



Registered Number: NI025428



# inspire

wellbeing, ability, recovery

## Inspire Wellbeing



## Annual Report and Consolidated Financial Statements

For the year ended 31 March 2024

---

# Contents

## Overview:

Message from Our Chair	1
Message from Our CEO	2
Our Vision, Mission & Values	4
We are Team Inspire: Our Services	6
Our Strategic Aims	10
Our Year in Numbers	11
Our Impact and Our Ambition	12

## Trustees' Report and Strategic Report:

Legal Structure and Governance	27
Financial Review	29
Risk Management	30
Statement of Trustees' Responsibilities	33
Going Concern	34

## Independent Auditor's Report to the members of Inspire Wellbeing:

Independent Auditor's Report to the members of Inspire Wellbeing	36
--	----

## Financial Statements:

Consolidated Statement of Financial Activities	40
Consolidated and Charitable Company Statements of Financial Position	41
Consolidated Cash Flow Statement	42
Notes to the Consolidated Financial Statements	43

## Other Information:

Reference and Administrative Information	67
Thank You	68
Get Involved	69

# 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.

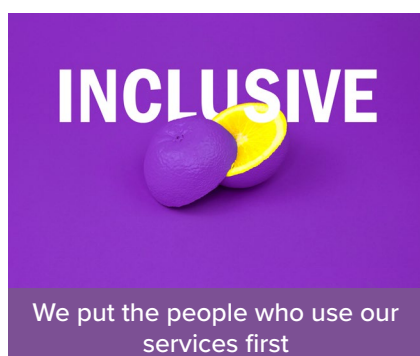
To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.



## 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.



We put the people who use our services first



We believe in what we do



We find a way



We care about each other



We act with integrity



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](https://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](https://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](mailto: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](mailto: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

**874**  
people work for  
Team Inspire

(2022/2023:  
848 people)

We provide our  
services in  
**67 sites**

(2022/2023:  
67 sites)

**£41m**  
turnover this  
Financial Year

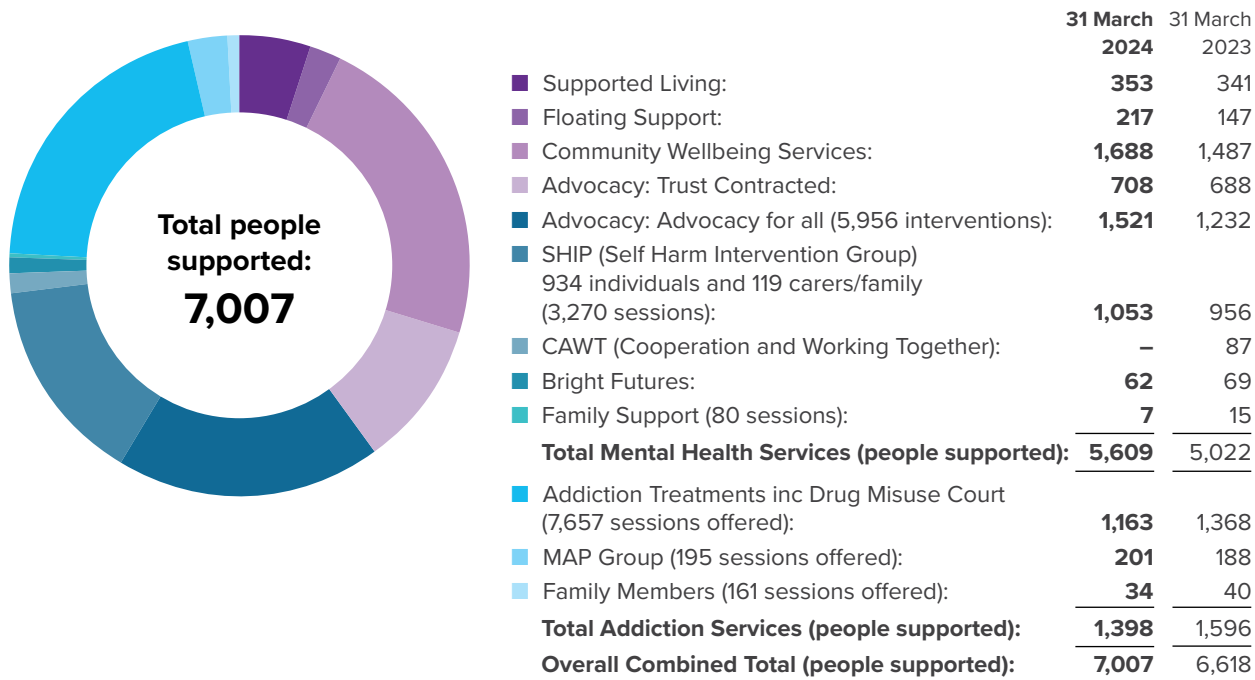
(2022/2023:  
£39m)



