report which have been prepared in accordance with the Companies Act 2006 and the Charities SORP (FRS 102).

Summary Statement of Financial Activities

	Total Funds 2023/24 £'000	Total Funds 2022/23 £'000
Total Incoming Resources	41,277	38,531
Total Resources Expended	(40,071)	(36,433)
Net Incoming Resources	1,206	2,098

Summary Balance Sheet

	31 March 2024 £'000	31 March 2023 £'000
Fixed Assets	4,955	5,579
Net Current Assets	10,250	8,421
Non-Current Liabilities	–	(1)
Net Assets	15,205	13,999
Restricted	807	1,075
Unrestricted	14,398	12,924
Total Funds	15,205	13,999

Reserves Policy

The Charitable Group Reserves Policy has been set by the Trustees with a target range of 3 to 6 months of unrestricted reserves to be achieved, recognising the current risk profile of the organisation. The policy is in place to ensure the Group can continue to deliver the services in the event of any short term financial disruption. The policy is reviewed on a regular basis to ensure that the target range remains appropriate, given any significant changes impacting the organisation.

At the year end, the Charitable Group had free reserves of £9,253K (31 March 2023: £7,156K) which represents 3.28 months (31 March 2023: 2.83 months) of unrestricted reserves.

Risk Management

Our Risk Management Strategy

To identify both strategic and corporate risks that threaten the achievement of Inspire Wellbeing's core strategic objectives, Inspire Wellbeing applies the principles of Corporate Risk Management through a comprehensive Corporate Risk Register. The core areas of the Register are developed from an assessment of Inspire Wellbeing's Strategic Corporate Plan and measured against performance. The process of effective risk management within Inspire includes a number of measures including:

- Risk Identification
- Risk Assessment
- Risk Treatment and Management
- Risk Monitoring and Review
- Risk Reporting

All key risks are reviewed on a regular basis by the Executive Leadership Team and appropriate actions are taken to ensure mitigation. The register is a live document and is updated as risks increase, decrease or emerge. The Board of Trustees is responsible for seeking assurances that the organisation effectively operates systems and processes to manage risks, by receiving and reviewing reports and information from the Finance, Risk & Corporate Services Committee.

Principal Risks and Uncertainties

Financial Risk:

Lack of financial resource to meet increasing/ changing demands and growth.

Financial resource management and building reserves remains a key focus across the organisation, with a collaborative approach in setting budgets & forecasts and managing financial risks and opportunities. These processes ensure we have appropriate action plans in place to improve the financial performance of the organisation and to positively profile the organisation externally.

Security Risk:

Data management and cyber security.

Cyber security is an ever evolving threat which can take the form of Ransomware, Phishing, Malware,

Data Leakage, Hacking etc. These types of threats continue to grow in complexity and understanding them is the best way to defend our organisation. We have invested, and will continue to invest, in skills, hardware and software to help us face this challenge. We work to continually monitor and update our infrastructure and are actively looking at ways of improving our security.

Resource Risk:

Challenges in attracting & retaining social care staff.

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking exercise across the sector. Where necessary, subject to affordability, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns also involves advertising the non-monetary benefits.

We advertised widely and over the last year we have looked at creative ways of advertising, through virtual job fairs, links to schools, colleges and universities. As part of the selection process we have changed the way in which we recruit and have moved away from a competency based interview approach to values led recruitment. As part of our longer term strategy, we are developing a formal succession plan for key staff, and continue a full review of our terms and conditions of employment.

Reputational Risk:

Failure to meet Regulatory standards.

It is essential to our organisation that we ensure all our services are regulatory compliant. Inspection Reports are public documents which help statutory authorities determine Service Providers' competency to deliver quality services so we consider regulations and standards relating to designated centres as a minimum threshold. We have robust procedures in place and promote a culture which exceeds regulatory standards and protects the rights and dignity of residents through person-centred care and support.

We are Team Inspire



Risk Management

Continued

Regulatory Environment

Inspire operates in a highly regulated environment, governed by:

Regulation and Quality Improvement Authority (RQIA) in Northern Ireland, Health Information and Quality Authority (HIQA) in the Republic of Ireland;

Northern Ireland Charity Commission and the Charity Regulator in Republic of Ireland.

Charity Governance Code

The Charity Governance Code is designed as a tool to support continuous improvement. The Board has reviewed and will regularly revisit the Code's key principles to ensure the highest standards of governance.

Funding Sources

The Group and Parent Charitable Company have in the past and continue to fund their charitable activities through obtaining funding from a number of providers, including the Northern Ireland Health and Social Care Trusts, the Health Service Executive in the Republic of Ireland, Supporting People, the Housing Executive, the Public Health Agency, and a number of agencies.

The Group and Parent Charitable Company continue to work tirelessly to secure income to finance their ongoing activities.

Funds Held as Custodian Trustees on Behalf of Others

The Charity holds no funds as custodian trustees on behalf of others.

Independent Auditors

The auditors, Moore NI LLP, have indicated their willingness to remain in office and a resolution for their re-election was passed at the Annual General Meeting.

Future Developments

The Charity plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.



However you do it, start a conversation about mental health this #TimeToTalk Day



in partnership with



Time to Talk Day is a national campaign to get the nation talking. This year, our charity partnership with Coop expanded to champion the campaign, breaking the stigma surrounding mental health.

Statement of Trustees' Responsibilities In Respect of the Financial Statements

The Trustees (who are also directors of Inspire Wellbeing for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the Financial Statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have prepared the Financial Statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law (United Kingdom Generally Accepted Accounting Practice).

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 the affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these Financial Statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2019);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements; and

- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the oversight of the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware;

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Going Concern

In the year ended 31 March 2024, the Group made a surplus of £1,206K (2022/23: surplus of £2,098K). Overall, at the year end, the Group had net assets of £15,205K (2022/23: £13,999K). The Trustees consider the performance for the year to be satisfactory. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are regularly reviewed by the Trustees. This included a review of updated forecasts and a consideration of key risks that could impact the Charity.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement; however the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the financial Statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied with the Group's ability to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.



Aidan Browne
(Chair)



Jill Harrower-Steele
(Vice Chair)

28 October 2024

Inspire's Digital Hubs



I-Connect is a closed site for people who use our services and strategic partners providing instant access to a range of tailored information, guidance, self-help tools, screening & intervention tools.

www.inspireconnect.info

Workplace & Student Hubs are bespoke wellbeing hubs providing our clients with mental health and wellbeing resources and guided self-assessments for personalised recommendations.

www.inspiresupporthub.org

Community Wellbeing provides the public access to mental health information on a full range of topics, self-help guides to help people take steps to look after their mental health and find support.

www.communitywellbeing.info



Independent Auditor's Report

to the Members of Inspire Wellbeing

Opinion

We have audited the financial statements of Inspire Wellbeing (the 'Parent charitable company') and its subsidiaries ("the Group") for the year ended 31 March 2024 which comprise the Consolidated and charitable company statement of financial position, the Consolidated statement of financial activities (incorporating the income and expenditure account), the Consolidated cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 Group's & Parent charitable company's affairs as at 31 March 2024 and of the Group's & Parent's incoming resources and application of resources, including the Group's & Parent's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Independent Auditor's Report

to the Members of Inspire Wellbeing Continued

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report included within the Trustees' 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 Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 Parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also directors of the Charity for purpose 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 directors 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 Group's and the Parent 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 Group or Parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Independent Auditor's Report

to the Members of Inspire Wellbeing Continued

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Group & Parent charitable company.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Based on our understanding of the Group & Parent charitable company and their operating environment, we determined that the most significant frameworks which have a direct impact on the preparation of the financial statements are those related to the reporting framework, (FRS 102, the Charities Act (Northern Ireland) 2008, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015, the Charity SORP and the Companies Act 2006). Additionally, we concluded that there are significant laws and regulations in relation to the Group & Parent charitable company's charitable status and activities of which non-compliance may have a material effect on the financial statements.

We assessed the susceptibility of the Parent charitable company's financial statements to material misstatement, including how fraud might occur, including evaluating management's incentives and opportunities to manage earnings or influence the reported results. From the results of our assessment, we determined that the principal risks of fraud relate to posting inappropriate journal entries and use of charity funds for purposes outside of restrictions imposed by the donor. In common with all audits under ISAs (UK), we are required to perform specific procedures to respond to the risk of management override.

Audit response to risks identified

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. Audit procedures performed by the engagement team included:

- We obtained an understanding of the Group's & Parent charitable company's internal control systems in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the Group's & Parent charitable company's internal control.
- We obtained an understanding of how the Group & Parent charitable company complies with relevant laws and regulations, including those as a result of its registration with the Charity Commission for Northern Ireland and charitable status with HM Revenue & Customs, by making enquiries of management and those charged with governance.
- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

Independent Auditor's Report

to the Members of Inspire Wellbeing Continued

Audit response to risks identified (continued)

We communicated relevant laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit. There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment through collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

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

Use of our report

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



Dr R I Peters Gallagher OBE FCA (Senior Statutory Auditor)
For and on behalf of Moore (N.I.) LLP
Chartered Accountants
Statutory Auditors

28 October 2024

7 Donegall Square North
4th Floor Donegall House
Belfast
BT1 5GB

Consolidated Statement of Financial Activities

(including the Income and Expenditure Account)
for the Year Ended 31st March 2024

		Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
	Note						
Incoming Resources:							
Donations and Voluntary Income	7	146	274	420	(25)	240	215
Income from Charitable Activities	6	5,603	29,308	34,911	5,452	27,447	32,899
Investment income and Other income	8	–	154	154	–	199	199
Income from Trading Activities	9	131	5,661	5,792	248	4,970	5,218
Total Incoming Resources		5,880	35,397	41,277	5,675	32,856	38,531
Resources Expended							
Cost of Charitable Activities	10	6,081	28,896	34,977	5,847	25,776	31,623
Cost of Trading Activities	11	131	4,963	5,094	248	4,562	4,810
Total Expenditure		6,212	33,859	40,071	6,095	30,338	36,433
Net incoming/(outgoing) Resources before Transfers							
		(332)	1,538	1,206	(420)	2,518	2,098
Transfers between funds		64	(64)	–	613	(613)	-
Net Movement in Funds		(268)	1,474	1,206	193	1,905	2,098
Total Funds brought Forward at 1 April		1,075	12,924	13,999	882	11,019	11,901
Total Funds carried Forward at 31 March		807	14,398	15,205	1,075	12,924	13,999

Net Incoming Resources for the Year

Of the Net Incoming Resources for the Financial Year, a profit of £1,025,000 (2022/23: profit of £1,080,000) is dealt with in the Financial Statements of the Parent Charitable Company.

All incoming resources and resources expended in the years presented above derived from continuing operations.

The notes on pages 43 to 65 form part of these financial statements.

Consolidated and Charitable Company Statement of Financial Position

As at 31st March 2024

	Note	Group 2024 £'000	Group 2023 £'000	Charity 2024 £'000	Charity 2023 £'000
Fixed Assets					
Intangibles	16	-	-	-	-
Tangible Assets	17	4,892	5,516	4,712	5,243
Investments	18	63	63	63	63
		4,955	5,579	4,775	5,306
Current Assets					
Debtors	19	5,384	5,202	3,495	3,768
Short Term Deposits	20	3,778	3,358	3,395	2,410
Cash at Bank and in Hand		6,575	6,098	2,351	1,759
		15,737	14,658	9,241	7,937
Creditors: amounts falling due within one year	21	(5,487)	(6,237)	(2,797)	(3,048)
Net Current Assets		10,250	8,421	6,444	4,889
Total Assets less Current Liabilities		15,205	14,000	11,219	10,195
Creditors: amounts falling due after more than one year	22	-	(1)	-	(1)
Net Assets		15,205	13,999	11,219	10,194
Charitable Funds					
Restricted Funds	24,25	807	1,075	618	755
Unrestricted Funds	24,25	14,398	12,924	10,601	9,439
Total Funds		15,205	13,999	11,219	10,194

The Financial Statements on pages 40 to 42 were approved by the Board of Trustees on 28 October 2024 and were signed on its behalf by:



Mr Aidan Browne
Chair



Ms Jill Harrower-Steele
Trustee

The notes on pages 43 to 65 form part of these financial statements.

Consolidated Cash Flow Statement

Analysis of Cash and Cash Equivalents	Note	2023/24 £'000	2022/23 £'000
Cash Flows From Operating Activities			
Net Cash Generated From/(Used In) Operating Activities	27	936	2,811
Cash Flows From Investing Activities			
Movement in Short Term Deposits		(420)	(3,358)
Interest Received		108	–
Purchase of Tangible Assets		(98)	(262)
Proceeds From Disposal of Assets		–	7
Net Cash Generated From/(Used In) Investing Activities		(410)	(3,613)
Cash Flows From Financing Activities			
Repayment of Bank and Other Loans		(49)	(1,734)
Net Cash Used In Financing Activities		(49)	(1,734)
Net increase/(decrease) in cash and cash equivalents		477	(2,536)
Cash And Cash Equivalents At Start Of Year		6,098	8,634
Cash And Cash Equivalents At End Of Year		6,575	6,098
Cash and Cash Equivalents Consists of:			
Cash at Bank and in Hand		6,575	6,098
Cash and Cash Equivalents at the End of the Year		6,575	6,098

The notes on pages 43 to 65 form part of these financial statements.

Notes to the Consolidated Financial Statements

For the year ended 31 March 2024

1) General Information

Inspire Wellbeing and its subsidiaries' (the Group's) principal activities were to provide the community access to mental health and wellbeing services and support. The parent charitable company is a company limited by guarantee. The company is incorporated in the United Kingdom and registered in Northern Ireland, the registration number is NI025428 and the address of its registered office is Lombard House, 10-20 Lombard House, Belfast, BT1 1RD.

References to "K" in the narrative are to represent '000 as noted in tables both representing figures in thousands. Any reference to "M" in the narrative is representing Million. Any reference to 2023/24 within this set of financial statements represent the year up to 31 March 2024, likewise any reference to 2022/23 represent the year up to 31 March 2023.

2) Statement of Compliance

The Financial Statements of Inspire Wellbeing and its subsidiaries have been prepared in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2016 (Charities SORP (FRS 102)), the Charities Act (Northern Ireland) 2008, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015 and the Companies Act 2006.

3) Accounting Policies

The principal accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all periods presented, unless otherwise stated.

Basis of Preparation

These Financial Statements are prepared on the going concern basis under the historical cost convention.

The Trustees have prepared the Financial Statements on the going concern basis, giving careful consideration to the results during the financial period. Taking account of the risk review undertaken by the Trustees they do not consider there to be a risk to the going concern status of the Charity.

Inspire Wellbeing Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost and transaction value, unless otherwise stated in the relevant accounting policy note(s).

Going Concern

In the year ended 31 March 2024, the Group made a surplus of £1,206 (2022/23: surplus of £2,098K) Overall, at the year end, the Group had net assets of £15,205K (2022/23: £13,999K). The Trustees consider the performance for the year to be satisfactory. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are regularly reviewed by the Trustees. This included a review of updated forecasts and a consideration of key risks that could impact the Charity.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement; however the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the Financial Statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied with the Group's ability to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Basis of Consolidation

The Inspire Wellbeing Group (“Inspire Wellbeing”) Financial Statements consolidate the results of Inspire Wellbeing and its subsidiary undertakings. Subsidiaries are all entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date that control ceases.

Tangible Assets

Tangible assets are stated at cost less accumulated depreciation. The cost of tangible assets is their purchase cost, together with any incidental costs of acquisition.

Depreciation is calculated so as to write off the cost, or valuation, of tangible assets, less their estimated residual values, on a straight line or reducing balance basis over the expected useful economic lives of the assets concerned. The principal annual rates used are as follows:

Freehold property/Leasehold Premises	–	2% straight line
Office furniture and equipment	–	10% straight line
Non-office furniture and equipment	–	10% straight line
Computer equipment operational/strategic	–	20% – 33.33% straight line
Motor vehicles	–	20% straight line

The assets’ residual values and useful lives are reviewed, and adjusted, if appropriate at the end of each reporting period. The effect of a change is accounted for prospectively.

Assets held under finance lease are depreciated over shorter of the useful economic life of the asset or the term of the lease.

Where the recoverable amount of a fixed asset is found to be below its net book value, the asset is written down to the recoverable figure and the loss on impairment is recognised in the Statement of Financial Activities.

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and cost can be measured reliably. The carrying amount of any replaced component is derecognised. Major components are treated as a separate asset where they have a significantly different pattern of consumption of economic benefits and are depreciated separately over its useful life. Repairs, maintenance and minor inspection costs are expensed as incurred.

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal the difference between net disposal proceeds and the carrying amount is recognised in the Statement of Financial Activities.

On adoption of FRS 102 “Tangible fixed assets” the company followed the transitional provisions to retain the book value of buildings which were revalued in 1995 but not to adopt a policy of revaluation in the future.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Charitable Activities

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them. Support costs are allocated to their relevant activity based on the income received.

Governance Costs

Governance costs include those costs incurred in the governance of its assets which are associated with constitutional and statutory requirements.

Fund Accounting

The Charity has various types of funds for which it is responsible and which require specific disclosure. A definition of the different types is as follows:

Unrestricted Funds

Funds which are expendable at the discretion of the Charity in furtherance of the purpose of the Charity. In addition to expenditure on activities, such funds may be held in order to finance capital investment and working capital.

Restricted Funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of overheads and support costs.

Designated Funds

Designated funds are amounts set aside from unrestricted funds which have been 'earmarked' for particular projects.

Functional and Presentation Currency

Functional Currency

The financial statements are presented in pound sterling. The company's functional and presentation currency is the pound sterling.

Translation

The trading results of undertakings are translated into sterling at the average exchange rates for the year. The assets and liabilities of overseas undertakings, including goodwill and fair value adjustments arising on acquisition, are translated at the exchange rates ruling at the year end. Exchange adjustments arising from the retranslation of opening net investments and from the translation of the profits or losses at average rates are recognised in the Statement of Financial Activities.

Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Financial Assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

If there is decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the Statement of Financial Activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial Liabilities

Basic financial liabilities, including trade and other payables and bank loans, are initially recognised at transaction price, unless arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Related Party Transactions

The Group discloses transactions with related parties which are not wholly owned within the same group. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the Statement of financial activities, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

Current Tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred Tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Provision due to the passage of time is recognised as a finance cost.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

Provisions

Provisions are recognised when the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of obligations can be estimated reliably.

When there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as a finance cost.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Group's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Employee Benefits

The Charity provides a range of benefits to employees, including paid holiday arrangements and a defined contribution pension plan.

4) Critical Accounting Judgements and Estimation Uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies

There are no critical judgements in applying the Charity's accounting policies.

Critical accounting estimates and assumptions

There are no critical accounting estimates and assumptions.

5) 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 Consolidated Financial Statements

Continued

6) Income from Charitable Activity

	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
Belfast HSCT	–	4,500	4,500	–	4,420	4,420
Northern HSCT	–	4,142	4,142	5	2,856	2,861
South Eastern HSCT	–	3,204	3,204	–	2,582	2,582
Southern HSCT	–	1,799	1,799	–	1,777	1,777
Western HSCT	7	2,977	2,984	63	2,631	2,694
Department of Health and Social Care	73	–	73	146	–	146
Health Service Executive	497	9,192	9,689	78	9,418	9,496
Supporting People	4,525	–	4,525	4,425	1	4,426
Housing Benefit	–	1,489	1,489	–	1,389	1,389
Sunderland Council Income	–	214	214	–	228	228
Client Contributions	–	854	854	–	829	829
Public Health Agency	286	177	463	326	202	528
Comic Relief	–	4	4	200	–	200
Northern Ireland Housing Executive	–	–	–	13	–	13
Transport	–	39	39	–	26	26
Other Small Grants	32	7	39	13	–	13
Other Income	141	286	427	–	610	610
Total Mental Health and Intellectual Disability Income	5,561	28,884	34,445	5,269	26,969	32,238
Armed Forces Covenant Fund	29	–	29	–	–	–
Big Lottery	–	10	10	118	–	118
Belfast HSCT	–	171	171	–	164	164
Department of Health and Social Care	–	50	50	–	99	99
Drugs Court Programme	–	151	151	–	168	168
Northern Ireland Housing Executive	–	–	–	28	–	28
Other Grants	13	–	13	37	–	37
Sundry	–	42	42	–	47	47
Total Addiction Services	42	424	466	183	478	661
Total Charitable Income	5,603	29,308	34,911	5,452	27,447	32,889

The purpose of the HSE grant is the on-going provision of the Intellectual Disability and Autism Care and Support Services including Residential Care, New Direction Day Services and Outreach Support. The income is accounted for in the Statement of Financial Activities in the period in which it is earned.

Notes to the Consolidated Financial Statements

Continued

7) Donation Income

	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
Donations	9	78	87	15	160	175
Fundraising Income	137	196	333	(40)	80	40
Total	146	274	420	(25)	240	215

8) Investment and Other Income

	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
Bank Interest Receivable	–	112	112	–	33	33
Other Income	–	42	42	–	160	160
Total	–	154	154	–	199	199

9) Income from Trading Activities

	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
Rental Income	–	63	63	–	62	62
Carecall (NI) Limited	131	3,089	3,220	248	2,727	2,975
EAP Consultants Ltd	–	2,509	2,509	–	2,181	2,181
Sundry Income	–	–	–	–	–	–
Total	131	5,661	5,792	248	4,970	5,218

10) Cost of Charitable Activities

	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
Mental Health and intellectual Disability Services	5,798	24,748	30,546	5,207	22,354	27,561
Addiction Services	165	590	755	195	247	442
Support Costs	118	3,558	3,676	445	3,175	3,620
Total	6,081	28,896	34,977	5,847	25,776	31,623

Notes to the Consolidated Financial Statements

Continued

11) Cost of Trading Activities

	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
Carecall (NI) Limited	129	2,482	2,611	248	2,317	2,565
EAP Consultants	–	2,007	2,007	–	1,780	1,780
Support Costs	2	474	476	–	465	465
Total	131	4,963	5,094	248	4,562	4,810

12) Support Costs

	Restricted Funds 2023/24 £'000	Unrestricted Funds 2023/24 £'000	Total Funds 2023/24 £'000	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000
Chief Executive's Office	45	187	232	42	149	191
Finance, IT and Human Resources	613	2,212	2,825	711	2,208	2,919
Quality, Policy and Communications	128	536	664	122	430	552
Training	83	348	431	93	330	423
Total	869	3,283	4,152	968	3,117	4,085

13) Net Incoming Resources for the Financial Year

	2023/24 £'000	2022/23 £'000
The figure is stated after charging:		
Staff costs (note 14)	23,516	21,949
Depreciation of Tangible Fixed Assets	709	444
Loss/(Profit) on Disposal of Tangible Assets	15	(2)
Amortisation of Intangible Assets	–	–
Audit of Financial Statements	29	47
Tax/Advisory Services	2	6

Indemnity Insurance for Trustees' liability has been purchased by Charity at cost of £21k (2022/23: £17k).