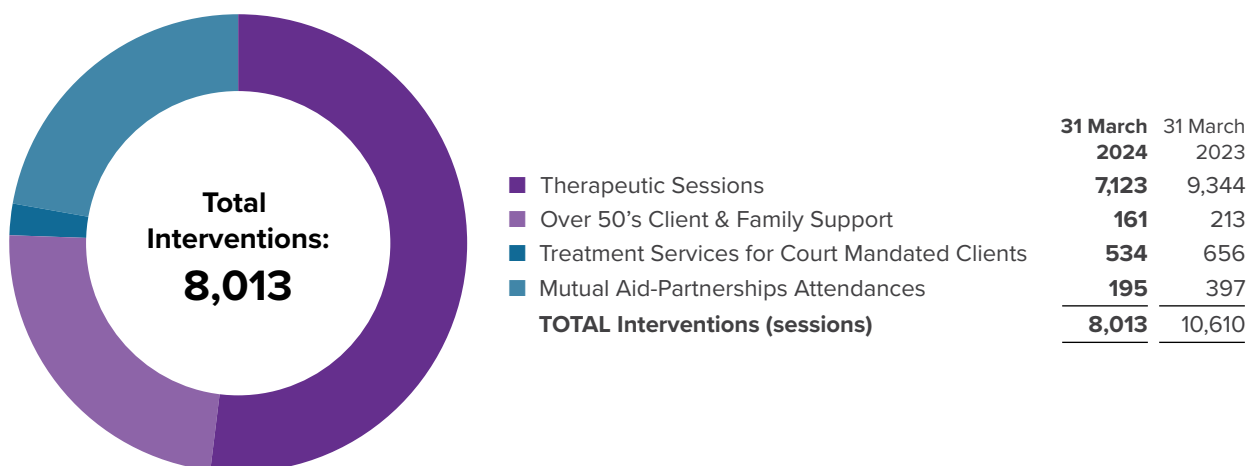
# Our Impact and Our Ambition

## 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.

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

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

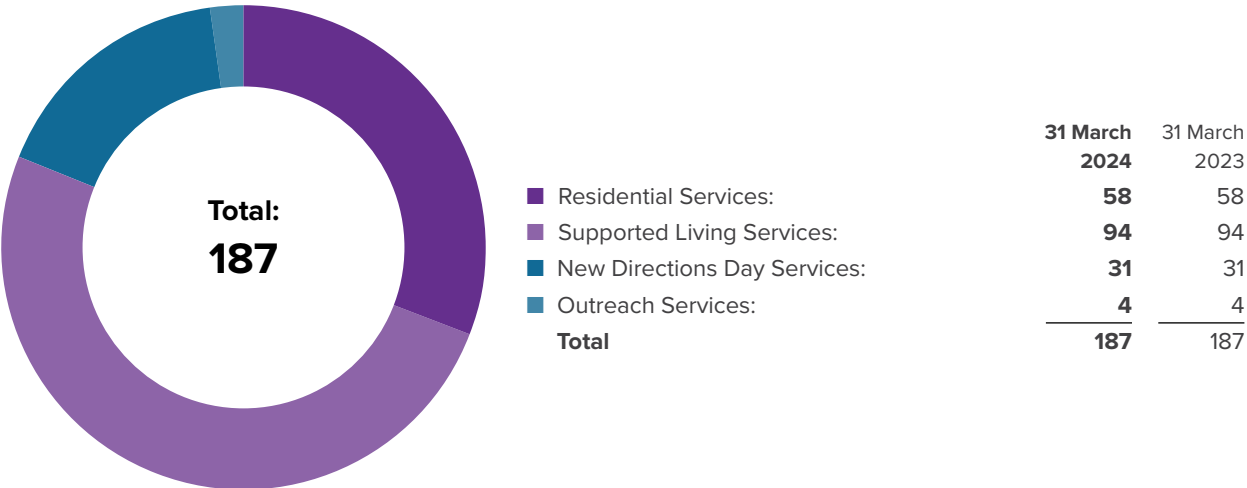
*"I'm not going to say I'm weak for being sick. I'm going to say I'm strong because I'm still here!"*

# Our Impact and Our Ambition

Continued

## Intellectual Disability and Autism Care and Support Services

Number of people using our services:



### 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:

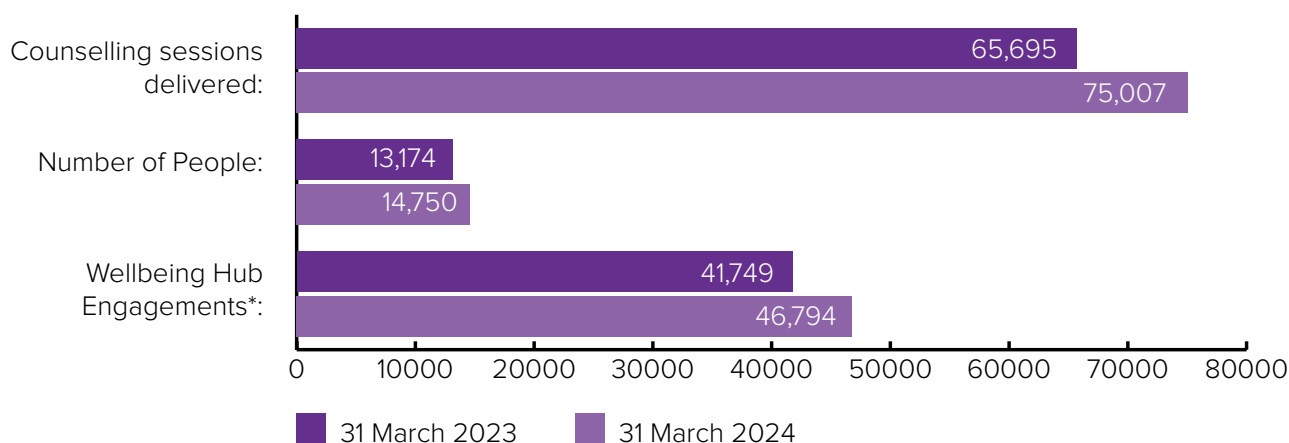
- Implement** the Inspire Quality Framework & continue to improve our regulatory compliance.
- Ensure** a human rights perspective is embedded in support planning & establish a rights restrictions oversight committee.
- Embed** a values-led approach to leadership in the services and across Inspire.
- 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



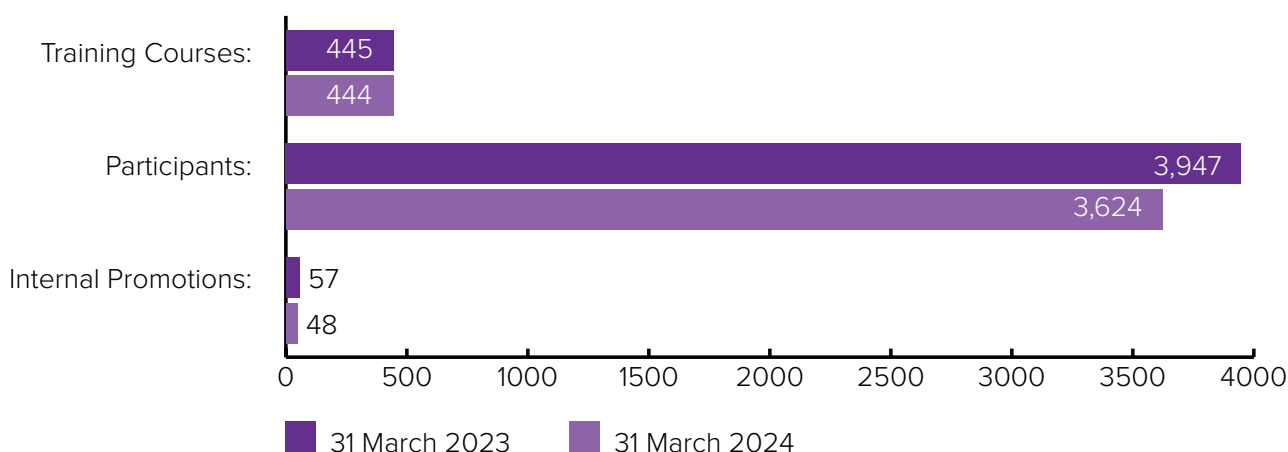
**community wellbeing.info**

# 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 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 (Mutual 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:

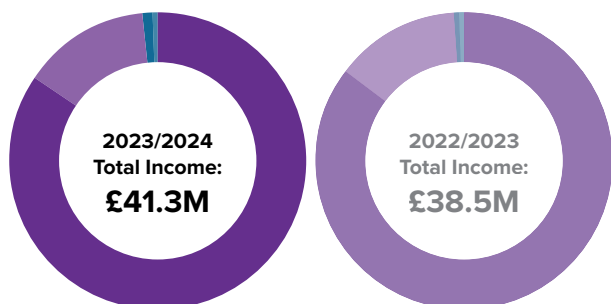
- To complete the restructuring and embed this in the organisational structure;
- To complete the Governance Review and implement changes;
- To continue the transformation of systems and processes;
- The rollout of leadership training and embedding the Vision, Mission & Values across organisation;
- 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