Notes to the Consolidated Financial Statements

Continued

14) Analysis of Staff Costs and Trustees' Remuneration and Expenses

	2023/24 £'000	2022/23 £'000
Staff costs are comprised of:		
Wages and salaries	20,984	19,556
Social security costs	1,995	1,900
Pension costs	537	493
	23,516	21,949

	2023/24 Number	2022/23 Number
UK Employees	711	720
ROI Employees	163	128
Total Average number of Employees	874	848

	2023/24 Number	2022/23 Number
The number of employees whose emoluments (salaries and benefits in kind) fell within the following bands		
£60,001 and £70,000	1	3
£70,001 and £80,000	4	4
£80,001 and £90,000	2	1
£90,001 and above	1	2

Trustees

Trustees received no emoluments or reimbursement of expenses during the financial year (2022/23: £Nil).

Key Management Compensation

Key management compensation paid by the Charity during the year amounted to £741K (2022/23: £722K).

15) Tax on Net Incoming Resources

There is no tax on net incoming resources (2022/23: £Nil).

Notes to the Consolidated Financial Statements

Continued

16) Intangible Assets

	Goodwill £'000	Total £'000
Group		
Cost		
At 1 April 2023	344	344
At 31 March 2024	344	344
Accumulated Amortisation and Impairment		
At 1 April 2023	344	344
At 31 March 2024	344	344
Net book amount at 31 March 2024	–	–
Net book amount at 31 March 2023	–	–

Goodwill relates to Inspire Wellbeing's subsidiary undertaking, EAP Consultants Limited which, while is profit making in the current year was previously loss making and impairment charges were charged to the Statement of Financial Activities. However no impairment charge has been made in this financial year or the prior financial year as the intangible asset is now fully amortised.

17) Tangible Assets

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Group								
Cost 1 April 2023	5,028	153	487	855	1,018	1,470	419	9,430
Additions	–	–	7	17	45	29	–	98
Disposals	–	–	–	–	(3)	(49)	–	(52)
Transfers	–	–	–	–	(188)	188	–	–
Cost at 31 March 2024	5,028	153	494	872	872	1,638	419	9,476
Accumulated Depreciation at 1 April 2023	637	113	404	575	832	1,089	264	3,914
Charge for the year	104	5	20	55	55	411	59	709
Disposals	–	–	–	–	(1)	(38)	–	(39)
Transfers	–	–	–	–	(111)	111	–	–
Accumulated Depreciation at 31 March 2024	741	118	424	630	775	1,573	323	4,584
Net Book Amount at 31 March 2024	4,287	35	70	242	97	65	96	4,892
Net Book Amount at 31 March 2023	4,391	40	83	280	186	381	155	5,516

Notes to the Consolidated Financial Statements

Continued

17) Tangible Assets (continued)

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Charity								
Cost at 1 April 2023	5,027	153	461	737	663	1,408	80	8,529
Additions	–	–	7	10	35	22	–	74
Disposals	–	–	–	–	–	(49)	–	(49)
Cost at 31 March 2024	5,027	153	468	747	698	1,381	80	8,554
Accumulated Depreciation at 1 April 2023	638	116	388	522	567	987	68	3,286
Charge for the year	102	2	18	44	48	378	2	594
Disposals	–	–	–	–	–	(38)	–	(38)
Accumulated Depreciation at 31 March 2024	740	118	406	566	615	1,327	70	3,842
Net Book Amount at 31 March 2024	4,287	35	62	181	83	54	10	4,712
Net Book Amount at 31 March 2023	4,389	37	73	215	96	421	12	5,243

18) Investments

Group	Unlisted Investments £'000
At 1 April 2023 and 31 March 2024	63

	Carecall (NI) Limited		EAP Consultants Limited		Inspire Wellbeing Company Limited by Guarantee	
	2024 £'000	2023 £'000	2024 €'000	2023 €'000	2024 €'000	2023 €'000
Income	3,225	2,957	2,889	2,549	11,571	11,514
Expenditure	(2,901)	(2,837)	(2,521)	(2,315)	(11,991)	(10,877)
Profit/(Loss)	324	120	368	234	(420)	637
Net Assets/(Liabilities)	(759)	(1,083)	(38)	(406)	2,469	2,906

Inspire Wellbeing is the sole member of Inspire Wellbeing Company Limited by Guarantee. The company is a charitable company incorporated in the Republic of Ireland and its principal activity is the provision of care and support services including general or supported housing and any associated amenities for persons with intellectual disability and/or mental illness. The company's registered address is Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Ireland.

Notes to the Consolidated Financial Statements

Continued

18) Investments (continued)

Inspire Wellbeing is the sole member of Carecall (NI) Limited, a company limited by guarantee. The principal activity of the company is the provision of wellbeing support and counselling services to employers and institutions of further and higher education, promoting early intervention and mental wellbeing awareness. The company's registered address is Lombard House, 10-20 Lombard Street, Belfast, BT1 1RD.

Inspire Wellbeing holds 100% of the share capital of EAP Consultants Limited indirectly through its subsidiary Carecall (NI) Limited. The company is incorporated in the Republic of Ireland and its principal activity is the provision of counselling services. The company's registered address Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Co. Louth.

Both Carecall (NI) Ltd and EAP Consultants Ltd have a net liability balance at 31 March 2024, however both companies have been profit making in the period and therefore decreased their net liability balance.

19) Debtors

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Trade debtors	3,480	3,688	1,691	1,474
Other debtors	314	196	269	79
Amounts owed by group undertakings	–	–	558	1,333
Prepayments and accrued income	1,110	984	977	882
Corporation Tax Recoverable	480	334	–	–
	5,384	5,202	3,495	3,768

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

In addition to the amounts owed by group undertakings there is an amount of £1,819K owed from Carecall (NI) Limited which was previously provided for in year ended 31 March 2020.

20) Short Term Investments

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Short term deposits	3,778	3,358	3,395	2,410
	3,778	3,358	3,395	2,410

Notes to the Consolidated Financial Statements

Continued

21) Creditors: Amounts falling due within one year

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Obligations under Hire Purchase (note 23)	1	49	1	49
Trade creditors	852	942	423	433
Other Creditors	249	1,017	173	689
Other tax and social security	641	630	291	286
Accruals and deferred income	3,744	3,599	1,909	1,591
	5,487	6,237	2,797	3,048

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

22) Creditors: Amounts falling due after more than one year

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Obligations under hire purchase agreements	–	1	–	1
	–	1	–	1

23) Loans and Other Borrowings

Maturity of Obligations under Hire Purchase

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Within one Year	1	49	1	49
Between two and five years	–	1	–	1
After five years	–	–	–	–
	1	50	1	50

Payment Terms

Hire Purchase agreements are repayable in monthly instalments and interest rates on agreement range from 10.94%-13.39%

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances

Group Restricted Funds

Group	1 April 2023 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	31 March 2024 £'000
Mental Health and Intellectual Disability Services					
WHSCCT	(1)	(1)	(1)	3	–
Public Health Agency	14	286	(360)	65	5
Comic Relief	38	–	(38)	–	–
BHSCT	53	–	–	4	57
Supporting People	–	4,525	(4,643)	118	–
Scheme Funds	192	57	(46)	9	212
Bright Support	75	9	(9)	(2)	73
NHSCT	12	–	–	(5)	7
SHSCT	14	–	–	–	14
SEHSCT	4	–	–	(4)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Tusla	7	–	–	–	7
Advocacy for All Community Foundation	92	142	(133)	3	104
Causeway GP Federation Project Northern Trust Income	7	–	–	–	7
Staying Well at Home	14	32	(32)	(11)	3
Co-op	81	80	(80)	23	104
Lifeskills	–	7	(4)	(3)	–
SHIP Fundraising	–	–	–	1	1
Department of Health and Social Care	–	73	(73)	–	–
Health Service Executive	306	497	(497)	(148)	158
Total Mental Health and Intellectual Disability Services	944	5,707	(5,916)	53	788
Addiction Services					
Big Lottery	124	–	(122)	(3)	(1)
NIHE – Sustainability	7	13	(14)	(6)	–
Armed Forces	–	29	(29)	20	20
Total Addiction Services	131	42	(165)	11	19
Carecall					
AFCT	–	131	(131)	–	–
Total Carecall	–	131	(131)	–	–
Total Restricted Funds	1,075	5,880	(6,212)	64	807

Purpose of Restricted Funds

Restricted funding has been provided to Inspire Wellbeing to support the services across the Group. All restricted expenditure has been spent in line with the purpose for which it was granted and outlined by the funders as listed above.

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Group Prior Year Restricted Funds

Group	1 April 2022 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	31 March 2023 £'000
Mental Health and Intellectual Disability Services					
WHST	29	53	(4)	(79)	(1)
Public Health Agency	62	326	(324)	(50)	14
Community Pharmacy Partnership	2	–	–	(2)	–
Comic Relief	67	200	(200)	(29)	38
BHSCT	47	–	–	6	53
Supporting People	–	4,425	(4,572)	147	–
Clear Project	1	–	(1)	–	–
Scheme Funds	176	38	(74)	52	192
Bright Support	76	15	(15)	(1)	75
NHSCT	26	5	(5)	(14)	12
SHSCT	16	–	(1)	(1)	14
SEHSCT	16	–	–	(12)	4
BKN	6	–	–	(6)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Tusla	7	–	–	–	7
Advocacy for All Community Foundation	118	–	(171)	145	92
Causeway GP Federation Project Northern Trust Income	7	–	–	–	7
Infoline Donations	46	–	–	(46)	–
Inclusion & Recovery	–	13	(13)	–	–
Staying Well at Home	–	13	(13)	14	14
Co-op	–	(78)	(25)	184	81
Lifeskills	–	10	(10)	–	–
Department of Health and Social Care	–	146	(146)	–	–
Health and Safety Executive	–	78	(78)	306	306
Total Mental Health and Intellectual Disability Services	738	5,244	(5,652)	614	944
Addiction Services					
Big Lottery	159	118	(153)	–	124
NIHE – Health at Home	–	28	(12)	(16)	–
NIHE – Sustainability	–	37	(30)	–	7
Department for Communities	(15)	–	–	15	–
Total Addiction Services	144	183	(195)	(1)	131
Carecall					
AFCT	–	248	(248)	–	–
Total Carecall	–	248	(248)	–	–
Total Restricted Funds	882	5,675	(6,095)	613	1,075

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Restricted Funds

Charity	1 April 2023 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	31 March 2024 £'000
Mental Health and Intellectual Disability Services					
WHST	(1)	(1)	(1)	3	–
Public Health Agency	14	286	(360)	65	5
Comic Relief	38	–	(38)	–	–
BHSCT	53	–	–	4	57
Supporting People	–	4,525	(4,643)	118	–
Scheme Funds	185	48	(45)	–	188
Bright Support	75	9	(9)	(2)	73
NHSCT	12	–	–	(5)	7
SHSCT	14	–	–	–	14
SEHSCT	4	–	–	(4)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	92	142	(133)	3	104
Causeway GP Federation Project Northern Trust Income	7	–	–	–	7
Staying Well at Home	14	32	(32)	(11)	3
Co-op	81	80	(80)	23	104
Lifeskills	–	7	(4)	(3)	–
SHIP Fundraising	–	–	–	1	1
Department of Health and Social Care	–	73	(73)	–	–
Total Mental Health and Intellectual Disability Services	624	5,201	(5,418)	192	599
Addiction Services					
Big Lottery	124	–	(122)	(3)	(1)
NIHE – Sustainability	7	13	(14)	(6)	–
Armed Forces	–	29	(29)	20	20
Total Addiction Services	131	42	(165)	11	19
Total Restricted Funds	755	5,243	(5,583)	203	618

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Prior Year Restricted Funds

Charity	1 April 2022 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2023 £'000
Mental Health and Intellectual Disability Services					
WHST	29	53	(4)	(79)	(1)
Public Health Agency	62	326	(324)	(50)	14
Community Pharmacy Partnership	2	–	–	(2)	–
Comic Relief	67	200	(200)	(29)	38
BHSCT	47	–	–	6	53
Supporting People	–	4,425	(4,572)	147	–
Clear Project	1	–	(1)	–	–
Scheme Funds	176	28	(35)	16	185
Bright Support	76	15	(15)	(1)	75
NHSCT	26	5	(5)	(14)	12
SHSCT	16	–	(1)	(1)	14
SEHSCT	16	–	–	(12)	4
BKN	6	–	–	(6)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	118	–	(171)	145	92
Causeway GP Federation Project					
Northern Trust Income	7	–	–	–	7
Infoline Donations	46	–	–	(46)	–
Inclusion & Recovery	–	13	(13)	–	–
Staying Well at Home	–	13	(13)	14	14
Co-op	–	(78)	(25)	184	81
Lifeskills	–	10	(10)	–	–
Department of Health and Social Care	–	146	(146)	–	–
Total Mental Health and Intellectual Disability Services	731	5,156	(5,535)	272	624
Addiction Services					
Big Lottery	159	118	(153)	–	124
NIHE – Health at Home	–	28	(12)	(16)	–
NIHE – Sustainability	–	37	(30)	–	7
Department for Communities	(15)	–	–	15	–
Total Addiction Services	144	183	(195)	(1)	131
Total Restricted Funds	875	5,339	(5,730)	271	755

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Group Fund Balances

Group	Opening Balance	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance
	1 April 2023 £'000				31 March 2024 £'000
Restricted funds					
Mental Health and Intellectual Disability	944	5,707	(5,916)	53	788
Carecall	–	131	(131)	–	–
Addiction	131	42	(165)	11	19
Total Restricted Funds	1,075	5,880	(6,212)	64	807
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	13	–	–	(1)	12
Designated Funds	189	–	–	(1)	188
General Fund	12,735	35,397	(33,859)	(63)	14,210
Total Unrestricted Funds	12,924	35,397	(33,859)	(64)	14,398
Total Funds	13,999	41,277	(40,071)	–	15,205

Group	Opening Balance	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance
	1 April 2022 £'000				31 March 2023 £'000
Restricted funds					
Mental Health and Intellectual Disability	738	5,244	(5,652)	614	944
Carecall	–	248	(248)	–	–
Addiction	144	183	(195)	(1)	131
Total Restricted Funds	882	5,675	(6,095)	613	1,075
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	17	–	–	(4)	13
Designated Funds	193	–	–	(4)	189
General Fund	10,826	32,856	(30,338)	(609)	12,735
Total Unrestricted Funds	11,019	32,856	(30,338)	(613)	12,924
Total Funds	11,901	38,531	(36,433)	–	13,999

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Fund Balances

Charity	Opening Balance 1 April 2023 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2024 £'000
Restricted funds					
Mental Health and Intellectual Disability	624	5,201	(5,418)	192	599
Addiction	131	42	(165)	11	19
Total Restricted Funds	755	5,243	(5,583)	203	618
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	13	–	–	(4)	9
Designated Funds	189	–	–	(4)	185
General Fund	9,250	20,252	(18,887)	(199)	10,416
Total Unrestricted Funds	9,439	20,252	(18,887)	(203)	10,601
Total Funds	10,194	25,495	(24,470)	–	11,219

Charity	Opening Balance 1 April 2022 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2023 £'000
Restricted funds					
Mental Health and Intellectual Disability	731	5,156	(5,535)	272	624
Addiction	144	183	195	1	131
Total Restricted Funds	875	5,339	(5,730)	271	755
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	17	–	–	(4)	13
Designated Funds	193	–	–	(4)	189
General Fund	8,046	18,184	(16,713)	(267)	9,250
Total Unrestricted Funds	8,239	18,184	(16,713)	(271)	9,439
Total Funds	9,114	23,523	(22,443)	–	10,194

Notes to the Consolidated Financial Statements

Continued

25) Analysis of Funds

Group	Restricted Funds 2024 £'000	Unrestricted Funds 2024 £'000	Total Funds 2024 £'000	Restricted Funds 2023 £'000	Unrestricted Funds 2023 £'000	Total Funds 2023 £'000
Fixed Assets	–	4,955	4,955	–	5,579	5,579
Net Current Assets	807	9,443	10,250	1,075	7,346	8,421
Creditors: due after more than one year	–	–	–	–	(1)	(1)
Total Fund Balances at 31 March	807	14,398	15,205	1,075	12,924	13,999

Charity	Restricted Funds 2024 £'000	Unrestricted Funds 2024 £'000	Total Funds 2024 £'000	Restricted Funds 2023 £'000	Unrestricted Funds 2023 £'000	Total Funds 2023 £'000
Fixed Assets	–	4,775	4,775	–	5,306	5,306
Net Current Assets	618	5,826	6,444	755	4,134	4,889
Creditors due after one year	–	–	–	–	(1)	(1)
Total Fund Balances at 31 March	618	10,601	11,219	755	9,439	10,194

26) Financial Instruments

Financial Assets that are debt instruments measured at amortised cost.

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Trade Debtors	3,480	3,688	1,691	1,474
Other Debtors	314	196	269	79
Amounts owed from Group Undertakings	–	–	558	1,333
Unlisted Investments	63	63	63	63
	3,857	3,947	2,581	2,949

Financial Liabilities that are debt instruments measured at amortised cost.

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Obligations under Hire Purchase	1	50	1	50
Trade Creditors	852	942	423	433
Other Creditors	249	1,017	173	688
Accruals	1,698	1,501	1,202	920
	2,800	3,510	1,799	2,091

Notes to the Consolidated Financial Statements

Continued

27) Notes to the Consolidated Cashflow Statement

Group	2023/24 £'000	2022/23 £'000
Net Resources	1,096	2,098
Depreciation of Tangible Fixed assets	708	438
(Profit)/Loss on Disposal Tangible Assets	15	(2)
Amortisation of Intangible Assets	–	–
Movement in debtors	(182)	(1,057)
Movement in creditors	(701)	1,334
Net cash flows generated from/(used in) operating activities	936	2,811

Analysis of net debt

	At 1 April 2023 £'000	Cash flows £'000	At 31 March 2024 £'000
Cash at Bank and in Hand	6,098	477	6,575
Cash and Cash Equivalents	6,098	477	6,575
Loan debt due within one year	–	–	–
Loan debt due after one year	–	–	–
Finance lease and HP agreements	(50)	49	(1)
Cash from Financing activities	(50)	49	(1)
Net Debt	6,048	526	6,574

28) Pension Commitments

The Group operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Group in an independently administered fund. The total contributions paid into the scheme in the year by the Group were £536K (2022/23: £493K). There were no contributions outstanding at the year-end (2022/23: £nil).

29) Related Party Transactions

The following amounts were owed from/(to) related parties by the charitable company at the end of the financial reporting period:

	2024 £'000	2023 £'000
Carecall (NI) Limited	426	1,265
EAP Consultants Limited	60	38
Inspire Wellbeing Company Limited by Guarantee	72	30
	558	1,333

In addition to the amounts owed by group undertakings there is an amount of £1,819K owed from Carecall (NI) Limited which was previously provided for in year ended 31 March 2020.

Notes to the Consolidated Financial Statements

Continued

29) Related Party Transactions (continued)

The following transactions were incurred between the related parties during the financial year:

	Inspire Wellbeing Company Limited by Guarantee £'000	Carecall (NI) Limited £'000	EAP Consultants Limited £'000	Other £'000	Total 2023/24 £'000
As at 1 April 2023	30	1,265	38	–	1,333
Settlements of Intercompany Balances	(778)	(1,962)	(193)	–	(2,933)
Receipts by Group Companies	–	(30)	–	–	(30)
Receipts for Group Companies	(214)	50	–	–	(164)
Supplier Payments by Group Companies	(563)	(78)	(19)	–	(660)
Supplier Payments for Group Companies	1,648	1,128	236	–	3,012
Payroll Payments by Group Companies	(159)	(21)	–	–	(180)
Payroll Payments for Group Companies	110	98	–	–	208
Other	(2)	(24)	(2)	2	(26)
Settlement of Related Party Balances	–	–	–	(2)	(2)
As at 31 March 2024	72	426	60	–	558

Other related party transactions represent room rental transacted on an arms-length basis with another organisation of which a Trustee was a Director.



inspire

wellbeing, ability, recovery

INSPIRATION POINT



Scan for wellbeing information, resources and signposting straight to your phone



[community wellbeing.info](https://communitywellbeing.info)

Reference and Administrative Information

Company registration number

NI025428

Registered Charity number

NIC103470

Trustees

Mr Aidan Browne (Chair)
 Ms Jill Harrower-Steele
 Mr Colm Conway
 Mr Benjamin Banerji
 Mr Peter Brown
 Ms Emma Pollock
 Mr Seamus Cowman
 Mr Marcus Ruegg
 Ms Patricia Goan (*appointed 11 December 2023*)
 Ms Virginia Hanrahan (*appointed 11 June 2024*)
 Sir David Sterling (*appointed 16 September 2024*)
 Mr Michael Hickey (*resigned 27 November 2023*)
 Mr William Fitzpatrick (*resigned 11 December 2023*)
 Mrs Finola O’Kane (*resigned 11 December 2023*)
 Dr George O’Neill (*resigned 11 December 2023*)
 Mr David Kenefick (*resigned 11 December 2023*)
 Mr Seamus Mannion (*resigned 11 December 2023*)

Secretary

Ms Kerry Anthony

Executive Leadership Team

Ms Kerry Anthony, CEO
 Ms Dunia Hutchinson, Director, Care and Support Services
 Mr Jude O’Neill, Director, Care and Support Services
 Mr Alex Bunting, Director, Therapeutic and Wellbeing Services
 Mrs Tara Toland, Director, Finance
 Ms Lisa McElherron, Director, Insight, Engagement and Innovation
 Mrs Sinéad McNicholl, Director, People, Development and Compliance

Registered office/Principal office

Lombard House
 10-20 Lombard Street
 Belfast
 BT1 1RD

Bankers

Ulster Bank
 91-93 University Road
 Belfast
 Co. Antrim
 BT7 1NG

AIB
 96 Clanbrassil St
 Townparks
 Dundalk
 Co. Louth
 Ireland

Solicitors

Edwards & Co. Solicitors
 28 Hill Street
 Belfast
 Co. Antrim
 BT1 2LA

Independent auditors

Moore (N.I.) LLP (*appointed 28 February 2024*)
 Donegall House
 7 Donegall Square N
 Belfast
 Northern Ireland

PricewaterhouseCoopers LLP (*effective until 27 February 2024*)
 Merchant Square
 20 Wellington Place
 Belfast
 Co. Antrim
 BT1 6GE

Thank You

We would like to thank every individual and organisation who supported our work in 2023/24.



Get Involved

Thank You!

We would like to thank every individual and organisation who supported our work during the year. You once again showed huge compassion and kindness. We particularly want to thank everyone who supports us regularly, giving us the confidence to plan ahead. We gratefully remember each and every one of our supporters who thoughtfully left us a gift in their will. We would also like to say thank you to all our volunteers for their hard work and commitment, which we could not do without.

Get Involved!

Are you part of the growing movement of kindness? Get connected to people who need your skill, care and support.

Volunteering

However much time you have and whatever your experience, there are volunteering opportunities at the Inspire. Meet new people, learn new skills and help people get the support they need. Find out more at <https://www.inspirewellbeing.org/get-involved/volunteering/>

Fundraising

With your support we can continue our work to develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities. There are many ways for you to get involved and support Inspire. Now more than ever, we need you to get involved and help support Inspire and the work we do.

Your support will directly help us to continue this vital work in the community. Whether you want to take part in an event, organise your own event, make a donation or volunteer your time, there are lots of ways that you can get involved and help fundraise for Inspire. These include fundraising in your in your local community, your school, club or society and through your work by becoming our Charity Partner. Every step you take and every pound you raise will help someone in need.

Find out more at <https://www.inspirewellbeing.org/get-involved/fundraising/> or call +44 (0) 28 90238474.

Donate

It's the generosity of our supporters that enables our work to happen quickly and efficiently. We rely on your support to keep us going. A donation or a regular gift means we can be there for our service users and their families throughout the most difficult times in their lives. Please donate what you can today to help us continue to support your communities' wellbeing. If you would like to find out more about supporting Inspire by making a donation please go to <https://www.inspirewellbeing.org/donate/> or call +44 (0) 28 90238474.

Legacies

A gift in your will, no matter how big or small, will help us to make sure we can be there for every individual and family that needs us now and in the future. If you would like to find out more about supporting Inspire by leaving a gift in your will then please go to <https://www.inspirewellbeing.org/leave-a-gift-in-your-will/> or call +44 (0) 28 90238474.

Connect to our online community

[facebook.com/InspireWBGroup](https://www.facebook.com/InspireWBGroup)

[instagram.com/inspire_wellbeing](https://www.instagram.com/inspire_wellbeing)

ADVOCACY FOR ALL

The right support
at the right time



A free service for people over 18 with mental health issues to find the right support and have their voice heard.

If you or someone you know would like to speak to a trained mental health advocate to discuss issues that are impacting your mental health, contact our team.

Freephone: **0808 189 0036**

Webchat: **www.inspirewellbeing.org**

Email: **hello@inspirewellbeing.org**

Available: Monday - Friday 10:00 am to 4:00 pm

This project is funded by the Department of Health's Mental Health Support Fund administered by the Community Foundation for Northern Ireland





www.inspirewellbeing.org

Inspire Wellbeing

Northern Ireland - Charity number 103470

Annual report

Legal Structure and Governance

Inspire Wellbeing was incorporated by guarantee on 8th April 1991. It has no share capital and is recognised as a charity by the Charity Commission and HM Revenue and Customs. The guarantee of each member is limited to £1. The governing documents are the Memorandum and Articles of Association (as adopted 7 December 2017 and updated 15 July 2022).

Inspire Wellbeing has a number of wholly owned subsidiaries: Inspire Wellbeing Company Limited by Guarantee (I584809) registered in the Republic of Ireland and Carecall (NI) Limited, the latter also having a wholly owned subsidiary registered in the Republic of Ireland, EAP Consulting Limited (I372660).

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation with the CEO, in conjunction with the Executive Leadership Team, having responsibility for ensuring smooth running of day to day operations.

The Trustees are elected under the terms of the Articles of Association.

Throughout the year the Trustees did not engage in any of the following activities in relations to the company:

- Undertake material transactions with the company.
- Receive any loans from the company.
- Receive any remuneration for services as Trustee of the company.
- Hold shares in the Company (which is limited by guarantee and has no share capital).

Recruitment and Appointment of Trustees

The recruitment and appointment of Trustees is managed through recommendations from the Nominations and Governance Oversight Committee to the Board. The Nominations and Governance Oversight committee also manage the skills required for new Trustees and Trustees' rotation.

Trustees shall be appointed by an election of the members of the Charity at the AGM. A Trustee must be admitted as a member of the Charity on appointment as a Trustee. At each AGM all Trustees, except for Chair and Vice Chairperson under article 21 of the Charity's Articles of Association, who have served three consecutive years or more as a Trustee shall retire from office. A Trustee who retires in accordance with this article, if willing to act, shall be eligible for reappointment for a further term of up to three consecutive years. The Trustees may at any time co-opt any eligible individual and a

co-opted Trustee shall be appointed to hold office from the date of appointment to the next annual general meeting.

Induction and Training of Trustees

New Trustees and committee members receive an induction upon appointment to the Board and are invited to spend time with members of the Executive Leadership Team as part of their induction. This is a chance to learn about Inspire Wellbeing and identify opportunities to become more involved with our work. Trustees are also invited to service visits to learn more about Inspire Wellbeing. The Trustees will be provided access to regular training and development to ensure Trustees are adequately informed to ensure they can exercise effective governance.

Our Committees

We have four committees in place to support our governance processes.

These are:

- Services, Quality and Development Committee
- Finance, Risk and Corporate Services Committee
- Nominations and Governance Oversight Committee
- Remuneration Committee

Each committee is guided by a Terms of Reference, has a quorum of Trustee representatives and may have co-opted members where appropriate. The Remuneration Committee meets up to twice a year and the others meet a minimum of four times per year.

Organisational Structure and Decision Making

In order to ensure that the Inspire Group is managed efficiently and effectively, the Trustees have delegated a range of day to day decision making powers to the Executive Leadership Team.

The Trustees have established appropriate controls and mechanisms to ensure that the staff team operate within the powers delegated to it.

The Executive Leadership Team is responsible for the management of the Group and its subsidiaries, in line with the strategic direction agreed by the Trustees.

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

The Remuneration Committee makes all key decisions on the setting of pay and remuneration for key management personnel; The Committee is guided by a Terms of Reference and has a quorum of Trustee representatives.

Legal Structure and Governance

Continued

Public Benefit Statement

The public benefit requirement is defined in the Charities Act (Northern Ireland) 2008 and states that purposes must be for the public benefit to be charitable. The Trustees confirm that they have complied with the duty to have regard to the guidance issued by the Charity Commission for Northern Ireland under section 4(b) of the Charities Act (the public benefit requirement statutory guidance) and the Charities Regulatory Authority guidance in ROI. The Trustees are confident that the activities have helped to achieve the Charity's purposes and provide a benefit to the beneficiaries.

Main activities undertaken to further the Charity's purposes for public benefit objectives and activities

The Charity's primary objective is to promote wellbeing for all. More specifically:

- To promote, support and explore flourishing mental wellbeing throughout society to achieve mental health and wellbeing for all;
- To work for and promote the preservation and development of mental health for all those with mental health and learning disability needs;
- To provide care and support including floating support, and to promote and take steps to enable full and independent living for older people and/or persons with mental health and/or learning disability needs;
- To assist those in need by the provision of domiciliary care for those with or without mental health issues; and/or learning disabilities;
- To work for and promote the study of and research into mental health and learning disability and to obtain and make records of and disseminate information concerning the same for the public benefit;
- To promote and advance the needs and provide for the relief and support of people affected by mental illness and to promote good mental health;
- To advance the education of the public to promote good mental health and wellbeing;
- To raise awareness and promote the prevention, diagnosis, relief, understanding, and treatment of addiction and substance abuse and aiding by all means practical those suffering from or who may whether directly or indirectly in any way be affected by same and further to promote such activities as may lead to a widespread understanding of the nature, causes and effects and incidence of addiction and substance abuse; and

- To provide general wellbeing services including recreation and educational courses and materials and day support services to promote the general wellbeing of the public.

Inspire has furthered its objectives through the provision of:

- Supported accommodation, domiciliary services and day activity services to individuals with mental ill health and learning disabilities;
- The provision of counselling services commissioned by statutory bodies and the sale of Employment Assistant Programmes and products (EAP) to employers in the public and private sector; and
- The provision of support and treatment for individuals affected by their or someone else's alcohol and/or drug use through the delivery of counselling services, training, and alcohol and/or drug awareness, and prevention workshops.

Plans for Future Periods

The plan for the future is to continue to build on the mission of the organisation and embed our values across the Group. As we drive forward we also continue to develop our financial plans to ensure that Inspire Wellbeing achieves and maintains its free reserves within a tolerance agreed by the Trustees.

Trustee Attendance at Board Meetings during the year to 31 March 2024:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	5	7
Jill Harrower-Steele	5	7
William Fitzpatrick	2	5
Finola O'Kane	1	5
George O'Neill	3	5
Michael Hickey	3	4
Colm Conway	5	7
Seamus Mannion	4	5
David Kenefick	3	5
Ben Banerji	5	7
Peter Brown	6	7
Emma Pollock	4	7
Seamus Cowman	4	7
Marcus Ruegg	7	7
Patricia Goan	2	3

A quorum is comprised of any two members of the Board from time to time to perform administrative and other routine functions on behalf of the Board.

Financial Review

The net movement in funds for the period is set out in the Financial Statements and related notes.

The Inspire Wellbeing Group had a surplus for the 2023/24 financial year of £1,206K (2022/23: £2,098K). The total funds of the Inspire Wellbeing Group at the end of 2023/24 were £15,205K (2022/23: £13,999K). The Group had £807K of funds held for restricted purposes (2022/23: £1,075K).

The detailed financial results for the year ended 31st March 2024 are set out in the Financial Statements that accompany this report which have been prepared in accordance with the Companies Act 2006 and the Charities SORP (FRS 102).

Summary Statement of Financial Activities

	Total Funds 2023/24 £'000	Total Funds 2022/23 £'000
Total Incoming Resources	41,277	38,531
Total Resources Expended	(40,071)	(36,433)
Net Incoming Resources	1,206	2,098

Summary Balance Sheet

	31 March 2024 £'000	31 March 2023 £'000
Fixed Assets	4,955	5,579
Net Current Assets	10,250	8,421
Non-Current Liabilities	–	(1)
Net Assets	15,205	13,999
Restricted	807	1,075
Unrestricted	14,398	12,924
Total Funds	15,205	13,999

Reserves Policy

The Charitable Group Reserves Policy has been set by the Trustees with a target range of 3 to 6 months of unrestricted reserves to be achieved, recognising the current risk profile of the organisation. The policy is in place to ensure the Group can continue to deliver the services in the event of any short term financial disruption. The policy is reviewed on a regular basis to ensure that the target range remains appropriate, given any significant changes impacting the organisation.

At the year end, the Charitable Group had free reserves of £9,253K (31 March 2023: £7,156K) which represents 3.28 months (31 March 2023: 2.83 months) of unrestricted reserves.

Risk Management

Our Risk Management Strategy

To identify both strategic and corporate risks that threaten the achievement of Inspire Wellbeing's core strategic objectives, Inspire Wellbeing applies the principles of Corporate Risk Management through a comprehensive Corporate Risk Register. The core areas of the Register are developed from an assessment of Inspire Wellbeing's Strategic Corporate Plan and measured against performance. The process of effective risk management within Inspire includes a number of measures including:

- Risk Identification
- Risk Assessment
- Risk Treatment and Management
- Risk Monitoring and Review
- Risk Reporting

All key risks are reviewed on a regular basis by the Executive Leadership Team and appropriate actions are taken to ensure mitigation. The register is a live document and is updated as risks increase, decrease or emerge. The Board of Trustees is responsible for seeking assurances that the organisation effectively operates systems and processes to manage risks, by receiving and reviewing reports and information from the Finance, Risk & Corporate Services Committee.

Principal Risks and Uncertainties

Financial Risk:

Lack of financial resource to meet increasing/ changing demands and growth.

Financial resource management and building reserves remains a key focus across the organisation, with a collaborative approach in setting budgets & forecasts and managing financial risks and opportunities. These processes ensure we have appropriate action plans in place to improve the financial performance of the organisation and to positively profile the organisation externally.

Security Risk:

Data management and cyber security.

Cyber security is an ever evolving threat which can take the form of Ransomware, Phishing, Malware,

Data Leakage, Hacking etc. These types of threats continue to grow in complexity and understanding them is the best way to defend our organisation. We have invested, and will continue to invest, in skills, hardware and software to help us face this challenge. We work to continually monitor and update our infrastructure and are actively looking at ways of improving our security.

Resource Risk:

Challenges in attracting & retaining social care staff.

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking exercise across the sector. Where necessary, subject to affordability, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns also involves advertising the non-monetary benefits.

We advertised widely and over the last year we have looked at creative ways of advertising, through virtual job fairs, links to schools, colleges and universities. As part of the selection process we have changed the way in which we recruit and have moved away from a competency based interview approach to values led recruitment. As part of our longer term strategy, we are developing a formal succession plan for key staff, and continue a full review of our terms and conditions of employment.

Reputational Risk:

Failure to meet Regulatory standards.

It is essential to our organisation that we ensure all our services are regulatory compliant. Inspection Reports are public documents which help statutory authorities determine Service Providers' competency to deliver quality services so we consider regulations and standards relating to designated centres as a minimum threshold. We have robust procedures in place and promote a culture which exceeds regulatory standards and protects the rights and dignity of residents through person-centred care and support.

We are Team Inspire



Risk Management

Continued

Regulatory Environment

Inspire operates in a highly regulated environment, governed by:

Regulation and Quality Improvement Authority (RQIA) in Northern Ireland, Health Information and Quality Authority (HIQA) in the Republic of Ireland;

Northern Ireland Charity Commission and the Charity Regulator in Republic of Ireland.

Charity Governance Code

The Charity Governance Code is designed as a tool to support continuous improvement. The Board has reviewed and will regularly revisit the Code's key principles to ensure the highest standards of governance.

Funding Sources

The Group and Parent Charitable Company have in the past and continue to fund their charitable activities through obtaining funding from a number of providers, including the Northern Ireland Health and Social Care Trusts, the Health Service Executive in the Republic of Ireland, Supporting People, the Housing Executive, the Public Health Agency, and a number of agencies.

The Group and Parent Charitable Company continue to work tirelessly to secure income to finance their ongoing activities.

Funds Held as Custodian Trustees on Behalf of Others

The Charity holds no funds as custodian trustees on behalf of others.

Independent Auditors

The auditors, Moore NI LLP, have indicated their willingness to remain in office and a resolution for their re-election was passed at the Annual General Meeting.

Future Developments

The Charity plans to continue its present activities and current trading levels. Employees are kept as fully informed as practicable about developments within the business.



However you do it, start a conversation about mental health this #TimeToTalk Day



in partnership with



Time to Talk Day is a national campaign to get the nation talking. This year, our charity partnership with Coop expanded to champion the campaign, breaking the stigma surrounding mental health.

Statement of Trustees' Responsibilities In Respect of the Financial Statements

The Trustees (who are also directors of Inspire Wellbeing for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the Financial Statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have prepared the Financial Statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law (United Kingdom Generally Accepted Accounting Practice).

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 the affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these Financial Statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2019);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements; and

- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the oversight of the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware;

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Going Concern

In the year ended 31 March 2024, the Group made a surplus of £1,206K (2022/23: surplus of £2,098K). Overall, at the year end, the Group had net assets of £15,205K (2022/23: £13,999K). The Trustees consider the performance for the year to be satisfactory. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are regularly reviewed by the Trustees. This included a review of updated forecasts and a consideration of key risks that could impact the Charity.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement; however the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the financial Statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied with the Group's ability to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.



Aidan Browne
(Chair)



Jill Harrower-Steele
(Vice Chair)

28 October 2024

Inspire Wellbeing

Northern Ireland - Charity number 103470

Annual return

Independent Auditor's Report

to the Members of Inspire Wellbeing

Opinion

We have audited the financial statements of Inspire Wellbeing (the 'Parent charitable company') and its subsidiaries ("the Group") for the year ended 31 March 2024 which comprise the Consolidated and charitable company statement of financial position, the Consolidated statement of financial activities (incorporating the income and expenditure account), the Consolidated cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 Group's & Parent charitable company's affairs as at 31 March 2024 and of the Group's & Parent's incoming resources and application of resources, including the Group's & Parent's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Independent Auditor's Report

to the Members of Inspire Wellbeing Continued

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report included within the Trustees' 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 Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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 Parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also directors of the Charity for purpose 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 directors 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 Group's and the Parent 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 Group or Parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Independent Auditor's Report

to the Members of Inspire Wellbeing Continued

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the Group & Parent charitable company.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Based on our understanding of the Group & Parent charitable company and their operating environment, we determined that the most significant frameworks which have a direct impact on the preparation of the financial statements are those related to the reporting framework, (FRS 102, the Charities Act (Northern Ireland) 2008, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015, the Charity SORP and the Companies Act 2006). Additionally, we concluded that there are significant laws and regulations in relation to the Group & Parent charitable company's charitable status and activities of which non-compliance may have a material effect on the financial statements.

We assessed the susceptibility of the Parent charitable company's financial statements to material misstatement, including how fraud might occur, including evaluating management's incentives and opportunities to manage earnings or influence the reported results. From the results of our assessment, we determined that the principal risks of fraud relate to posting inappropriate journal entries and use of charity funds for purposes outside of restrictions imposed by the donor. In common with all audits under ISAs (UK), we are required to perform specific procedures to respond to the risk of management override.

Audit response to risks identified

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. Audit procedures performed by the engagement team included:

- We obtained an understanding of the Group's & Parent charitable company's internal control systems in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the Group's & Parent charitable company's internal control.
- We obtained an understanding of how the Group & Parent charitable company complies with relevant laws and regulations, including those as a result of its registration with the Charity Commission for Northern Ireland and charitable status with HM Revenue & Customs, by making enquiries of management and those charged with governance.
- Enquiry of management, those charged with governance and the entity's solicitors around actual and potential litigation and claims.
- Enquiry of entity staff to identify any instances of non-compliance with laws and regulations.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions that are unusual or outside the normal course of business.

Independent Auditor's Report

to the Members of Inspire Wellbeing Continued


Audit response to risks identified (continued)

We communicated relevant laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit. There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment through collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

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

Use of our report

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



Dr R I Peters Gallagher OBE FCA (Senior Statutory Auditor)
For and on behalf of Moore (N.I.) LLP
Chartered Accountants
Statutory Auditors

28 October 2024

7 Donegall Square North
4th Floor Donegall House
Belfast
BT1 5GB

Inspire Wellbeing

Northern Ireland - Charity number 103470

Accounts



inspire

wellbeing, ability, recovery

Inspire Wellbeing



**Annual Report and
Consolidated Financial Statements**

For the year ended 31 March 2023

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Message from Our Chair



Aidan Browne
Chair

Having been a Trustee of Inspire for several years now, I have seen the organisation go from strength to strength, continuing to drive forward, even in the most difficult of times. In December 2022, I was delighted to move into the role of Chair of the Board of Trustees and am looking forward, alongside my Board colleagues, to ensuring Inspire continues to provide the very highest level of care and support to those who use our services.

A key objective of any Board is to ensure the good governance of the organisation from the delivery of care to service users right through to the functioning of the Board itself. Despite the immense challenges to all organisations in the Third Sector, particularly post pandemic, Inspire aims to achieve the highest standards of governance and can demonstrate success in this regard. As our services are regulated, we are obliged to meet the standards set for us and have done so consistently. Particular efforts are made through training and continuous improvement of internal quality audits and controls to maintain our robust approach. At Board level we have commissioned an independent audit of our functioning and secured a clean bill of health. We do not however rest on our laurels in any area and continue to prioritise governance excellence.

Post pandemic it is clear to see that there are challenges ahead of us, particularly in relation to budget pressures in both jurisdictions, but there is also a clear and growing need for Inspire services. We are conscious that we will need to continue to innovate to be able to do more. 2022/23 saw a rise in the number of people we supported through our social enterprise, and I am delighted that we will continue this growth, leading the way in the provision of Therapeutic and Wellbeing Services right across the island of Ireland.

With the easing of Covid-19 restrictions I have had the opportunity as have my Board colleagues, to again visit some of our services. These visits help to inspire us as Trustees and ensure we always have those who use our services front and centre when we are making decisions

around the charity's future. To maintain our focus on the 'Why we are here', always helps to ensure our decisions are person-centered and in line with the values of Inspire. On these visits I have been so impressed by the ability, care and compassion shown by our staff and volunteers. I would like to thank them for their continued commitment.

The relationship between the Board and the Executive is key in any organisation and we are very fortunate in Inspire that this relationship consistently fosters collaboration and engagement. Under the stewardship of our CEO, Kerry Anthony, the organisation continues to refresh and renew and work as a very committed team.

It is important to acknowledge our funders who continue to have faith in us in the knowledge that we will do what we say we will do!

I would like to take this opportunity to thank my fellow Board Members, many of whom have served for a number of years. Our Nominations and Governance Oversight Committee are always seeking to ensure we have the right skills mix on our Board. During the year ended 31 March 2023 we welcomed four new Trustees to the Board Peter Brown, Ben Banerji, Emma Pollock and Seamus Cowan. Following the yearend, in June 2023, we welcomed Marcus Reugg. The new Trustees bring an array of experience and skills to the Board. I would like to thank Maeve Hully for her service to Inspire as she retired from the Board this year. I would also like to thank our outgoing Chair, William Fitzpatrick who has contributed so selflessly to the Board for several years.

I look to the future with confidence that Inspire will continue to be Inclusive, Passionate, Determined, Kind, Honest and Innovative and be a committed advocate for all who need our services.

Aidan Browne
Chair

Message from Our CEO



Kerry Anthony
CEO

CEO's Introduction

As we began to ease out of the very severe pressures and restrictions which Covid-19 had brought to our work and lives, we were able to begin to take stock and to assess the after effects of the pandemic. Covid-19 left us with challenges, including the impact on a tired workforce, recruitment challenges, pressures on already overstretched health services and transformed ways of working with a preference for hybrid working moving forward. Change, of course, brings opportunity and within Inspire we have seized this over the last 12 months.

We began the year with an Away Day for our Board to commence, what would be a year-long, consultative and collaborative strategic planning process. This allowed us to develop and launch a plan at the end of the year which would provide a clear pathway to navigate through this new and changed world, and enable us to be agile, flexible, modern and responsive to the needs of those we exist to serve.

Across the previous two years we focused on the restructure and transformation of our charity and in 2022/23 we undertook an in-depth review of our social enterprise, a critical part of our organisation, enabling us to generate profit to invest back into the charity. As we move into our new strategic planning cycle, we will reinvigorate our Knowledge and Leadership programs. This will include a focus on the evolving area of neurodiversity and how this relates to our key areas of business, including workplaces, students and veterans. We also aim to develop our services to offer them directly to the wider public.

We continued to focus on organisational culture in line with our Vision, Mission and Values. At a Senior Level we took time to examine the concept of Servant Leadership and committed to embedding this further over the lifetime of our new strategy. We retained our Investors in People Gold Award, improving across all indicators. This reinforced what we already knew, that our staff teams are dedicated, committed, resilient in the face of adversity and keep hope and optimism alive within Inspire.

Our Volunteers have also played a key role, giving freely of their time and talent. When I visit services across the island, I hear how much this is appreciated and valued by those who use our services. Retaining Investors in Volunteers demonstrates our commitment to them and we look forward to welcoming more volunteers in the future.

2022/23 was a year when we have increased further our engagement at every level through the implementation of our Community Engagement Strategy, engaging with both our internal and external communities through events, visits, consultations and research. With restrictions eased, we were particularly pleased to be able to bring our Inspire community together for consultation and planning through our Ideas Generator Series and for celebration through large scale events for people who use our services. We were glad to welcome political representatives back to Inspire services through our Summer of Engagement and we attended and presented at key external conferences.

As I reflect on the last year, I cannot avoid the fact that, once again, our Northern Ireland services are operating in an extremely challenging governmental environment. The lack of Government impacts greatly on our work and on the lives of the people we support. Important strategies are stalled, commissioning frameworks delayed, waiting lists increased and budgets across the board are tightened and reducing. The needs of the people who use our services are becoming more complex. We are proud to be able to grow new services that genuinely change people's lives for the better, like at Enterprise Court and St Andrews. We also know that, with the right political and policy leadership, we could do so much more to support people to live independent, happy lives in their community.

Message from Our CEO

Continued

Through these difficult times the staff at Inspire continue to offer outstanding care and support and work tirelessly to ensure we are a well-run and robust sector-leading organisation. As we all navigate these changing times, where the lasting impact of the Covid-19 pandemic is still very evident, Inspire staffs' dedication to the people who use our services remains inspirational.

Finally, I would like to thank our immediate past Chairperson, Mr William Fitzpatrick, for his support and guidance this year and our new Chairperson Mr Aidan Browne for his ongoing commitment to Inspire. I also want to thank the Board of Trustees for the ongoing investment of their time and skills to Inspire and for working so hard to ensure we are a well-governed organisation.

Kerry Anthony
CEO



Our Vision, Mission & Values

Our Vision

Wellbeing for All

Our Mission

To work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential.

To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.




Our Values

Our values are the qualities that define the way we conduct our work. They describe our culture – the very essence of who we are.

Values are what help our staff, partners and all other stakeholders understand how we operate. We are a values-based organisation and our values are at the heart of all we do.

INCLUSIVE



We put the people who use our services first

PASSIONATE




We believe in what we do

DETERMINED



We find a way

KIND



We care about each other

HONEST



We act with integrity

INNOVATIVE



We nurture new ideas

Support our work

Join #TeamInspire

Work with us:

Careers with Inspire will challenge you and develop your skills. You will get a first-hand view of the difference that you are making in people's lives. For current opportunities, visit:

inspirewellbeing.org/join-team-inspire

Volunteer with us:

Be the change and make a difference- volunteer for Inspire. We are always on the lookout for people to help in Inspire services. For volunteering opportunities, visit:

inspirewellbeing.org/get-involved/volunteering

Fundraise for us:

There are many ways you can fundraise for Inspire. Through fundraising, you will be supporting the services Inspire provides across Ireland and helping to make a lasting difference in the lives of the people who use our services. For more information, contact our team via email: fundraising@inspirewellbeing.org

Consider us as your Charity Partner of the Year:

We are delighted that a number of local organisations and companies have over the years kindly chosen Inspire as their charity partner of the year. For information on how you can support us, email:

fundraising@inspirewellbeing.org



We are Team Inspire: Our Services

Our Services are provided across the following four areas:

- Mental Health and Addiction Care and Support Services
- Intellectual Disability and Autism Care and Support Services
- Therapeutic and Wellbeing Services
- Insight, Engagement and Innovation

Mental Health and Addiction Care and Support Services:

Our Mental Health and Addiction Care and Support Services focus on recovery and inclusion by empowering and supporting people to achieve their goals. Our Services include:

Supported Housing Services

Providing a home and community 24/7 for people living with mental ill health across Northern Ireland.

Community Wellbeing Schemes

Community-based recovery focused wellbeing support for people living with mental ill health.

Floating Support

Support and advice for people living in their own homes.

Advocacy

Information and support for people experiencing a mental health crisis, along with their families and carers.

Self-Harm Intervention Programme

A specialist programme for people who are self-harming, or are at risk of self-harming, and their families.

Bright Future

Mental health support service for young people aged 14-24.

Family Support

Providing support and information for people who have a family member in a mental health crisis.

Addictions Counselling

Providing structured therapeutic support to individuals impacted by alcohol and substance misuse.

Social Support

Practical assistance and support for individuals to help enable their recovery.

Mutual Aid Partnership

Providing support for people who share similar experiences, helping each other to manage or overcome addictive behaviours.

Addiction Services-Older Adults

Tailored interventions to meet the needs of people aged 50+ who are using alcohol and in need of support. This programme is funded by Barclays.



We are Team Inspire: Our Services

Continued

Intellectual Disability and Autism Care and Support Services

Our Intellectual Disability and Autism Services empower people to live independently as part of the community. Our services include:

Residential Services

Providing person centred care and support for people with intellectual disabilities and / or autism with behaviours that challenge, which may include nursing care and support throughout the day and night.

Supporting Living Services

Home support services to adults within their own homes, providing opportunities for all to live as participants in their local communities.

New Directions Day Services

Supporting adults to be active, independent members of their community and society; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

Outreach Services

Providing outreach services to children and adults, achieving meaningful outcomes in areas such as daily, social, interpersonal and leisure skills, using an outcomes-based model which includes support and guidance for families.



We are Team Inspire: Our Services

Continued

Therapeutic And Wellbeing Services

Our Therapeutic and Wellbeing Services provide a range of wellbeing support, training and interventions that help organisations, employees and students to thrive. Our services include:

Counselling

Supports people through counselling in dealing sensitively with professional and personal issues that may impact on both their work and home life.

Trauma Informed Therapeutic Support

Developing a network of support and providing a framework of intervention and prevention services for those experiencing trauma.

Training

Delivering a range of learning programmes that will help build knowledge, resilience and self-capacity of communities, managers and employees.

Digital Wellbeing Services

Instant access to a range of information, guidance and screening that is tailored specifically to help care for your individual wellbeing needs through our Inspire Support Hub.

Specialist Support Projects

Providing support for organisations in need of specialist interventions.

Coaching And Mentoring

Learning effective coaching and mentoring techniques ensuring teams can achieve their full potential.



We are Team Inspire: Our Services

Continued

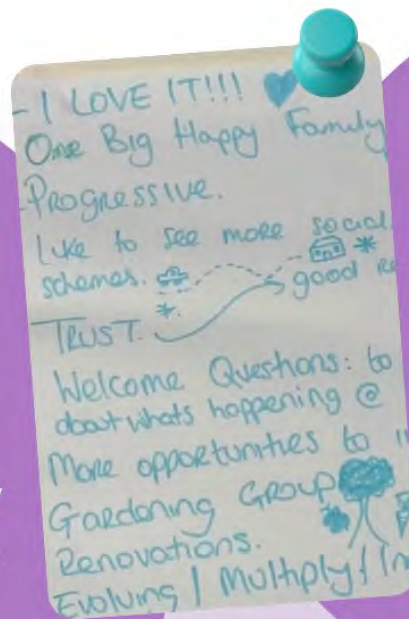
Insight, Engagement and Innovation

Our Insight, Engagement and Innovation Team aims to amplify the voices of the people who use our services to inform and shape wider society through campaigning, research and the development of new services. Our insight, engagement and innovation services include: engagement with people who use our services and their families and carers, volunteering, fundraising and community development, campaigning and communication, research, service development and innovation.



Quotes from people who use our services that helped shape Inspire 20SIX

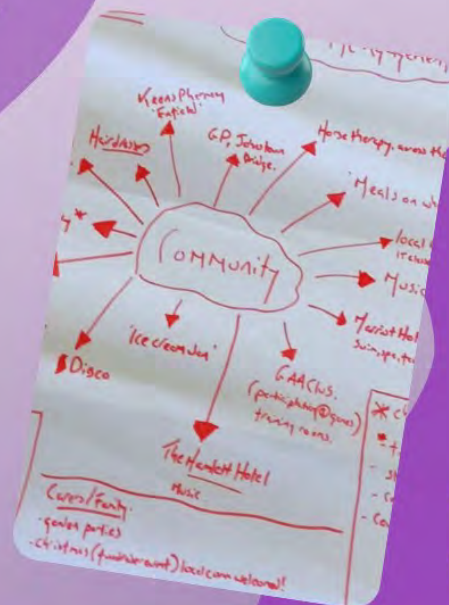
“I am just delighted with the house and the staff, he has a great routine now, he is really busy every day the staff have him out and about doing all kinds of things, he is very happy and has settled very very well and I am so happy about that.”



“At the MAP Groups we don’t strip people to the label – we don’t say where’s the addiction, we say where’s the pain.”



“For me Inspire is like a lifejacket. You don’t always need it but it’s great to know it’s there when you do.”



“Sometimes when you are in a black, dark head, all you need is a flicker of light. Thank you for being just that.”

Our Strategic Aims

1 Aim One:

To ensure the people who use our services are central to all that we do.

2 Aim Two:

To provide excellent services that enable people to realise their full potential.

3 Aim Three:

To nurture a values-led culture where staff and volunteers are appreciated and supported.

4 Aim Four:

To shape public opinion and influence decision-making.

5 Aim Five:

To make best use of our resources to maintain a stable, sustainable and well governed organisation.

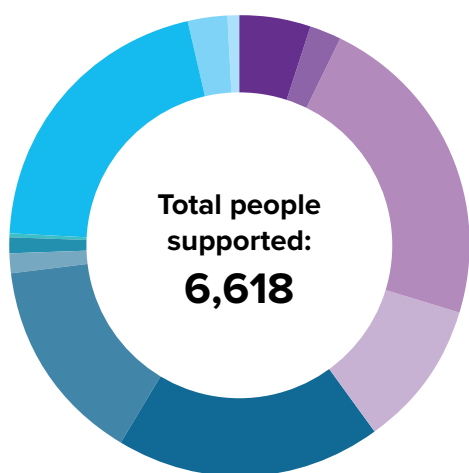
Our Year in Numbers



Our Impact and Our Ambition

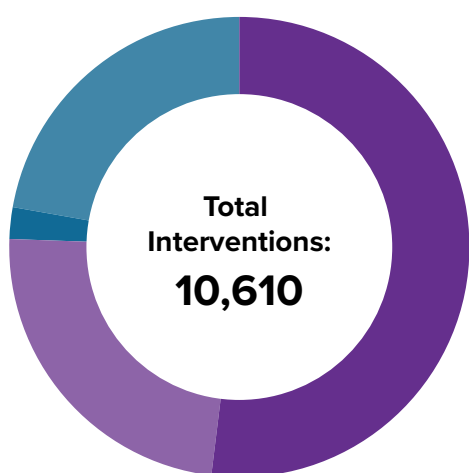
Mental Health and Addiction Care and Support Services

Number of people using our Mental Health and Addiction services:



	31 March 2023	31 March 2022
Supported Living:	341	327
Floating Support:	147	136
Community Wellbeing Services:	1,487	1,381
Advocacy: Trust Contracted:	688	–
Advocacy: Advocacy for all (3,752 interventions):	1,232	511
SHIP (Self Harm Intervention Group) 839 individuals and 117 carers/family (3,346 sessions):	956	1,023
CAWT (Cooperation and Working Together):	87	307
Bright Futures:	69	59
Family Support (257 sessions):	15	–
Total Mental Health Services (people supported):	5,022	3,744
Addiction Treatments inc Drug Misuse Court (7,458 sessions delivered):	1,368	1,381
MAP Group (397 sessions):	188	328
Family Members (213 sessions):	40	–
Total Addiction Services (people supported):	1,596	1,763
Overall Combined Total (people supported):	6,618	5,507

Number of interventions (sessions) in our Addiction Services



	31 March 2023	31 March 2022
Therapeutic Sessions Delivered:	9,344	4,844
Over 50's Client & Family Support:	213	2,188
Treatment Services for Court Mandated Clients:	656	208
Mutual Aid-Partnerships Attendances:	397	2,042
TOTAL Interventions (sessions):	10,610	9,282

Our Impact and Our Ambition

Continued

Mental Health and Addiction Care and Support Services – continued

Key Achievements:

- Positive RQIA inspections confirming required standard have been demonstrated.
- Consolidation of a more inclusive regional advocacy service for people impacted by poor mental health.
- Extending support to young people through Bright Futures.
- Further development of our peer support programme (Mutual Aid Partnerships) across addiction services.
- Preparation work completed for scheduled implementation of a new client management system.

Key Challenges:

- Meeting the increasing demand and complexity of need safely in Supported Living with dated and under-funded service models.
- Recruitment & retention of staff.
- Ongoing impact of the pandemic on staff and service user wellbeing.
- Maintaining services levels and sustainability with funding reductions and uncertainty.
- Prevalence of physical health morbidity with limited access to adequate health care.

Key Objectives and Goals 2023/24

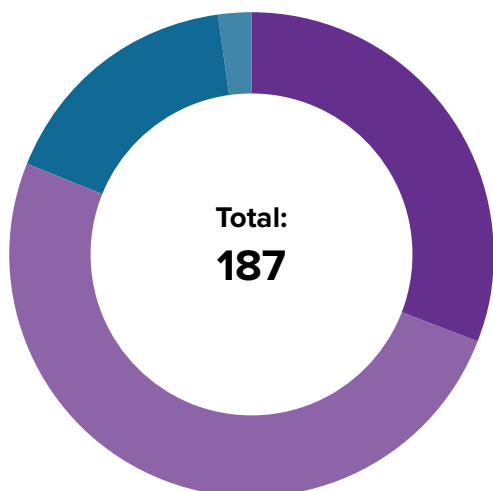
- **Review** our service models to improve outcomes and sustainability.
- **Further** integrated our services within local communities.
- **Strengthen** a culture of quality improvement within the Inspire Quality Framework.
- **Further develop** the skills of staff to better meet the increasing complex needs of many of the people we support.
- **Better** demonstrate the outcomes achieved for the people we support.
- **Broaden** the scope of engagement with the people we support.
- **Improve** the living environments in Supported Living Services in need of modernisation.
- **Improve** physical health care outcomes and access to health care.

Our Impact and Our Ambition

Continued

Intellectual Disability and Autism Care and Support Services

Number of people using our services:



	31 March 2023	31 March 2022
Residential Services:	58	58
Supported Living Services:	94	94
New Directions Day Services:	31	31
Outreach Services:	4	4
Total	187	187

Key Achievements:

- Enhanced the quality of services through development of improved systems and processes, and further investment in the Quality and Compliance team to support continuous improvement.
- Started embedding the principles of a human rights based approach to our model of care through staff training and development.
- Commenced the roll out of a new digital service user information system which helps evidence our quality and standards of care.

Key Challenges:

- Recognition of the residual emotional impacts of the pandemic & the Covid-19 restrictions imposed on our service users, the staff supporting them, their families and their wider community.
- Continued challenges with the recruitment and retention of staff impacting the health and social care sector.
- Impacts on service users, staff and overall service provision from the sharp increase in the cost of living.

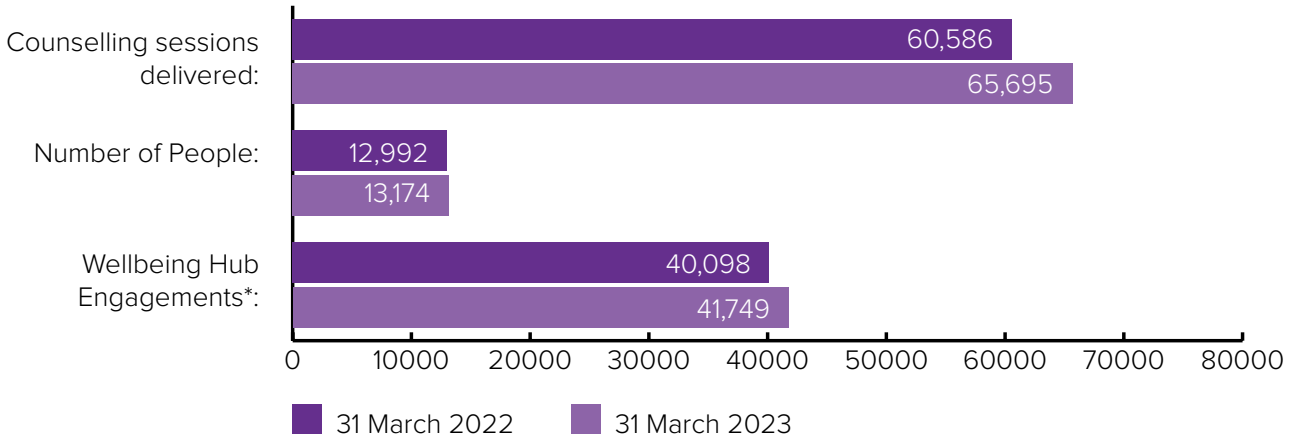
Key Objectives and Goals 2023/24:

- Implement** the Inspire Quality Framework & continue to improve our regulatory compliance.
- Ensure** a human rights perspective is embedded in support planning & establish a rights restrictions oversight committee.
- Embed** a values-led approach to leadership in the services and across Inspire.
- Increase** the percentage of service users engaged in Inspire activities & service planning through the Service User Reference Forum.
- Work** with our statutory partners to resolve funding deficits and ensure the sustainability of services into the future.

Our Impact and Our Ambition

Continued

Therapeutic and Wellbeing Services



* The wellbeing hub is undergoing review and development.

Key Achievements:

- Delivered of over 60,000 sessions of therapeutic support across the Island of Ireland.
- Secured the staff support contract for the Northern Ireland Civil Service for 3-5 years.
- Evolved and developed support for veterans and their families.
- EANI School Resilience programme and Principals' Coaching Programme delivered to 400 school leaders.
- Further developed the high intensity therapeutic support services across contracts.
- Restructured the Therapeutic & Wellbeing services to meet current and future needs across the Island of Ireland.

Key Challenges:

- Recruitment of staff.
- Returning to pre-pandemic levels of need for face-to-face counselling support.
- Managing the rising cost implications across all sectors due to inflation and increasing operational costs.

Our Impact and Our Ambition

Continued

Key Objectives and Goals 2023/24:

- **Quality – Achieve Excellence in all that we do:** Develop and implement a new quality therapeutic and customer satisfaction framework.
- **Culture – Create a purposeful values led Inspire Community:** Develop a culture of leadership embedded in the values of Inspire across the Social Enterprise.
- **Team – Develop a Team of Passionate Professionals:** Use the review of Therapeutic and Wellbeing Services to enhance our team approach to service delivery and development across the Island of Ireland.
- **Voice – Use our voice to articulate the issues and challenges for workplaces, students, veterans and the people we support around the impact of mental health, addictions and wellbeing.**
- **Sustainability – Implement the key recommendation of the review of Therapeutic and Wellbeing Services to support the ongoing work of Inspire across the Island of Ireland. Further develop our products to address current and emerging needs, helping drive profitability and sustainability of the social enterprise.**
- **Innovation – Further develop our systems to provide our clients and customers with innovative solutions to modern mental health and wellbeing care. Further develop the Inspire Support Hub to include sales, training and increased user functionality.**

Our Impact and Our Ambition

Continued

Insight, Engagement and Innovation

31 March
2023

Website users:	151,991
Social Media Reach:	795,119
Followers:	22,862
OTS Media Clippings:	4,813,676

Key Achievements:

- **Empowering our community through service user engagement.** We hosted three Ideas Generators sessions with over 100 people who use Inspire’s services coming along to help inform our new strategy and feedback on life at Inspire. Our SURF (Service User Reference Forum) and Get Involved meetings continued to provide the framework for service user engagement. Our Stormont Takeover event saw people from across Inspire organise and take part in a day of activities in Parliament Buildings in Belfast.
- **Reducing stigma through our involvement and engagement in wider community.** We celebrated the final year of our anti-stigma campaign Change Your Mind, with a focus on key legacy community based projects with campaign partners. We launched a new Ahead of the Game Youth programme with the IFA, expanding our Inspire Women storytelling project and supported young people from the BAME community to develop an anti-stigma street art project. Our Use Your Voice voter campaign encouraged the people who use our services to register and vote in up coming elections.
- **Changing Society through campaigning.** Our World Mental Health Day campaign, Release the Pressure, saw us working with key partners to highlight the mental health impact of the cost of living crisis. Time to Talk Day in February saw activities across Northern Ireland both virtually and face to face with engagement from local community

groups, politicians, organisations, local celebrities, and our colleagues across the sector. Time to Talk Day reached 1.4million people in Northern Ireland.

- **Influencing decision making through public affairs.** The relaxing of Covid-19 restrictions saw us focus on reconnecting elected representatives to the people who use Inspire services in their constituencies. We welcomed 50 elected members to Inspire services across Ireland.
- **Mobilising supporters through fundraising.** Our flagship fundraising Colour Run took place in June. Over 200 people took part in this inclusive event raising funds and awareness for Inspire. Our Community Wellbeing Service in Dungannon set up our first Friends of Beechvalley fundraising group which aims to engage local people in raising funds for Inspire services in their area.

Key Challenges:

- The absence of government in Northern Ireland continued to negatively impact on our policy, lobbying and public affairs aspirations.
- Fundraising and income generation strategies are impacted by the cost of living crisis and uncertainty in the business community due to world events.
- Staff and the people who use our services continue to feel the impacts of the Covid-19 crisis impacting on ability and capacity to engage with external events.

Key Objectives and Goals 2023/24:

- Increase opportunities for engagement through volunteering, campaigning and fundraising.
- Implement an outcomes framework to capture the impact of Inspire services.
- Develop and expand our Community Projects across the island.
- Increase the volume and diversity of our service user voice and influence.

Our Impact and Our Ambition

Continued

INSPIRATION POINTS
SCAN ME

For mental health and wellbeing information straight on your phone, scan the QR code or visit www.inspirewellbeing.org

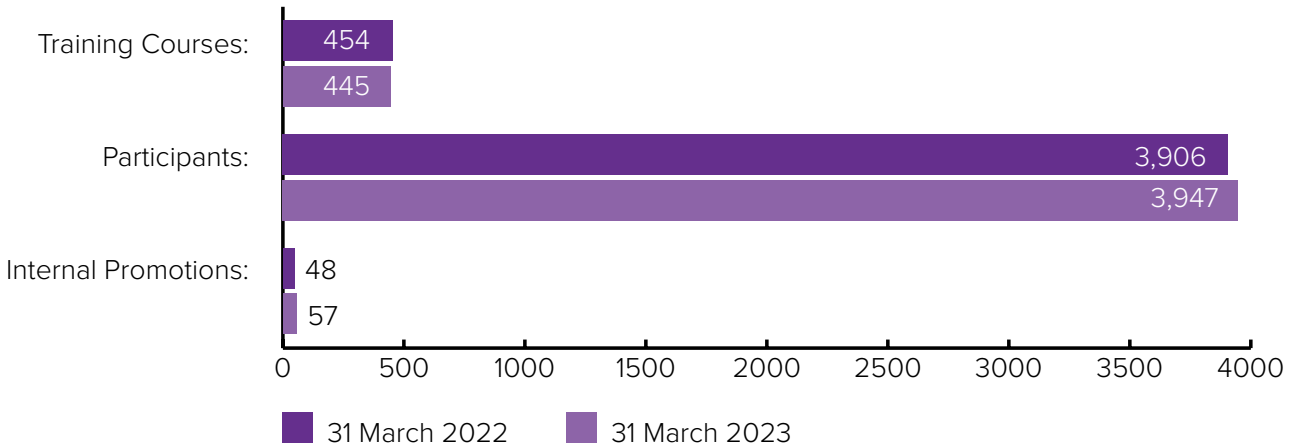
 **inspire**
wellbeing. ability. recovery.

Our Impact and Our Ambition

Continued

People, Development and Compliance

Inspire is committed to a one-team approach, where staff work together to create an open environment, facilitating easy communication both direct and, where appropriate, through employee representative bodies. This one-team approach is embedded in all our work practices.



Key Achievements:

- Successful retention of the Investors in People Gold Standard.
- Implemented a revised approach to Innovation – ‘Freedom to Try’ – The principles on which Inspire will develop a freedom to try culture. It provides guidance and support for generating and implementing change that adds value reflecting our values, experience and ethos.
- Established Quality & Safeguarding Forums within Care & Support Services.

Key Challenges:

- Recruitment and retention of suitable staff remains a key challenge for Inspire and the wider social care sector.
- Implementation of new policies for service delivery aligned to Human Rights based practice and an outcomes framework.
- Preparing the organisation for mandatory registration with CORU (Ireland’s multi-profession health regulator responsible for regulating health and social care professionals).

Key Objectives and Goals 2023/24:

- **Culture** – Pilot the new Inspiring Leaders programme.
- **Quality** – Implementing the new Inspire Quality Framework.
- **Team** – Development of a Recruitment & Retention strategy.

Our Impact and Our Ambition

Continued

Supporting our staff



Safety of our staff is always our primary consideration. Our people experience is to strengthen the bonds between our employees and our volunteers. It's part of our core strategy, and also considers how it feels to work and volunteer at Inspire, why people join and why they stay. It's about creating a welcoming, inclusive environment where everyone's health and wellbeing comes first. It has framed our thinking and response through the pandemic. We have maintained a strong focus on communication and engagement with colleagues and how we need to respond and look after one another. Whilst supporting staff wellbeing we have also had to focus on business continuity, overseeing furlough arrangements, Covid-19 related safeguarding issues, re-engaging

with volunteers, revising health and safety guidance and crisis management communications. Our Covid-19 response has accelerated the delivery of some ambitions. We have seen considerable shifts in utilising technology to collaborate, an uptake of online learning and development opportunities, improving our business continuity processes and our understanding of the wellbeing needs of our people. The engagement, resilience and adaptability that our people have demonstrated over the last year has demonstrated the immense strength of our existing culture and People Experience. It has also shown that our People Experience plans have the flexibility to respond to change, whilst also keeping us true to our ultimate ambitions and the organisation which we wish Inspire to be.

Our Employees with Disability:

In keeping with our own ethos, and in full compliance with Equality Legislation, Inspire gives equal consideration to applications for employment from persons with a disability. Subsequent employment is contingent upon the capacity of the applicant to adequately fulfil the requirements of the post.

Where an employee acquires a disability, Inspire is committed to providing continued employment under the normal terms and conditions, where this is practicable. In addition, Inspire makes all reasonable adjustments to ensure that job applicants or employees with a disability are not disadvantaged by their workplace or working practices.

Training and career development is also provided when appropriate and feasible. Staff members with a disability have full access to the facilities and provisions required to enable them to carry out the duties of their position, as far as this is possible, and to opportunities for career progression.

"Through my volunteering with Inspire, I have gained confidence to take on a part time job in the social care industry"

Inspire Volunteer

"Volunteering with Inspire has given me purpose and for that, I am glad"

Inspire Volunteer

Our Impact and Our Ambition

Continued

Our Volunteers:

Inspire retained the Investors in Volunteers Award demonstrating our commitment to volunteers and we will continue to focus on growing our volunteer base across the island of Ireland. We currently have 35 active volunteers who are involved in all aspects of life at Inspire. Together they have volunteered circa 1500 hours this year. Our volunteer led Blossoming Futures Garden Project is now active in 4 services (Millburn, Moylena, Woodlands, Filor Court) with volunteers and service users working together on creating green, healthy outdoor spaces in our services. This year our Volunteer Advisory Group, co-chaired by a volunteer, revised and updated our volunteer strategy and policies and continues to shape volunteering across Inspire.

We wish to thank those who have volunteered with us over the last year.

Thank you to our volunteers

Our volunteers help fund our work by giving their time at our fundraising events and by fundraising in their local communities. We are deeply grateful for all the support from our volunteers during the pandemic. We've made great efforts to keep in touch with fundraising volunteers through initiatives like newsletters and updates to our Volunteer Hub. We are promoting Inspire as a great place for work experience and to develop skills and qualifications while volunteering with us.



Our Impact and Our Ambition

Continued



Billy (Volunteer)

My chapter with Inspire began approximately 10 years ago as someone who was recovering from an alcohol addiction and a diagnosis of PTSD. I met some amazing people who helped me to focus on dealing with my personal challenges but also towards getting back to work. With this support I completed a qualification in Health and Social Care and began a work placement at Niamh's (as it was called at the time) community wellbeing service in East Belfast.

In 2020, the Covid-19 pandemic presented me with a number of challenges, not least being stuck at home and not being able to get out. However, when it was safe to get outside, Inspire's Aspen Community Wellbeing Service made it possible for me to begin as

Gardening Volunteer to maintain their grounds. This was a lifeline, bringing structure and purpose to my days during the week. I love being outdoors and using my gardening experience to allow others to enjoy this space as part of their engagement with Aspen.

In 2021, I extended my garden volunteering to Millburn Supported Housing in South Belfast where their green space had become overgrown and in need of attention. Together with another volunteer, Robin, we joined a small team of local residents on a weekly basis tasked with rejuvenating this space. We soon became known as the 'Blossoming Futures Project' team and have inspired other Inspire services to either rejuvenate or create green spaces. This development has led me to meet staff, other volunteers and those using our services to support them in creating a garden plan.

Being an Inspire volunteer has given me so many opportunities that I am very grateful for. I know the benefits of being in the garden, taking in the fresh air and enjoying the process of growing your own flowers, fruit and vegetables. This role has given me so much and I'm delighted to give a little back to Inspire and those using their services!

Volunteer Story

I am mid 20's and I have lived experience of mental ill health. Having been diagnosed with Bi-Polar Disorder I can relate to the mental health struggles of members within the services that I volunteer.

I volunteer to give something back using my experience and skills. I do it to get structure and routine in to my life. I feel this is very important. I have an active routine within my volunteering. I learn skills and get great satisfaction from my role.

Through volunteering I have gained confidence to take on a part time job within the social care industry. I have found that I have really enjoyed being part of a team and have realised that I have the potential to work within social care. I am confident that my supervisor will support me to get the right employment when the time is right for me.

The volunteer coordinator has been very supportive and invites me regularly to attend the volunteer forum meeting and engage with other volunteers to share experiences. Inspire are good organisation to volunteer for as they value us. Staff and members are very helpful and have really helped me settle into my role.

Our Impact and Our Ambition

Continued

Wendy (Volunteer, Former Service User)

I first attended Inspire in 2013 as a service user. It took several attempts to make it in through the door after I was referred. Once I did make it through the door I knew it was going to be the best thing I would do in a long time. I immediately felt at ease, the staff were extremely kind and inviting. After a few months of gaining back some confidence that I had lost, I began to become more involved in the sessions I was attending. Simple things like making the tea, peeling potatoes for the lunch and calling the bingo. I made some amazing friends and began to earn the trust of the other service users and staff. I had been approached by staff and asked if I would be willing to attend a service user meeting for "hands up" where I was asked in the meeting what my strengths were. Eventually I was asked to help make posters for lunch menus and events, run errands in the local shop and making bank lodgments. I fell into further projects such as the SURF group (Service User Reference Forum) that had meetings in Belfast. From there I got involved with courses such as Co-facilitation, Advocacy, Hands up, Inspire to be Inspired, Managing Chang£ to name but a few.

Things has quieted down for a while and I gained enough confidence to return to employment. I started to get a feeling that something was missing so I contacted Inspire and asked if there was anything I could do to lend a hand. Immediately the center manager was on the ball and got in touch with the volunteer co-ordinator and the ball got rolling. I now am involved with sessions on a Tuesday morning for music group, and an afternoon ladies group. Wednesday I attend and help with garden art and on a Thursday I am involved with a knit and knatter group in the morning and I call bingo in the afternoon session. I love being helpful, even just making the tea, opening a door for someone with mobility issues, sitting with someone who needs a little bit of support, chatting with the members and having a bit of craic with them. The best thing for me is that I got help from Inspire when I needed it. I got a confidence boost from Inspire when I needed it and it has done me the world of good so, for me to be able to give back, hopefully make a small change or bring a smile to someone else's face who may be having a bad day, means the world to me.



Angela Neill (Volunteer)

I began volunteering as Quiz Master for Inspire in summer 2022. I host an online quiz every 2 weeks (using the SpeedQuiz app and Zoom) which lasts about an hour and consists of 4 rounds: 2 General Knowledge, Music and TV and Film. At the moment, the Newtownards centre (coordinated by Lynn) joins but we hope to grow the quiz to include other centres and individuals. We want to welcome as many attendees as possible to enjoy the quiz. I try to make the quizzes as fun as possible: the Music round is made up of music clips, the TV and Film round includes movie posters and I sometimes use themes e.g. St Patrick's Day, colours, animals etc.

I have enjoyed meeting new people and sharing with them my love of quizzing. I feel included in the Inspire organisation (regularly meeting my manager and I attended the staff and volunteer conference in November and Christmas volunteer event)

I hope I am making a difference to those who attend and enjoy engaging with them throughout the quiz. Recently, I introduced a round format where you can steal points from another team if you buzz the correct answer fastest. This was a lot of fun and made everyone more competitive than usual!

I would recommend volunteering with Inspire as it is a good way to give back to the community and meet new people.

Our Impact and Our Ambition

Continued



Carlo McNicholl (Volunteer)

I'm here to help and support both staff and service users alike. I facilitate a Gamers / Anime group in Ballymoney once a week and then spend Thursday at Woodvale CWS in Ballymena, helping staff with the groups that are held there that day.

Personally from my volunteering it has been beneficial as it helps me get out and about in the community. I enjoy helping others and have found great solace in doing so as it gives me a reason to keep going when times are tough.

I originally started with Niamh, in their North East Service, as a member. I was quiet and backwards and didn't find it easy to communicate. When I started I joined a cooking group, as it didn't have many members and I didn't have to take part if I didn't feel

like it. Over my time within the group, the facilitator got to know my interests and suggested that I could volunteer to help out with a computer group. I wasn't sure at the time but I thought about it and when I had built up enough confidence I decided that I'd give it a go. This was one of my best decisions since I became mentally ill as it gave me an opportunity to give back but also have support I needed to keep giving. Since then I've had a lot of ups and downs over the years, but there has always been one constant in all of my trials and tribulations. I could give back and try and help others not feel like I do sometimes, yes I am sick, I have conditions, but I'm still me outside of everything and I want others to feel the same about themselves.

I would recommend giving back as much as you can because helping others is a worthwhile way of spending your time and thankfully with Inspire they give you all the support you may need to do this.

Do your best to smile even when times are tough because that smile might save you but it can always help another!

Organisation Key Strategic Priorities for 2023/24:

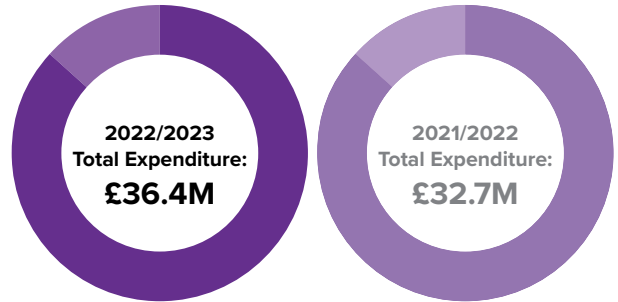
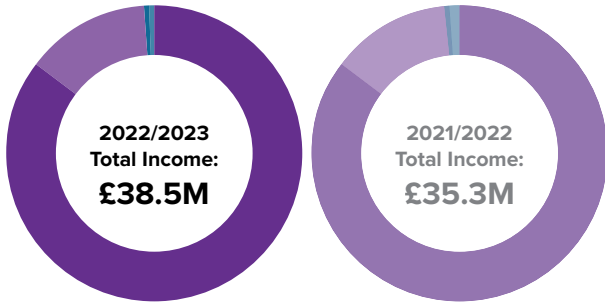
- **Quality:** Achieve excellence in all we do
- **Culture:** Create a purposeful Values-led Inspire community
- **Team:** Develop a team of passionate professionals
- **Voice:** Implement the community engagement strategy
- **Sustainability:** Responsibly steward the future of Inspire and our impact on the wider world
- **Innovation:** Re-imagine, re-model and transform our services

Our Impact and Our Ambition

Continued

Financial

Income and Expenditure Highlights

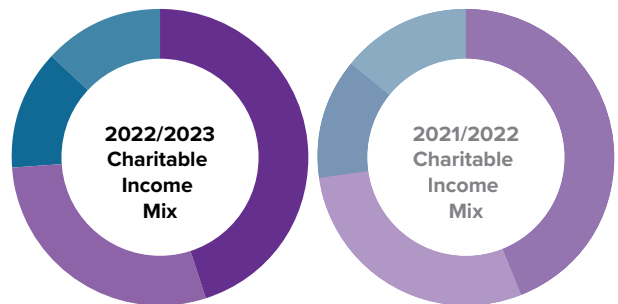


	2022/2023 £M	2021/2022 £M
Charitable Income	32.9	30.2
Trading Activities	5.2	4.6
Donations and Voluntary Income	0.2	0.2
Investment and Other Income	0.2	0.3

	2022/2023 £M	2021/2022 £M
Charitable Expenditure	31.6	28.4
Cost of Trading Activities	4.8	4.3

For every pound Inspire Wellbeing spent during 2022/23, **87p** (2021/22, 87p) was spent on our charitable activities.

Charitable Income Mix



	2022/2023 %	2021/2022 %
NI Health and Social Care Trusts	45	44
Health Service Executive	29	29
Supporting People	13	13
Various	13	14

Legal Structure and Governance

Inspire was incorporated by guarantee on 8th April 1991. It has no share capital and is recognised as a charity by the Charity Commission and HM Revenue and Customs. The guarantee of each member is limited to £1. The governing documents are the Memorandum and Articles of Association (as adopted 7 December 2017).

Inspire has a number of wholly owned subsidiaries: Inspire Wellbeing Company Limited by Guarantee (1584809) registered in the Republic of Ireland and Carecall (NI) Limited, the latter also having a wholly owned subsidiary registered in the Republic of Ireland, EAP Consulting Limited (I372660).

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation with the CEO, in conjunction with Executive Leadership team, having responsibility for ensuring smooth running of day to day operations.

The Trustees are elected under the terms of the Articles of Association.

Throughout the year the Trustees did not engage in any of the following activities in relations to the company:

- Undertake material transactions with the company.
- Receive any loans from the company.
- Receive any remuneration for services as Trustee of the company.
- Hold shares in the Company (which is limited by guarantee and has no share capital).

Recruitment and Appointment of Trustees

The recruitment and appointment of Trustees is managed through recommendations from the Nominations and Governance Oversight Committee to the Board of Trustees. The Nominations and Governance Oversight committee also manage the skills required for new Trustees and Trustees' rotation.

Trustees shall be appointed by an election of the members of the Charity at the AGM. A Trustee must be admitted as a member of the Charity on appointment as a Trustee. At each AGM all Trustees, except for Chair and Vice Chairperson under article 21 of the Charity's Articles of Association, who have served three consecutive years or more as a Trustee shall retire from office. A Trustee who retires in

accordance with this article, if willing to act, shall be eligible for reappointment for a further term of up to three consecutive years. The Trustees may at any time co-opt any eligible individual and a co-opted Trustee shall be appointed to hold office from the date of appointment to the next annual general meeting.

Induction and Training of Trustees

New Trustees and committee members receive an induction upon appointment to the Board of Trustees and are invited to spend time with members of the Executive Leadership Team as part of their induction. This is a chance to learn about Inspire Wellbeing and identify opportunities to become more involved with our work. Trustees are also invited to service visits to learn more about Inspire Wellbeing. The Trustees will be provided access to regular training and development to ensure Trustees are adequately informed to ensure they can exercise effective governance.

Our Committees

We have four committees in place to support our governance processes.

These are:

- Services, Quality and Development Committee
- Finance, Risk and Corporate Services Committee
- Nominations and Governance Oversight Committee
- Remuneration Committee

Each committee is guided by a Terms of Reference, has a quorum of Trustee representatives and may have co-opted members where appropriate. The Remuneration Committee meets up to twice a year and the others meet a minimum of four times per year.

Organisational Structure and Decision Making

In order to ensure that the Inspire Group is managed efficiently and effectively, the Trustees have delegated a range of day to day decision making powers to the Executive Leadership Team.

The Trustees have established appropriate controls and mechanisms to ensure that the staff team operate within the powers delegated to it.

Legal Structure and Governance

Continued

The Executive Leadership Team is responsible for the management of the Group and its subsidiaries, in line with the strategic direction agreed by the Trustees.

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

The Remuneration Committee makes all key decisions on the setting of pay and remuneration for key management personnel; The Committee is guided by a Terms of Reference and has a quorum of Trustee representatives.

Public Benefit Statement

The public benefit requirement is defined in the Charities Act (Northern Ireland) 2008 and states that purposes must be for the public benefit to be charitable. The Trustees confirm that they have complied with the duty to have regard to the guidance issued by the Charity Commission for Northern Ireland under section 4(b) of the Charities Act (the public benefit requirement statutory guidance) and the Charities Regulatory Authority guidance in the Republic Of Ireland. The Trustees are confident that the activities have helped to achieve the Charity's purposes and provide a benefit to the beneficiaries.

Plans for Future Periods

The plan for the future is to continue to build on the mission of the organisation and embed our values across the Group. As we drive forward we also continue to develop our financial plans to ensure that Inspire Wellbeing achieves and maintains its free reserves within a tolerances agreed by the Trustees.

Trustee Attendance at Board Meetings during the year to 31 March 2023:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	7	8
Jill Harrower-Steele	8	8
William Fitzpatrick	8	8
David Kenefick	8	8
George O'Neill	7	8
Michael Hickey	7	8
Colm Conway	7	8
Finola O'Kane	6	8
Seamus Mannion	3	8
Maeve Hully	3	5
Ben Banerji	3	3
Peter Brown	3	3
Seamus Cowman	3	3
Emma Pollock	1	3

A quorum is comprised of any two members of the Board of Trustees from time to time to perform administrative and other routine functions on behalf of the Board of Trustees.

Financial Review

The net movement in funds for the year is set out in the Financial Statements and related notes.

The Inspire Wellbeing Group had a surplus for the 2022/23 financial year of £2,098K (2021/22: £2,612K). The total funds of the Inspire Wellbeing Group at the end of 2022/23 were £13,999K (2021/22: £11,901K). The Group had £1,075K of funds held for restricted purposes (2021/22: £882K).

The detailed financial results for the year ended 31st March 2023 are set out in the Financial Statements that accompany this report which have been prepared in accordance with the Companies Act 2006 and the Charities SORP (FRS 102).

Summary Statement of Financial Activities

	Total Funds 2022/23 £'000	Total Funds 2021/22 £'000
Total Incoming Resources	38,531	35,278
Total Expenditure	36,433	32,666
Net Incoming Resources	2,098	2,612

Summary Balance Sheet

	31 March 2023 £'000	31 March 2022 £'000
Fixed Assets	5,579	5,760
Net Current Assets	8,421	7,701
Non-Current Liabilities	(1)	(1,560)
Net Assets	13,999	11,901
Restricted	1,075	882
Unrestricted	12,924	11,019
Total Funds	13,999	11,901

Reserves Policy

The Charitable Group Reserves Policy has been set by the Trustees with a future target range of 2.25 to 3 months of unrestricted reserves to be achieved, recognising the current risk profile of the organisation. The policy is in place to ensure the Group can continue to deliver the services in the event of any short term financial disruption. The policy is reviewed on a regular basis to ensure that the target range remains appropriate, given any significant changes impacting the organisation.

At the year end, the Charitable Group had free reserves of £7,156K (31 March 2022: £5,066K) which represents 2.7 months (31 March 2022: 2.2 month) of unrestricted reserves.

Risk Management

Our Risk Management Strategy

To identify both strategic and corporate risks that threaten the achievement of Inspire Wellbeing's core strategic objectives, Inspire Wellbeing applies the principles of Corporate Risk Management through a comprehensive Corporate Risk Register. The core areas of the Register are developed from an assessment of Inspire Wellbeing's Strategic Corporate Plan and measured against performance. The process of effective risk management within Inspire includes a number of measures including:

- Risk Identification
- Risk Assessment
- Risk Treatment and Management
- Risk Monitoring and Review
- Risk Reporting

All key risks are reviewed on a regular basis by the Executive Leadership Team and appropriate actions are taken to ensure mitigation. The register is a live document and is updated as risks increase, decrease or emerge. The Board of Trustees is responsible for seeking assurances that the organisation effectively operates systems and processes to manage risks, by receiving and reviewing reports and information from the Finance, Risk & Corporate Services Committee.

Principal Risks and Uncertainties

Financial Risk:

Lack of financial resource to meet increasing/ changing demands and growth.

Financial resource management and building reserves remains a key focus across the organisation, with a collaborative approach in setting budgets and forecasts, and managing financial risks and opportunities. These processes ensure we have appropriate action plans in place to improve the financial performance of the organisation and to positively profile the organisation externally.

Security Risk:

Data management and cyber security.

Cyber security is an ever evolving threat which can take the form of Ransomware, Phishing, Malware,

Data Leakage, Hacking etc. These types of threats continue to grow in complexity and understanding them is the best way to defend our organisation. We have invested, and will continue to invest, in skills, hardware and software to help us face this challenge. We work to continually monitor and update our infrastructure and are actively looking at ways of improving our security.

Resource Risk:

Challenges in attracting and retaining social care staff.

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking exercise across the sector. Where necessary, subject to affordability, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns also involves advertising the non-monetary benefits.

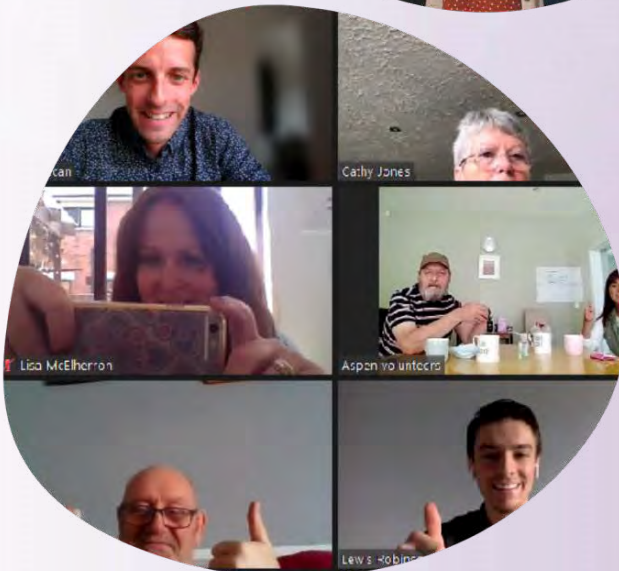
We advertised widely and over the last year we have looked at creative ways of advertising, through virtual job fairs, links to schools, colleges and universities. As part of the selection process we have changed the way in which we recruit and have moved away from a competency based interview approach to values led recruitment. As part of our longer term strategy, we are developing a formal succession plan for key staff, and continue a full review of our terms and conditions of employment.

Reputational Risk:

Failure to meet Regulatory standards.

It is essential to our organisation that we ensure all our services are regulatory compliant. Inspection Reports are public documents which help statutory authorities determine Service Providers' competency to deliver quality services so we consider regulations and standards relating to designated centres as a minimum threshold. We have robust procedures in place and promote a culture which exceeds regulatory standards and protects the rights and dignity of residents through person-centred care and support.

We are Team Inspire



Risk Management

Continued

Regulatory Environment

Inspire operates in a highly regulated environment, governed by:

- Regulation and Quality Improvement Authority (RQIA) in Northern Ireland, Health Information and Quality Authority (HIQA) in the Republic of Ireland;
- Northern Ireland Charity Commission and the Charity Regulator in Republic of Ireland.

Charity Governance Code

The Charity Governance Code is designed as a tool to support continuous improvement. The Board of Trustees has reviewed and will regularly revisit the Code's key principles to ensure the highest standards of governance.

Funding Sources

The Group and Parent Charitable Company have in the past and continue to fund their charitable activities through obtaining funding from a number of providers, including the Northern Ireland Health and Social Care Trusts, the Health Service Executive in the Republic of Ireland, Supporting People, the Housing Executive, the Public Health Agency and a number of agencies.

The Group and Parent Charitable Company continue to work tirelessly to secure income to finance their ongoing activities.

Funds Held as Custodian Trustees on Behalf of Others

The Charity holds no funds as custodian trustees on behalf of others.

Independent Auditors

During 2023 the trustees tendered for the audit services of Inspire Wellbeing. A proposal for auditors will be put to the members of the company at the Annual General Meeting.



However you do it, start a conversation about mental health this #TimeToTalk Day



in partnership with



Time to Talk Day is a national campaign to get the nation talking. This year, our charity partnership with Coop expanded to champion the campaign, breaking the stigma surrounding mental health.

Statement of Trustees' Responsibilities In Respect of the Financial Statements

The Trustees (who are also directors of Inspire Wellbeing for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the Financial Statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have prepared the Financial Statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law (United Kingdom Generally Accepted Accounting Practice).

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 the affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these Financial Statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2019);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the oversight of the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware;

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Going Concern

In the year ended 31 March 2023, the Group made a surplus of £2,098,000 (2021/22: surplus of £2,612,000) Overall, at the year end, the Group had net assets of £13,999,000 (2022: £11,901,000). The Trustees consider the performance for the year to be positive. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are continuously reviewed by the Trustees. This included the company's Trustees reviewing and taking a prudent approach to future cash flows. After this review it was clear that excess funds existed to pay all liabilities; therefore there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings, through a letter of support, that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement; however

the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the financial statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied that the Group's cash flows are sufficient to enable the Group and charitable parent company to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.

Aidan Browne
(Chair)

28 September 2023

Inspire's Digital Hubs



I-Connect is a closed site for people who use our services and strategic partners providing instant access to a range of tailored information, guidance, self-help tools, screening & intervention tools.

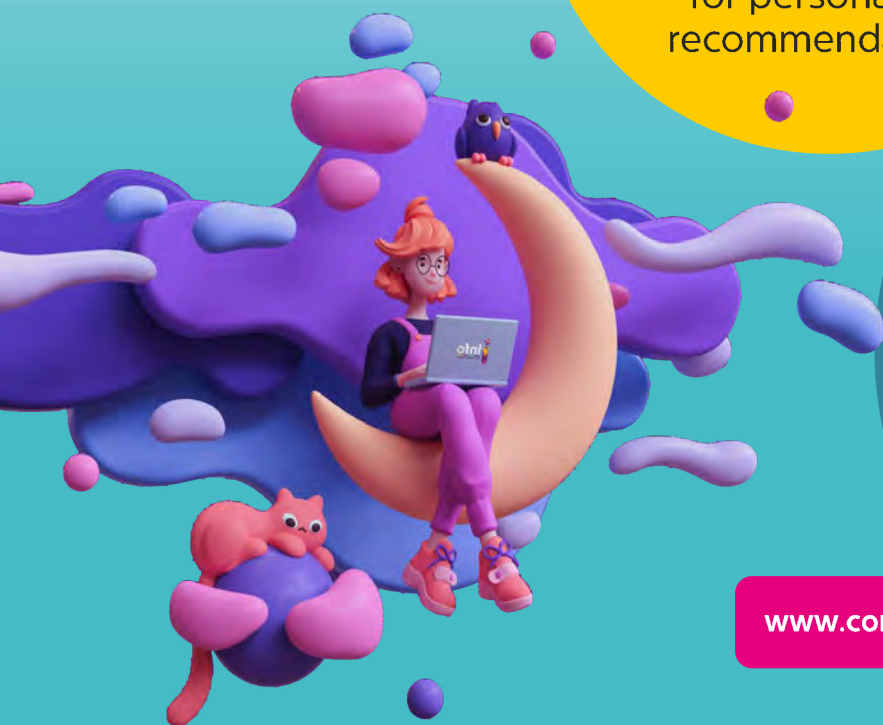
www.inspireconnect.info

Workplace & Student Hubs are bespoke wellbeing hubs providing our clients with mental health and wellbeing resources and guided self-assessments for personalised recommendations.

www.inspiresupporthub.org

Community Wellbeing provides the public access to mental health information on a full range of topics, self-help guides to help people take steps to look after their mental health and find support.

www.communitywellbeing.info



Independent auditors' report to the members of Inspire Wellbeing

Report on the audit of the financial statements

Opinion

In our opinion, Inspire Wellbeing's group financial statements and parent charitable company financial statements (the "financial statements"):

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2023 and of the group's and parent charitable company's incoming resources and application of resources, including its income and expenditure, and of the group's cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Consolidated Financial Statements (the "Annual Report"), which comprise: the Consolidated and charitable company statement of financial position as at 31 March 2023; the Consolidated statement of financial activities (incorporating the income and expenditure account), the Consolidated cash flow statement for the year then ended; and the notes to the financial statements, which include a description of significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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

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.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the group's and the parent charitable company's ability to continue as a going concern.

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

Independent auditors' report to the members of Inspire Wellbeing (continued)

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information.

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 based on these responsibilities.

With respect to the Strategic Report and Trustees' Report, we also considered whether the disclosures required by the UK Companies Act 2006 and Charities Act 2011 have been included.

Based on our work undertaken in the course of the audit, the Companies Act 2006 requires us also to report certain opinions and matters as described below.

Strategic Report and Trustees' Report

In our opinion, based on the work undertaken in the course of the audit the information given in the Strategic Report and the Trustees' Report for the year ended 31 March 2023 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic Report and the Trustees' Report.

Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of Trustees' responsibilities in respect of the financial statements, 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 in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report to the members of Inspire Wellbeing (continued)

Responsibilities for the financial statements and the audit (continued)

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

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

Based on our understanding of the group and its industry/environment, we identified that the principal risks of non-compliance with laws and regulations related to Charities Act (Northern Ireland) 2008, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Companies Act 2006 and Charities Act 2011. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the posting of inappropriate journal entries. Audit procedures performed by the engagement team included:

- enquiry of management and the board of trustees, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- reading minutes of meetings of the board of trustees;
- understanding and evaluating the charitable company's control environment;
- identifying and testing journal entries, including journal entries posted with unusual account combinations to income; and
- assessing financial statement disclosures, and testing to supporting documentation, for compliance with applicable laws and regulations.

Responsibilities for the financial statements and the audit

Auditors' responsibilities for the audit of the financial statements

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the parent charitable company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Independent auditors' report to the members of Inspire Wellbeing (continued)

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not obtained all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the parent charitable company or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.



Brenda Heenan (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Belfast

28 September 2023

Consolidated Statement of Financial Activities

(incorporating the Income and Expenditure Account)
for the Year Ended 31st March 2023

		Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Incoming Resources:							
Donations and Voluntary Income	7	(25)	240	215	36	121	157
Income from Charitable Activities	6	5,452	27,447	32,899	4,994	25,246	30,240
Investment income and Other income	8	–	199	199	–	316	316
Income from Trading Activities	9	248	4,970	5,218	–	4,565	4,565
Total Incoming Resources		5,675	32,856	38,531	5,030	30,248	35,278
Resources Expended							
Cost of Charitable Activities	10	5,847	25,776	31,623	5,390	22,971	28,361
Cost of Trading Activities	11	248	4,562	4,810	–	4,305	4,305
Total Expenditure		6,095	30,338	36,433	5,390	27,276	32,666
Net Incoming Resources before Transfers		(420)	2,518	2,098	(360)	2,972	2,612
Transfers between Funds		613	(613)	–	424	(424)	–
Net Movement in Funds		193	1,905	2,098	64	2,548	2,612
Total Funds Brought Forward at 1 April		882	11,019	11,901	818	8,471	9,289
Total Funds Carried Forward at 31 March		1,075	12,924	13,999	882	11,019	11,901

Net Incoming Resources for the Year

Of the Net Incoming Resources for the Financial Year, a profit of £1,080K (2021/22: profit of £2,033K) is dealt with in the Financial Statements of the Parent Charitable Company.

All incoming resources and resources expended in the years presented above derived from continuing operations.

The notes on pages 43 to 65 form part of these financial statements.

Consolidated and Charitable Company Statement of Financial Position

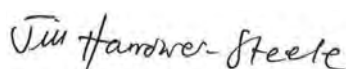
As at 31st March 2023

	Note	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Fixed Assets					
Intangibles	16	–	–	–	–
Tangible Assets	17	5,516	5,697	5,243	5,436
Investments	18	63	63	63	63
		5,579	5,760	5,306	5,499
Current Assets					
Debtors	19	5,202	4,145	3,768	2,675
Short Term Deposits	20	3,358	–	2,410	–
Cash at Bank and in Hand		6,098	8,634	1,759	5,040
		14,658	12,779	7,937	7,715
Creditors: amounts falling due within one year	21	(6,237)	(5,078)	(3,048)	(2,540)
Net Current Assets		8,421	7,701	4,889	5,175
Total Assets less Current Liabilities		14,000	13,461	10,195	10,674
Creditors: amounts falling due after more than one year	22	(1)	(1,560)	(1)	(1,560)
Net Assets		13,999	11,901	10,194	9,114
Charitable Funds					
Restricted Funds	24,25	1,075	882	755	875
Unrestricted Funds	24,25	12,924	11,019	9,439	8,239
Total Funds		13,999	11,901	10,194	9,114

The Financial Statements on pages 40 to 42 were approved by the Board of Trustees on 28 September 2023 and were signed on its behalf by:



Aidan Browne
(Chair)



Jill Harrower-Steele
(Vice Chair)

The notes on pages 43 to 65 form part of these financial statements.

Consolidated Cash Flow Statement

Analysis of Cash and Cash Equivalents	Note	2022/23 £'000	2021/22 £'000
Cash Flows From Operating Activities			
Net Cash Generated From Operating Activities	27	2,811	2,624
Cash Flows From Investing Activities			
Movement in Short Term Deposits		(3,358)	–
Interest Received		–	1
Purchase of Tangible Assets		(262)	(194)
Proceeds From Disposal of Assets		7	150
Net Cash (Used In) Investing Activities		(3,613)	(43)
Cash Flows From Financing Activities			
Repayment of Bank and Other Loans		(1,734)	(310)
Net Cash Used In Financing Activities		(1,734)	(310)
Net (decrease)/increase in cash and cash equivalents		(2,536)	2,271
Cash And Cash Equivalents At Start Of Year		8,634	6,363
Cash And Cash Equivalents At End Of Year		6,098	8,634
		2022/23 £'000	2021/22 £'000
Cash and Cash Equivalents Consists of:			
Cash at Bank and in Hand		6,098	8,634
Cash and Cash Equivalents at the End of the Year		6,098	8,634

The notes on pages 43 to 65 form part of these financial statements.

Notes to the Consolidated Financial Statements

For the year ended 31 March 2023

1) General Information

Inspire Wellbeing and its subsidiaries' ("the Group") principal activities were to provide the community access to mental health and wellbeing services and support. The parent charitable company is a company limited by guarantee. The company is incorporated in the United Kingdom and registered in Northern Ireland, the registration number is NI025428 and the address of its registered office is Lombard House, 10-20 Lombard House, Belfast, BT1 1RD.

References to "K" in the narrative are to represent '000 as noted in tables both representing figures in thousands. Any reference to "M" in the narrative is representing Million. Any reference to 2022/23 within this set of financial statements represent the year up to 31 March 2023, likewise any reference to 2021/22 represent the year up to 31 March 2022.

2) Statement of Compliance

The individual Financial Statements of Inspire Wellbeing have been prepared in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2016 (Charities SORP (FRS 102)), the Charities Act (Northern Ireland) 2008 and the Companies Act 2006.

3) Accounting Policies

The principal accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all periods presented, unless otherwise stated.

Basis of Preparation

These Financial Statements are prepared on the going concern basis under the historical cost convention.

The Trustees have prepared the Financial Statements on the going concern basis, giving careful consideration to the results during the financial period. Taking account of the risk review undertaken by the Trustees they do not consider there to be a risk to the going concern status of the Charity.

Inspire Wellbeing Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost and transaction value, unless otherwise stated in the relevant accounting policy note(s).

Going Concern

In the year ended 31 March 2023, the Group made a surplus of £2,068K (2021/22: surplus of £2,612K) Overall, at the year end, the Group had net assets of £13,999K (2021/22: £11,901K). The Trustees consider the performance for the year to be positive. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are continuously reviewed by the Trustees. This included the company's Trustees reviewing and taking a prudent approach to future cash flows. After this review it was clear that excess funds existed to pay all liabilities; therefore there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement; however the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the financial Statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied that the Group's cash flows are sufficient to enable the Group and charitable parent company to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Basis of Consolidation

The Inspire Wellbeing Group (“Inspire Wellbeing”) Financial Statements consolidate the results of Inspire Wellbeing and its subsidiary undertakings. Subsidiaries are all entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date that control ceases.

Any contingent consideration to be transferred by the Group is recognised at fair value at acquisition date. Subsequent changes to the fair value of the contingent consideration that is deemed to be an asset or liability is recognised in accordance with FRS 102 either in profit or loss or as a change to other comprehensive income. Contingent consideration that is classified as equity is not re-measured, and its subsequent settlement is accounted for within equity.

Tangible Assets

Tangible assets are stated at cost less accumulated depreciation. The cost of tangible assets is their purchase cost, together with any incidental costs of acquisition.

Depreciation is calculated so as to write off the cost, or valuation, of tangible assets, less their estimated residual values, on a straight line or reducing balance basis over the expected useful economic lives of the assets concerned. The principal annual rates used are as follows:

Freehold property/Leasehold Premises	–	2% straight line
Office furniture and equipment	–	10% straight line
Non-office furniture and equipment	–	10% straight line
Computer equipment operational/strategic	–	14.29% – 33.33% straight line
Motor vehicles	–	20% straight line

The assets’ residual values and useful lives are reviewed, and adjusted, if appropriate at the end of each reporting period. The effect of a change is accounted for prospectively.

Assets held under finance lease are depreciated over shorter of the useful economic life of the asset or the term of the lease.

Where the recoverable amount of a fixed asset is found to be below its net book value, the asset is written down to the recoverable figure and the loss on impairment is recognised in the Statement of Financial Activities.

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and cost can be measured reliably. The carrying amount of any replaced component is derecognised. Major components are treated as a separate asset where they have a significantly different pattern of consumption of economic benefits and are depreciated separately over its useful life. Repairs, maintenance and minor inspection costs are expensed as incurred.

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal the difference between net disposal proceeds and the carrying amount is recognised in the Statement of Financial Activities.

On adoption of FRS 102 “Tangible fixed assets” the company followed the transitional provisions to retain the book value of buildings which were revalued in 1995 but not to adopt a policy of revaluation in the future.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Intangible assets

Goodwill represents the excess of the cost of acquisition of businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill is considered to have a finite useful life and is amortised on a systematic basis over its expected life, which is 10 years.

For the purposes of impairment testing, goodwill is allocated to the cash-generating units expected to benefit from the acquisition. Cash-generating units to which goodwill has been allocated are tested for impairment at least annually, or more frequently when there is an indication that the unit may be impaired. If the recoverable amount of the cash-generating unit is less than the carrying amount of the unit, the impairment loss is allocated first to reduce the carrying amount of any goodwill allocated to the unit and then to the other assets of the unit pro-rata on the basis of the carrying amount of each asset in the unit.

Charitable Activities

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them. Support costs are allocated to their relevant activity based on the income received.

Governance Costs

Governance costs include those costs incurred in the governance of its assets which are associated with constitutional and statutory requirements.

Fund Accounting

The Charity has various types of funds for which it is responsible and which require specific disclosure. A definition of the different types is as follows:

Unrestricted Funds

Funds which are expendable at the discretion of the Charity in furtherance of the purpose of the Charity. In addition to expenditure on activities, such funds may be held in order to finance capital investment and working capital.

Restricted Funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of overheads and support costs.

Designated Funds

Designated funds are amounts set aside from unrestricted funds which have been 'earmarked' for particular projects.

Functional and Presentation Currency

Functional Currency

The financial statements are presented in pound sterling. The company's functional and presentation currency is the pound sterling.

Translation

The trading results of undertakings are translated into sterling at the average exchange rates for the year. The assets and liabilities of overseas undertakings, including goodwill and fair value adjustments arising on acquisition, are translated at the exchange rates ruling at the year end. Exchange adjustments arising from the retranslation of opening net investments and from the translation of the profits or losses at average rates are recognised in the Statement of Financial Activities.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

Financial Assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

If there is decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the Statement of Financial Activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial Liabilities

Basic financial liabilities, including trade and other payables and bank loans, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Related Party Transactions

The Group discloses transactions with related parties which are not wholly owned within the same group. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the Statement of financial activities, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

Current Tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred Tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Provision due to the passage of time is recognised as a finance cost.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

Provisions

Provisions are recognised when the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of obligations can be estimated reliably.

When there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as a finance cost.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Group's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Employee Benefits

The Charity provides a range of benefits to employees, including paid holiday arrangements and a defined contribution pension plan.

4) Critical Accounting Judgements and Estimation Uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies

There are no critical judgements in applying the Charity's accounting policies.

Critical accounting estimates and assumptions

There are no critical accounting estimates and assumptions.

5) 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 Consolidated Financial Statements

Continued

6) Income from Charitable Activity

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Belfast HSCT	–	4,420	4,420	–	4,118	4,118
Northern HSCT	5	2,856	2,861	–	2,641	2,641
South Eastern HSCT	–	2,582	2,582	–	2,030	2,030
Southern HSCT	–	1,777	1,777	–	1,645	1,645
Western HSCT	63	2,631	2,694	56	2,538	2,594
Department of Health and Social Care	146	–	146	146	–	146
Health Service Executive	78	9,418	9,496	–	8,834	8,834
Tusla	–	–	–	35	–	35
Supporting People	4,425	1	4,426	4,054	(7)	4,047
Housing Benefit	–	1,389	1,389	–	1,351	1,351
Sunderland Council Income	–	228	228	–	214	214
Client Contributions	–	829	829	–	782	782
Public Health Agency	326	202	528	328	5	333
Comic Relief	200	–	200	130	–	130
NIHE	13	–	13	14	–	14
Transport	–	26	26	–	1	1
Other Small Grants	13	–	13	5	–	5
Other Income	–	610	610	–	428	428
Total Mental Health and Intellectual Disability Income	5,269	26,969	32,238	4,769	24,579	29,348
Big Lottery	118	–	118	194	–	194
Addaction	–	–	–	6	–	6
Belfast HSCT	–	164	164	–	165	165
Department of Health and Social Care	–	99	99	–	99	99
Public Health Agency	–	–	–	–	157	157
Drugs Court Programme	–	168	168	–	179	179
Belfast City Council	–	–	–	–	2	2
NIHE	28	–	28	26	–	26
Other Grants	37	–	37	–	3	3
Sundry	–	47	47	–	61	61
Total Addiction Services	183	478	661	225	667	892
Total Charitable Income	5,452	27,447	32,899	4,994	25,246	30,240

The purpose of the HSE grant is the on-going provision of the Intellectual Disability and Autism Care and Support Services including Residential Care, New Direction Day Services and Outreach Support. The income is accounted for in the Statement of Financial Activities in the period in which it is earned.

Notes to the Consolidated Financial Statements

Continued

7) Donation Income

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Donations	15	160	175	12	55	67
Fundraising Income	(40)	80	40	24	66	90
Grants	–	–	–	–	–	–
Total	(25)	240	215	36	121	157

The above debit balance in restricted fundraising income has arisen due to a transfer of funds to deferred income in the period as new information was made available relating to grants received.

8) Investment and Other Income

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Bank Interest Receivable	–	39	39	–	–	–
Furlough Grant Income	–	–	–	–	33	33
Other Income	–	160	160	–	283	283
Total	–	199	199	–	316	316

9) Income from Trading Activities

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Rental Income	–	62	62	–	62	62
Carecall (NI) Limited	248	2,727	2,975	–	2,632	2,632
EAP Consultants Limited	–	2,181	2,181	–	1,832	1,832
Northern Ireland Community Addiction Service Limited	–	–	–	–	39	39
Total	248	4,970	5,218	–	4,565	4,565

10) Cost of Charitable Activities

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Mental Health and Intellectual Disability Services	5,207	22,354	27,561	4,753	19,868	24,621
Addiction Services	195	247	442	312	108	420
Support Costs	445	3,175	3,620	325	2,995	3,320
Total	5,847	25,776	31,623	5,390	22,971	28,361

Notes to the Consolidated Financial Statements

Continued

11) Cost of Trading Activities

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Carecall (NI) Limited	248	2,317	2,565	–	2,324	2,324
EAP Consultants	–	1,780	1,780	–	1,593	1,593
Support Costs	–	465	465	–	388	388
Total	248	4,562	4,810	–	4,305	4,305

12) Support Costs

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Chief Executive's Office	42	149	191	42	131	173
Finance, IT and Human Resources	711	2,208	2,919	681	1,957	2,638
Quality, Policy and Communications	122	430	552	109	338	447
Training	93	330	423	109	340	449
Total	968	3,117	4,085	941	2,766	3,707

13) Net Incoming Resources for the Financial Year

	2022/23 £'000	2021/22 £'000
The figure is stated after charging:		
Staff costs (note 14)	21,949	20,318
Depreciation of Tangible Fixed Assets	438	429
Loss/(Profit) on Disposal of Tangible Assets	(2)	(38)
Amortisation of Intangible Assets	–	–
Audit of Financial Statements	47	58
Tax/Advisory Services	6	10

Indemnity Insurance for Trustees' liability has been purchased by Charity at cost of £17k (2021/22: £14k)

Notes to the Consolidated Financial Statements

Continued

14) Analysis of Staff Costs and Trustees' Remuneration and Expenses

	2022/23 £'000	2021/22 £'000
Staff costs are comprised of:		
Wages and salaries	19,556	18,133
Social security costs	1,900	1,733
Pension costs	493	452
	21,949	20,318

	2022/23 Number	2021/22 Number
UK Employees	720	704
ROI Employees	128	155
Total Average number of Employees	848	859

	2022/23 Number	2021/22 Number
The number of employees whose emoluments (salaries and benefits in kind) fell within the following bands:		
£60,001 and £70,000	3	5
£70,001 and £80,000	4	2
£80,001 and £90,000	1	2
£90,001 and above	2	2

Trustees

Trustees received no emoluments or reimbursement of expenses during the financial year (2021/22: £Nil).

Key Management Compensation

Key management compensation paid by the Charity during the year amounted to £722K (2021/22: £656K).

Key management services are also provided by the Inspire Group which are borne by the parent undertaking, Inspire Wellbeing.

15) Tax on Net Outgoing Resources

There is no tax on net outgoing resources (2021/22: £Nil).

Notes to the Consolidated Financial Statements

Continued

16) Intangible Assets

	Goodwill £'000	Total £'000
Group		
At 1 April 2022	344	344
At 31 March 2023	344	344
Accumulated Amortisation and Impairment		
At 1 April 2022	344	344
At 31 March 2023	344	344
Net book amount at 31 March 2023	–	–
Net book amount at 31 March 2022	–	–

Goodwill relates to Inspire Wellbeing's subsidiary undertaking, EAP Consultants Limited which, while is profit making in the current year was previously loss making and impairment charges were charged to the Statement of Financial Activities. However no impairment charge has been made in this financial year or the prior financial year as the intangible asset is now fully amortised.

17) Tangible Assets

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Group								
Cost 1 April 2022	5,022	153	487	805	924	1,441	349	9,181
Additions	6	–	2	51	94	29	80	262
Disposals	–	–	(2)	(1)	–	–	(10)	(13)
Cost At 31 March 2023	5,028	153	487	855	1,018	1,470	419	9,430
Accumulated Depreciation								
At 1 April 2022	540	111	385	526	802	921	199	3,484
Charge for the year	97	2	20	50	30	168	71	438
Disposals	–	–	(1)	(1)	–	–	(6)	(8)
Accumulated Depreciation at 31 March 2023	637	113	404	575	832	1,089	264	3,914
Net Book Amount 31 March 2023	4,391	40	83	280	186	381	155	5,516
Net Book Amount At 31 March 2022	4,482	42	102	279	122	520	150	5,697

Notes to the Consolidated Financial Statements

Continued

17) Tangible Assets (continued)

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Charity								
Cost 1 April 2022	5,022	153	460	700	580	1,383	80	8,378
Additions	5	–	1	38	83	25	–	152
Disposals	–	–	–	(1)	–	–	–	(1)
Cost								
At 31 March 2022	5,027	153	461	737	663	1,408	80	8,529
Accumulated Depreciation								
At 1 April 2022	538	113	368	482	542	835	64	2,942
Charge for the year	100	3	20	41	25	152	4	345
Disposals	–	–	–	(1)	–	–	–	(1)
Accumulated Depreciation at 31 March 2022	638	116	388	522	567	987	68	3,286
Net Book Amount								
At 31 March 2023	4,389	37	73	215	96	421	12	5,243
Net Book Amount								
At 31 March 2022	4,482	40	92	218	38	548	16	5,436

18) Investments

Group	Unlisted Investments £'000
At 1 April 2022 and 31 March 2023	63

	Northern Ireland Community Addiction Services Limited		Carecall (NI) Limited		EAP Consultants Limited		Inspire Wellbeing Company Limited by Guarantee	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 €'000	2021/22 €'000	2022/23 €'000	2021/22 €'000
Income	–	471	2,957	2,639	2,549	2,147	11,514	10,769
Expenditure	–	(421)	(2,837)	(2,569)	(2,315)	(2,026)	(10,877)	(10,278)
Profit	–	50	120	70	234	121	637	491
Net Assets/(Liabilities)	–	–	(1,083)	(1,203)	(406)	(640)	2,906	2,271

Inspire Wellbeing is the sole member of Inspire Wellbeing Company Limited by Guarantee. The company is a charitable company incorporated in the Republic of Ireland and its principal activity is the provision of care and support services including general or supported housing and any associated amenities for persons with intellectual disability and/or mental illness. The company's registered address is Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Ireland.

Notes to the Consolidated Financial Statements

Continued

18) Investments (continued)

Inspire Wellbeing is the sole member of Carecall (NI) Limited, a company limited by guarantee. The principal activity of the company is the provision of wellbeing support and counselling services to employers and institutions of further and higher education, promoting early intervention and mental wellbeing awareness. The company's registered address is Lombard House, 10-20 Lombard Street, Belfast, BT1 1RD.

Inspire Wellbeing holds 100% of the share capital of EAP Consultants Limited indirectly through its subsidiary Carecall (NI) Limited. The company is incorporated in the Republic of Ireland and its principal activity is the provision of counselling services. The company's registered address Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Co. Louth.

Both Carecall (NI) Limited and EAP Consultants Limited have a liability balance at year end 2022/23, however both companies have been profit making in the period and therefore decreased their net liability balance.

On 1 October 2021 Northern Ireland Community Addiction Service Limited, a member of the Group, merged and transferred all of its funds to the parent Company Inspire Wellbeing, therefore had £nil net assets as at the period end. Northern Ireland Community Addiction Services Limited was subsequently voluntarily liquidated on 26 July 2022.

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

19) Debtors

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Trade debtors	3,688	2,925	1,474	700
Other debtors	196	47	79	41
Amounts owed by group undertakings	–	–	1,333	1,140
Prepayments and accrued income	984	902	882	794
Corporation Tax Recoverable	334	271	–	–
Other Tax and Social Security	–	–	–	–
	5,202	4,145	3,768	2,675

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

20) Short Term Investments

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Short term deposits	3,358	–	2,410	–
	3,358	–	2,410	–

Investments in short term deposits have an original maturity of 12 months or less. At the balance sheet date the average maturity of the deposits was 5 months (2021/22: Nil). The average interest rate was 3.55% (2021/22: Nil).

Notes to the Consolidated Financial Statements

Continued

21) Creditors: Amounts falling due within one year

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Bank Loans and Overdrafts (note 23)	–	137	–	137
Obligations under Hire Purchase (note 23)	49	87	49	87
Trade creditors	942	672	433	262
Other creditors	1,017	131	689	114
Other tax and social security	630	595	286	348
Accruals and deferred income	3,599	3,456	1,591	1,592
	6,237	5,078	3,048	2,540

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

22) Creditors: Amounts falling due after more than one year

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Bank Loans (Note 23)	–	1,510	–	1,510
Obligations under Hire Purchase (Note 23)	1	50	1	50
	1	1,560	1	1,560

23) Loans and Other Borrowings

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Within one year	–	137	–	137
Between two and five years	–	766	–	766
After five years	–	744	–	744
	–	1,647	–	1,647

Maturity of Obligations under Hire Purchase

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Within one year	49	87	49	87
Between two and five years	1	50	1	50
After five years	–	–	–	–
	50	137	50	137

Payment Terms

Hire Purchase agreements are repayable in monthly instalments and interest rates on agreement range from 10.94%-13.39%.

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances

Group Restricted Funds

Group	1 April 2022 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2023 £'000
Mental Health and Intellectual Disability Services					
Western HSCT	29	53	(4)	(79)	(1)
Public Health Agency	62	326	(324)	(50)	14
Community Pharmacy Partnership	2	–	–	(2)	–
Comic Relief	67	200	(200)	(29)	38
Belfast HSCT	47	–	–	6	53
Supporting People	–	4,425	(4,572)	147	–
Clear Project	1	–	(1)	–	–
Scheme Funds	176	38	(74)	52	192
Bright Support	76	15	(15)	(1)	75
Northern HSCT	26	5	(5)	(14)	12
Southern HSCT	16	–	(1)	(1)	14
South Eastern HSCT	16	–	–	(12)	4
BKN	6	–	–	(6)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Tusla	7	–	–	–	7
Advocacy for All Community Foundation	118	–	(171)	145	92
Causeway GP Federation Project	7	–	–	–	7
Infoline Donations	46	–	–	(46)	–
Inclusion & Recovery	–	13	(13)	–	–
Staying Well at Home	–	13	(13)	14	14
Co-op	–	(78)	(25)	184	81
Lifeskills	–	10	(10)	–	–
Department of Health and Social Care	–	146	(146)	–	–
Health Service Executive	–	78	(78)	306	306
Total Mental Health and Intellectual Disability Services	738	5,244	(5,652)	614	944
Addiction Services					
Big Lottery	159	118	(153)	–	124
NIHE – Health at Home	–	28	(12)	(16)	–
NIHE – Sustainability	–	37	(30)	–	7
Department for Communities	(15)	–	–	15	–
Total Addiction Services	144	183	(195)	(1)	131
Carecall					
Armed Forces Covenant Trust	–	248	(248)	–	–
Total Carecall	–	248	(248)	–	–
Total Restricted Funds	882	5,675	(6,095)	613	1,075

Purpose of Restricted Funds

Restricted funding has been provided to Inspire Wellbeing to support the services across the Group. All restricted expenditure has been spent in line with the purpose for which it was granted.

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Group Prior Year Restricted Funds

Group	1 April 2021 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2022 £'000
Mental Health and Intellectual Disability Services					
Western HSCT	36	43	(129)	79	29
Public Health Agency	2	328	(328)	60	62
Community Pharmacy Partnership	2	1	(1)	–	2
Comic Relief	67	130	(130)	–	67
Belfast HSCT	41	–	–	6	47
Supporting People	–	4,054	(4,173)	119	–
Clear Project	1	–	–	–	1
International Projects	9	–	(9)	–	–
Scheme Funds	195	145	(164)	–	176
Bright Support	100	12	(12)	(24)	76
Northern HSCT	26	–	–	–	26
Southern HSCT	15	1	–	–	16
South Eastern HSCT	20	–	(4)	–	16
BKN	6	–	–	–	6
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Tusla	3	35	(25)	(6)	7
Advocacy for All Community Foundation	–	–	–	118	118
Causeway GP Federation Project	–	–	(2)	9	7
Infoline Donations	–	–	(46)	92	46
Take Time for 5	–	4	(4)	–	–
Inclusion & Recovery	–	14	(17)	3	–
Co-op	–	24	(24)	–	–
Lifeskills	–	13	(10)	(3)	–
Total Mental Health and Intellectual Disability Services	559	4,804	(5,078)	453	738
Addiction Services					
Big Lottery	125	194	(160)	–	159
Addaction Drink Wise, Age Well	49	6	(53)	(2)	–
Barclays	85	–	(75)	(10)	–
NIHE – Health at Home	–	26	(9)	(17)	–
Department for Communities	–	–	(15)	–	(15)
Total Addiction Services	259	226	(312)	(29)	144
Total Restricted Funds	818	5,030	(5,390)	424	882

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Restricted Funds

Charity	1 April 2022 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2023 £'000
Mental Health and Intellectual Disability Services					
Western HSCT	29	53	(4)	(79)	(1)
Public Health Agency	62	326	(324)	(50)	14
Community Pharmacy Partnership	2	–	–	(2)	–
Comic Relief	67	200	(200)	(29)	38
Belfast HSCT	47	–	–	6	53
Supporting People	–	4,425	(4,572)	147	–
Clear Project	1	–	(1)	–	–
Scheme Funds	176	28	(35)	16	185
Bright Support	76	15	(15)	(1)	75
Northern HSCT	26	5	(5)	(14)	12
Southern HSCT	16	–	(1)	(1)	14
South Eastern HSCT	16	–	–	(12)	4
BKN	6	–	–	(6)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	118	–	(171)	145	92
Causeway GP Federation Project	7	–	–	–	7
Infoline Donations	46	–	–	(46)	–
Inclusion & Recovery	–	13	(13)	–	–
Staying Well at Home	–	13	(13)	14	14
Co-op	–	(78)	(25)	184	81
Lifeskills	–	10	(10)	–	–
Department of Health and Social Care	–	146	(146)	–	–
Total Mental Health and Intellectual Disability Services	731	5,156	(5,535)	272	624
Addiction Services					
Big Lottery	159	118	(153)	–	124
NIHE – Health at Home	–	28	(12)	(16)	–
NIHE – Sustainability	–	37	(30)	–	7
Department for Communities	(15)	–	–	15	–
Total Addiction Services	144	183	(195)	(1)	131
Total Restricted Funds	875	5,339	(5,730)	271	755

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Prior Year Restricted Funds

Charity	1 April 2021 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2022 £'000
Mental Health and Intellectual Disability Services					
Western HSCT	36	43	(129)	79	29
Public Health Agency	2	328	(328)	60	62
Community Pharmacy Partnership	2	1	(1)	–	2
Comic Relief	67	130	(130)	–	67
Belfast HSCT	41	–	–	6	47
Supporting People	–	4,054	(4,173)	119	–
Clear Project	1	–	–	–	1
International Projects	9	–	(9)	–	–
Scheme Funds	195	145	(164)	–	176
Bright Support	100	12	(12)	(24)	76
Northern HSCT	26	–	–	–	26
Southern HSCT	15	1	–	–	16
South Eastern HSCT	20	–	(4)	–	16
BKN	6	–	–	–	6
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	–	–	–	118	118
Causeway GP Federation Project	–	–	(2)	9	7
Infoline Donations	–	–	(46)	92	46
Take Time for 5	–	4	(4)	–	–
Inclusion & Recovery	–	14	(17)	3	–
Co-op	–	24	(24)	–	–
Lifeskills	–	13	(10)	(3)	–
Total Mental Health and Intellectual Disability Services	556	4,769	(5,053)	459	731
Addiction Services					
Big Lottery	143	97	(81)	–	159
Addaction Drink Wise, Age Well	38	–	(36)	(2)	–
Barclays	52	–	(42)	(10)	–
NIHE – Health at Home	–	26	(9)	(17)	–
Department for Communities	–	–	(15)	–	(15)
Total Addiction Services	233	123	(183)	(29)	144
Total Restricted Funds	789	4,892	(5,236)	430	875

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Group Fund Balances

Group	Opening Balance 1 April 2022 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2023 £'000
Restricted funds					
Mental Health and Intellectual Disability	738	5,244	(5,652)	614	944
Carecall	–	248	(248)	–	–
Addiction	144	183	(195)	(1)	131
Total Restricted Funds	882	5,675	(6,095)	613	1,075
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	17	–	–	(4)	13
Designated Funds	193	–	–	(4)	189
General Fund	10,826	32,856	(30,338)	(609)	12,735
Total Unrestricted Funds	11,019	32,856	(30,338)	(613)	12,924
Total Funds	11,901	38,531	(36,433)	–	13,999

Group	Opening Balance 1 April 2021 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2022 £'000
Restricted funds					
Mental Health and Intellectual Disability	559	4,804	(5,078)	453	738
Carecall	–	–	–	–	–
Addiction	259	226	(312)	(29)	144
Total Restricted Funds	818	5,030	(5,390)	424	882
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	23	–	–	(6)	17
Designated Funds	199	–	–	(6)	193
General Fund	8,272	30,223	(27,251)	(418)	10,826
Total Unrestricted Funds	8,471	30,223	(27,251)	(424)	11,019
Total Funds	9,289	35,253	(32,641)	–	11,901

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Fund Balances

Charity	Opening Balance 1 April 2022 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2023 £'000
Restricted funds					
Mental Health and Intellectual Disability	731	5,156	(5,535)	272	624
Addiction	144	183	(195)	(1)	131
Total Restricted Funds	875	5,339	(5,730)	271	755
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	17	–	–	(4)	13
Designated Funds	193	–	–	(4)	189
General Fund	8,046	18,184	(16,713)	(267)	9,300
Total Unrestricted Funds	8,239	18,184	(16,713)	(271)	9,439
Total Funds	9,114	23,523	(22,443)	–	10,194

Charity	Opening Balance 1 April 2021 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2022 £'000
Restricted funds					
Mental Health and Intellectual Disability	556	4,769	(5,053)	459	731
Addiction	–	123	(183)	204	144
Total Restricted Funds	556	4,892	(5,236)	663	875
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	23	–	–	(6)	17
Designated Funds	199	–	–	(6)	193
General Fund	5,546	16,215	(13,838)	123	8,046
Total Unrestricted Funds	5,745	16,215	(13,838)	117	8,239
Total Funds	6,301	21,107	(19,074)	780	9,114

On 1 October 2021 Northern Ireland Community Addiction Service Limited, a member of the Group, merged and transferred all of its' funds to the parent Company Inspire Wellbeing, as can be seen in the above table.

Notes to the Consolidated Financial Statements

Continued

25) Analysis of Funds

Group	Restricted Funds 2023 £'000	Unrestricted Funds 2023 £'000	Total Funds 2023 £'000	Restricted Funds 2022 £'000	Unrestricted Funds 2022 £'000	Total Funds 2022 £'000
Fixed Assets	–	5,579	5,579	–	5,760	5,760
Net Current Assets	1,075	7,346	8,421	882	6,819	7,701
Creditors: due after more than one year	–	(1)	(1)	–	(1,560)	(1,560)
Total Fund Balances at 31 March	1,075	12,924	13,999	882	11,019	11,901

Charity	Restricted Funds 2023 £'000	Unrestricted Funds 2023 £'000	Total Funds 2023 £'000	Restricted Funds 2022 £'000	Unrestricted Funds 2022 £'000	Total Funds 2022 £'000
Fixed Assets	–	5,306	5,306	–	5,499	5,499
Net Current Assets	755	4,134	4,889	875	4,300	5,175
Creditors due after one year	–	(1)	(1)	–	(1,560)	(1,560)
Total Fund Balances at 31 March	755	9,439	10,194	875	8,239	9,114

26) Financial Instruments

Financial Assets that are debt instruments measured at amortised cost.

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Trade Debtors	3,688	2,925	1,474	700
Other Debtors	196	47	79	41
Amounts owed from Group Undertakings	–	–	1,333	1,140
Unlisted Investments	63	63	63	63
	3,947	3,035	2,949	1,944

Financial Liabilities that are debt instruments measured at amortised cost.

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Bank Loans and Overdrafts	–	1,647	–	1,647
Obligations under Hire Purchase	50	137	50	137
Trade Creditors	942	672	433	262
Amounts owed to Group Undertakings	–	–	–	–
Other Creditors	1,017	131	688	114
Accruals	1,501	1,334	920	758
	3,510	3,921	2,091	2,918

Notes to the Consolidated Financial Statements

Continued

27) Notes to the Consolidated Cashflow Statement

Group	2022/23 £'000	2021/22 £'000
Net Incoming Resources	2,098	2,612
Depreciation of Tangible Fixed assets	438	429
(Profit) on Disposal Tangible Assets	(2)	(38)
Amortisation of Intangible Assets	–	–
Movement in debtors	(1,057)	(523)
Movement in creditors	1,334	144
Net cash flows generated from operating activities	2,811	2,624

Analysis of net funds

	At 1 April 2022 £'000	Cash flows £'000	At 31 March 2023 £'000
Cash at Bank and in Hand	8,634	(2,536)	6,098
Cash and Cash Equivalents	8,634	(2,536)	6,098
Loan debt due within one year	(137)	137	–
Loan debt due after one year	(1,510)	1,510	–
Finance lease and HP agreements	(137)	87	(50)
Cash from Financing activities	(1,784)	1,734	(50)
Net Funds	6,850	(802)	6,048

28) Pension Commitments

The Group operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Group in an independently administered fund. The total contributions paid into the scheme in the year by the Group were £493K (2021/22: £452K). There were no contributions outstanding at year end (2021/22: £77K).

29) Related Party Transactions

The following amounts were owed from related parties by the charitable company at the end of the financial reporting period:

	2023 £'000	2022 £'000
Carecall (NI) Limited	1,265	628
EAP Consultants Limited	38	114
Inspire Wellbeing Company Limited by Guarantee	30	398
	1,333	1,140

Notes to the Consolidated Financial Statements

Continued

29) Related Party Transactions (continued)

The following transactions were incurred between the related parties during the financial year:

	Inspire Wellbeing Company Limited by Guarantee 2022/23 £'000	Carecall (NI) Limited 2022/23 £'000	EAP Consultants Limited 2022/23 £'000	Other 2022/23 £'000	Total 2022/23 £'000
As at 1 April 2022	398	628	114	–	1,140
Settlements of Intercompany Balances	(1,437)	(425)	(317)	–	(2,179)
Receipts for Group Companies	(228)	–	–	–	(228)
Supplier Payments by Group Companies	(210)	(76)	(2)	–	(288)
Supplier Payments for Group Companies	517	766	38	–	1,321
Payroll Payments by Group Companies	(56)	–	–	–	(56)
Payroll Payments for Group Companies	98	37	–	–	135
Support Services Charge by Group	948	335	205	–	1,488
Other	–	–	–	1,600	1,600
Settlement of Related Party Balances	–	–	–	(1,600)	(1,600)
As at 31 March 2023	30	1,265	38	–	1,333

Related party transactions in the period related to the rental of training rooms amounting to £1,600. There was no outstanding balance at year end relating to related parties.

	Inspire Wellbeing Company Limited by Guarantee 2021/22 £'000	Northern Ireland Community Addiction Service Limited 2021/22 £'000	Carecall (NI) Limited 2021/22 £'000	EAP Consultants Limited 2021/22 £'000	Total 2021/22 £'000
As at 1 April 2021	(109)	59	623	95	668
Settlements of Intercompany Balances	(218)	13	(832)	(160)	(1,197)
Supplier Payments by Group Companies	(516)	(108)	(88)	(6)	(718)
Supplier Payments for Group Companies	706	32	622	7	1,367
Payroll Payments by Group Companies	(98)	–	(18)	–	(116)
Payroll Payments for Group Companies	149	7	26	–	182
Support Services Charge by Group	487	63	295	178	1,023
Foreign Exchange Adjustments	(3)	–	–	–	(3)
Transfers	–	(66)	–	–	(66)
As at 31 March 2022	398	–	628	114	1,140

Reference and Administrative Information

Company registration number

NI025428

Registered Charity number

NIC103470

Trustees

Mr Aidan Browne (Chair)
Mr William Fitzpatrick
Mrs Finola O’Kane
Dr George O’Neill
Ms Maeve Hully (*resigned 12 December 2022*)
Ms Jill Harrower-Steele
Mr Michael Hickey
Mr Colm Conway
Mr Seamus Manninon
Mr David Kenefick
Mr Benjamin Banerji (*appointed 12 December 2022*)
Mr Peter Brown (*appointed 12 December 2022*)
Mr Seamus Cowman (*appointed 12 December 2022*)
Ms Emma Pollock (*appointed 12 December 2022*)
Mr Marcus Ruegg (*appointed 12 June 2023*)

Secretary

Ms Kerry Anthony

Executive Leadership Team

Ms Kerry Anthony, CEO
Ms Dunia Hutchinson, Director, Care and Support Services
Mr William Morrow, Director, Care and Support Services
Mr Alex Bunting, Director, Therapeutic and Wellbeing Services
Mr Darren Stewart, Director, Finance, ICT and Property
Ms Lisa McElherron, Director, Insight, Engagement and Innovation
Mrs Sinéad McNicholl, Director, People, Development and Compliance

Registered office/Principal office

Lombard House
10-20 Lombard Street
Belfast
Co. Antrim
BT1 1RD

Bankers

Ulster Bank
91-93 University Road
Belfast
Co. Antrim
BT7 1NG

Ulster Bank (*effective until 24 February 2023*)
33 College Green
Dublin 2
Ireland

AIB (*effective from 4 January 2023*)
96 Clanbrassil St
Townparks
Dundalk
Co. Louth
Ireland

Solicitors

Edwards & Co. Solicitors
28 Hill Street
Belfast
Co. Antrim
BT1 2LA

Independent auditors

PricewaterhouseCoopers LLP
Merchant Square
20 Wellington Place
Belfast
Co. Antrim
BT1 6GE

Thank You

We would like to thank every individual and organisation who supported our work in 2022/23.



Get Involved

Thank You!

We would like to thank every individual and organisation who supported our work during the year. You once again showed huge compassion and kindness last year, despite your own worries throughout the pandemic. We particularly want to thank everyone who supports us regularly, giving us the confidence to plan ahead. We gratefully remember each and every one of our supporters who thoughtfully left us a gift in their will. We would also like to say thank you to all our volunteers for their hard work and commitment, which we could not do without.

Get Involved!

Are you part of the growing movement of kindness? Get connected to people who need your skill, care and support.

Volunteering

However much time you have and whatever your experience, there are volunteering opportunities at Inspire. Meet new people, learn new skills and help people get the support they need. Find out more at <https://www.inspirewellbeing.org/get-involved/volunteering/>

Fundraising

With your support we can continue our work to develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities. There are many ways for you to get involved and support Inspire. Now more than ever, we need you to get involved and help support Inspire and the work we do.

Your support will directly help us to continue this vital work in the community. Whether you want to take part in an event, organise your own event, make a donation or volunteer your time, there are lots of ways that you can get involved and help fundraise for Inspire. These include fundraising in your local community, your school, club or society and through your work by becoming our Charity Partner. Every step you take and every pound you raise will help someone in need.

Find out more at <https://www.inspirewellbeing.org/get-involved/fundraising/> or call +44 (0) 28 90328474.

Donate

It's the generosity of our supporters that enables our work to happen quickly and efficiently. We rely on your support to keep us going. A donation or a regular gift means we can be there for our service users and their families throughout the most difficult times in their lives. Please donate what you can today to help us continue to support your communities' wellbeing. If you would like to find out more about supporting Inspire by making a donation please go to <https://www.inspirewellbeing.org/donate/> or call +44 (0) 28 90328474.

Legacies

A gift in your will, no matter how big or small, will help us to make sure we can be there for every individual and family that needs us now and in the future. If you would like to find out more about supporting Inspire by leaving a gift in your will then please go to <https://www.inspirewellbeing.org/leave-a-gift-in-your-will/> or call +44 (0) 28 90328474.

Connect to our online community

facebook.com/InspireWBGroup

instagram.com/inspire_wellbeing

ADVOCACY FOR ALL

The right support
at the right time



A free service for people over 18 with mental health issues to find the right support and have their voice heard.

If you or someone you know would like to speak to a trained mental health advocate to discuss issues that are impacting your mental health, contact our team.

Freephone: **0808 189 0036**

Webchat: **www.inspirewellbeing.org**

Email: **hello@inspirewellbeing.org**

Available: Monday - Friday 10:00 am to 4:00 pm

This project is funded by the Department of Health's Mental Health Support Fund administered by the Community Foundation for Northern Ireland





www.inspirewellbeing.org

Inspire Wellbeing

Northern Ireland - Charity number 103470

Annual report

Legal Structure and Governance

Inspire was incorporated by guarantee on 8th April 1991. It has no share capital and is recognised as a charity by the Charity Commission and HM Revenue and Customs. The guarantee of each member is limited to £1. The governing documents are the Memorandum and Articles of Association (as adopted 7 December 2017).

Inspire has a number of wholly owned subsidiaries: Inspire Wellbeing Company Limited by Guarantee (1584809) registered in the Republic of Ireland and Carecall (NI) Limited, the latter also having a wholly owned subsidiary registered in the Republic of Ireland, EAP Consulting Limited (I372660).

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation with the CEO, in conjunction with Executive Leadership team, having responsibility for ensuring smooth running of day to day operations.

The Trustees are elected under the terms of the Articles of Association.

Throughout the year the Trustees did not engage in any of the following activities in relations to the company:

- Undertake material transactions with the company.
- Receive any loans from the company.
- Receive any remuneration for services as Trustee of the company.
- Hold shares in the Company (which is limited by guarantee and has no share capital).

Recruitment and Appointment of Trustees

The recruitment and appointment of Trustees is managed through recommendations from the Nominations and Governance Oversight Committee to the Board of Trustees. The Nominations and Governance Oversight committee also manage the skills required for new Trustees and Trustees' rotation.

Trustees shall be appointed by an election of the members of the Charity at the AGM. A Trustee must be admitted as a member of the Charity on appointment as a Trustee. At each AGM all Trustees, except for Chair and Vice Chairperson under article 21 of the Charity's Articles of Association, who have served three consecutive years or more as a Trustee shall retire from office. A Trustee who retires in

accordance with this article, if willing to act, shall be eligible for reappointment for a further term of up to three consecutive years. The Trustees may at any time co-opt any eligible individual and a co-opted Trustee shall be appointed to hold office from the date of appointment to the next annual general meeting.

Induction and Training of Trustees

New Trustees and committee members receive an induction upon appointment to the Board of Trustees and are invited to spend time with members of the Executive Leadership Team as part of their induction. This is a chance to learn about Inspire Wellbeing and identify opportunities to become more involved with our work. Trustees are also invited to service visits to learn more about Inspire Wellbeing. The Trustees will be provided access to regular training and development to ensure Trustees are adequately informed to ensure they can exercise effective governance.

Our Committees

We have four committees in place to support our governance processes.

These are:

- Services, Quality and Development Committee
- Finance, Risk and Corporate Services Committee
- Nominations and Governance Oversight Committee
- Remuneration Committee

Each committee is guided by a Terms of Reference, has a quorum of Trustee representatives and may have co-opted members where appropriate. The Remuneration Committee meets up to twice a year and the others meet a minimum of four times per year.

Organisational Structure and Decision Making

In order to ensure that the Inspire Group is managed efficiently and effectively, the Trustees have delegated a range of day to day decision making powers to the Executive Leadership Team.

The Trustees have established appropriate controls and mechanisms to ensure that the staff team operate within the powers delegated to it.

Legal Structure and Governance

Continued

The Executive Leadership Team is responsible for the management of the Group and its subsidiaries, in line with the strategic direction agreed by the Trustees.

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

The Remuneration Committee makes all key decisions on the setting of pay and remuneration for key management personnel; The Committee is guided by a Terms of Reference and has a quorum of Trustee representatives.

Public Benefit Statement

The public benefit requirement is defined in the Charities Act (Northern Ireland) 2008 and states that purposes must be for the public benefit to be charitable. The Trustees confirm that they have complied with the duty to have regard to the guidance issued by the Charity Commission for Northern Ireland under section 4(b) of the Charities Act (the public benefit requirement statutory guidance) and the Charities Regulatory Authority guidance in the Republic Of Ireland. The Trustees are confident that the activities have helped to achieve the Charity's purposes and provide a benefit to the beneficiaries.

Plans for Future Periods

The plan for the future is to continue to build on the mission of the organisation and embed our values across the Group. As we drive forward we also continue to develop our financial plans to ensure that Inspire Wellbeing achieves and maintains its free reserves within a tolerances agreed by the Trustees.

Trustee Attendance at Board Meetings during the year to 31 March 2023:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	7	8
Jill Harrower-Steele	8	8
William Fitzpatrick	8	8
David Kenefick	8	8
George O'Neill	7	8
Michael Hickey	7	8
Colm Conway	7	8
Finola O'Kane	6	8
Seamus Mannion	3	8
Maeve Hully	3	5
Ben Banerji	3	3
Peter Brown	3	3
Seamus Cowman	3	3
Emma Pollock	1	3

A quorum is comprised of any two members of the Board of Trustees from time to time to perform administrative and other routine functions on behalf of the Board of Trustees.

Financial Review

The net movement in funds for the year is set out in the Financial Statements and related notes.

The Inspire Wellbeing Group had a surplus for the 2022/23 financial year of £2,098K (2021/22: £2,612K). The total funds of the Inspire Wellbeing Group at the end of 2022/23 were £13,999K (2021/22: £11,901K). The Group had £1,075K of funds held for restricted purposes (2021/22: £882K).

The detailed financial results for the year ended 31st March 2023 are set out in the Financial Statements that accompany this report which have been prepared in accordance with the Companies Act 2006 and the Charities SORP (FRS 102).

Summary Statement of Financial Activities

	Total Funds 2022/23 £'000	Total Funds 2021/22 £'000
Total Incoming Resources	38,531	35,278
Total Expenditure	36,433	32,666
Net Incoming Resources	2,098	2,612

Summary Balance Sheet

	31 March 2023 £'000	31 March 2022 £'000
Fixed Assets	5,579	5,760
Net Current Assets	8,421	7,701
Non-Current Liabilities	(1)	(1,560)
Net Assets	13,999	11,901
Restricted	1,075	882
Unrestricted	12,924	11,019
Total Funds	13,999	11,901

Reserves Policy

The Charitable Group Reserves Policy has been set by the Trustees with a future target range of 2.25 to 3 months of unrestricted reserves to be achieved, recognising the current risk profile of the organisation. The policy is in place to ensure the Group can continue to deliver the services in the event of any short term financial disruption. The policy is reviewed on a regular basis to ensure that the target range remains appropriate, given any significant changes impacting the organisation.

At the year end, the Charitable Group had free reserves of £7,156K (31 March 2022: £5,066K) which represents 2.7 months (31 March 2022: 2.2 month) of unrestricted reserves.

Risk Management

Our Risk Management Strategy

To identify both strategic and corporate risks that threaten the achievement of Inspire Wellbeing's core strategic objectives, Inspire Wellbeing applies the principles of Corporate Risk Management through a comprehensive Corporate Risk Register. The core areas of the Register are developed from an assessment of Inspire Wellbeing's Strategic Corporate Plan and measured against performance. The process of effective risk management within Inspire includes a number of measures including:

- Risk Identification
- Risk Assessment
- Risk Treatment and Management
- Risk Monitoring and Review
- Risk Reporting

All key risks are reviewed on a regular basis by the Executive Leadership Team and appropriate actions are taken to ensure mitigation. The register is a live document and is updated as risks increase, decrease or emerge. The Board of Trustees is responsible for seeking assurances that the organisation effectively operates systems and processes to manage risks, by receiving and reviewing reports and information from the Finance, Risk & Corporate Services Committee.

Principal Risks and Uncertainties

Financial Risk:

Lack of financial resource to meet increasing/ changing demands and growth.

Financial resource management and building reserves remains a key focus across the organisation, with a collaborative approach in setting budgets and forecasts, and managing financial risks and opportunities. These processes ensure we have appropriate action plans in place to improve the financial performance of the organisation and to positively profile the organisation externally.

Security Risk:

Data management and cyber security.

Cyber security is an ever evolving threat which can take the form of Ransomware, Phishing, Malware,

Data Leakage, Hacking etc. These types of threats continue to grow in complexity and understanding them is the best way to defend our organisation. We have invested, and will continue to invest, in skills, hardware and software to help us face this challenge. We work to continually monitor and update our infrastructure and are actively looking at ways of improving our security.

Resource Risk:

Challenges in attracting and retaining social care staff.

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking exercise across the sector. Where necessary, subject to affordability, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns also involves advertising the non-monetary benefits.

We advertised widely and over the last year we have looked at creative ways of advertising, through virtual job fairs, links to schools, colleges and universities. As part of the selection process we have changed the way in which we recruit and have moved away from a competency based interview approach to values led recruitment. As part of our longer term strategy, we are developing a formal succession plan for key staff, and continue a full review of our terms and conditions of employment.

Reputational Risk:

Failure to meet Regulatory standards.

It is essential to our organisation that we ensure all our services are regulatory compliant. Inspection Reports are public documents which help statutory authorities determine Service Providers' competency to deliver quality services so we consider regulations and standards relating to designated centres as a minimum threshold. We have robust procedures in place and promote a culture which exceeds regulatory standards and protects the rights and dignity of residents through person-centred care and support.

We are Team Inspire



Risk Management

Continued

Regulatory Environment

Inspire operates in a highly regulated environment, governed by:

- Regulation and Quality Improvement Authority (RQIA) in Northern Ireland, Health Information and Quality Authority (HIQA) in the Republic of Ireland;
- Northern Ireland Charity Commission and the Charity Regulator in Republic of Ireland.

Charity Governance Code

The Charity Governance Code is designed as a tool to support continuous improvement. The Board of Trustees has reviewed and will regularly revisit the Code's key principles to ensure the highest standards of governance.

Funding Sources

The Group and Parent Charitable Company have in the past and continue to fund their charitable activities through obtaining funding from a number of providers, including the Northern Ireland Health and Social Care Trusts, the Health Service Executive in the Republic of Ireland, Supporting People, the Housing Executive, the Public Health Agency and a number of agencies.

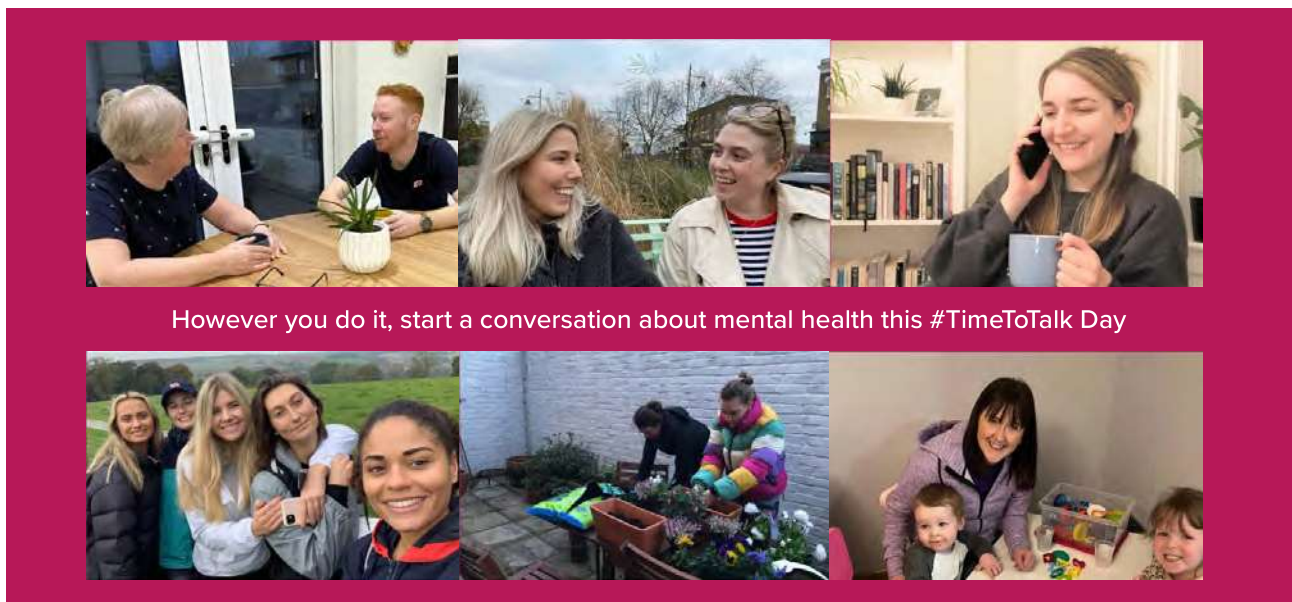
The Group and Parent Charitable Company continue to work tirelessly to secure income to finance their ongoing activities.

Funds Held as Custodian Trustees on Behalf of Others

The Charity holds no funds as custodian trustees on behalf of others.

Independent Auditors

During 2023 the trustees tendered for the audit services of Inspire Wellbeing. A proposal for auditors will be put to the members of the company at the Annual General Meeting.



However you do it, start a conversation about mental health this #TimeToTalk Day

in partnership with



Time to Talk Day is a national campaign to get the nation talking. This year, our charity partnership with Coop expanded to champion the campaign, breaking the stigma surrounding mental health.

Statement of Trustees' Responsibilities In Respect of the Financial Statements

The Trustees (who are also directors of Inspire Wellbeing for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the Financial Statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have prepared the Financial Statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law (United Kingdom Generally Accepted Accounting Practice).

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 the affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these Financial Statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2019);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the oversight of the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware;

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Going Concern

In the year ended 31 March 2023, the Group made a surplus of £2,098,000 (2021/22: surplus of £2,612,000) Overall, at the year end, the Group had net assets of £13,999,000 (2022: £11,901,000). The Trustees consider the performance for the year to be positive. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are continuously reviewed by the Trustees. This included the company's Trustees reviewing and taking a prudent approach to future cash flows. After this review it was clear that excess funds existed to pay all liabilities; therefore there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings, through a letter of support, that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement; however

the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the financial statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied that the Group's cash flows are sufficient to enable the Group and charitable parent company to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.

Aidan Browne
(Chair)

28 September 2023

Inspire Wellbeing

Northern Ireland - Charity number 103470

Annual return

Independent auditors' report to the members of Inspire Wellbeing

Report on the audit of the financial statements

Opinion

In our opinion, Inspire Wellbeing's group financial statements and parent charitable company financial statements (the "financial statements"):

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2023 and of the group's and parent charitable company's incoming resources and application of resources, including its income and expenditure, and of the group's cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Consolidated Financial Statements (the "Annual Report"), which comprise: the Consolidated and charitable company statement of financial position as at 31 March 2023; the Consolidated statement of financial activities (incorporating the income and expenditure account), the Consolidated cash flow statement for the year then ended; and the notes to the financial statements, which include a description of significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

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

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.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the group's and the parent charitable company's ability to continue as a going concern.

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

Independent auditors' report to the members of Inspire Wellbeing (continued)

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information.

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 based on these responsibilities.

With respect to the Strategic Report and Trustees' Report, we also considered whether the disclosures required by the UK Companies Act 2006 and Charities Act 2011 have been included.

Based on our work undertaken in the course of the audit, the Companies Act 2006 requires us also to report certain opinions and matters as described below.

Strategic Report and Trustees' Report

In our opinion, based on the work undertaken in the course of the audit the information given in the Strategic Report and the Trustees' Report for the year ended 31 March 2023 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic Report and the Trustees' Report.

Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of Trustees' responsibilities in respect of the financial statements, 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 in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditors' report to the members of Inspire Wellbeing (continued)

Responsibilities for the financial statements and the audit (continued)

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

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

Based on our understanding of the group and its industry/environment, we identified that the principal risks of non-compliance with laws and regulations related to Charities Act (Northern Ireland) 2008, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Companies Act 2006 and Charities Act 2011. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the posting of inappropriate journal entries. Audit procedures performed by the engagement team included:

- enquiry of management and the board of trustees, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- reading minutes of meetings of the board of trustees;
- understanding and evaluating the charitable company's control environment;
- identifying and testing journal entries, including journal entries posted with unusual account combinations to income; and
- assessing financial statement disclosures, and testing to supporting documentation, for compliance with applicable laws and regulations.

Responsibilities for the financial statements and the audit

Auditors' responsibilities for the audit of the financial statements

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the parent charitable company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Independent auditors' report to the members of Inspire Wellbeing (continued)

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not obtained all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the parent charitable company or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.



Brenda Heenan (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Belfast

28 September 2023