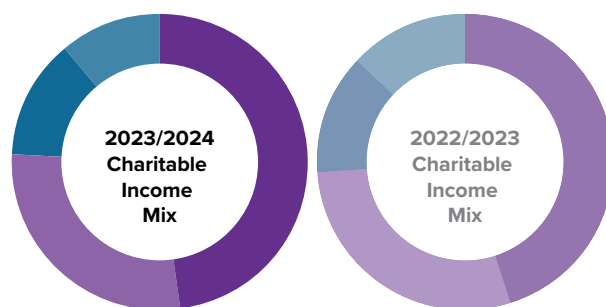
	2023/2024 £M	2022/2023 £M
Charitable Income	<b>34.9</b>	32.9
Trading Activities	<b>5.8</b>	5.2
Donations and Voluntary Income	<b>0.4</b>	0.2
Investment and Other Income	<b>0.2</b>	0.2



	2023/2024 £M	2022/2023 £M
Charitable Expenditure	<b>35.0</b>	31.6
Cost of Trading Activities	<b>5.1</b>	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	<b>48</b>	45
Health Service Executive	<b>28</b>	29
Supporting People	<b>13</b>	13
Various	<b>11</b>	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 (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	<b>41,277</b>	38,531
Total Resources Expended	<b>(40,071)</b>	(36,433)
<b>Net Incoming Resources</b>	<b>1,206</b>	2,098

## Summary Balance Sheet

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

	Note	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
<b>Incoming Resources:</b>							
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
<b>Total Incoming Resources</b>		<b>5,880</b>	<b>35,397</b>	<b>41,277</b>	5,675	32,856	38,531
<b>Resources Expended</b>							
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
<b>Total Expenditure</b>		<b>6,212</b>	<b>33,859</b>	<b>40,071</b>	6,095	30,338	36,433
<b>Net incoming/(outgoing)</b>							
<b>Resources before Transfers</b>		<b>(332)</b>	<b>1,538</b>	<b>1,206</b>	<b>(420)</b>	<b>2,518</b>	<b>2,098</b>
<b>Transfers between funds</b>		<b>64</b>	<b>(64)</b>	<b>–</b>	<b>613</b>	<b>(613)</b>	<b>-</b>
<b>Net Movement in Funds</b>		<b>(268)</b>	<b>1,474</b>	<b>1,206</b>	<b>193</b>	<b>1,905</b>	<b>2,098</b>
Total Funds brought Forward at 1 April		1,075	12,924	13,999	882	11,019	11,901
<b>Total Funds carried Forward at 31 March</b>		<b>807</b>	<b>14,398</b>	<b>15,205</b>	<b>1,075</b>	<b>12,924</b>	<b>13,999</b>

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

		2023/24 £'000	2022/23 £'000
<b>Analysis of Cash and Cash Equivalents</b>			
	Note		
<b>Cash Flows From Operating Activities</b>			
<b>Net Cash Generated From/(Used In) Operating Activities</b>	27	<b>936</b>	2,811
<b>Cash Flows From Investing Activities</b>			
Movement in Short Term Deposits		<b>(420)</b>	(3,358)
Interest Received		<b>108</b>	–
Purchase of Tangible Assets		<b>(98)</b>	(262)
Proceeds From Disposal of Assets		<b>–</b>	7
<b>Net Cash Generated From/(Used In) Investing Activities</b>		<b>(410)</b>	(3,613)
<b>Cash Flows From Financing Activities</b>			
Repayment of Bank and Other Loans		<b>(49)</b>	(1,734)
<b>Net Cash Used In Financing Activities</b>		<b>(49)</b>	(1,734)
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>477</b>	(2,536)
Cash And Cash Equivalents At Start Of Year		<b>6,098</b>	8,634
<b>Cash And Cash Equivalents At End Of Year</b>		<b>6,575</b>	6,098
		2023/24 £'000	2022/23 £'000
<b>Cash and Cash Equivalents Consists of:</b>			
Cash at Bank and in Hand		<b>6,575</b>	6,098
<b>Cash and Cash Equivalents at the End of the Year</b>		<b>6,575</b>	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	–	<b>2% straight line</b>
Office furniture and equipment	–	<b>10% straight line</b>
Non-office furniture and equipment	–	<b>10% straight line</b>
Computer equipment operational/strategic	–	<b>20% – 33.33% straight line</b>
Motor vehicles	–	<b>20% straight line</b>

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
<b>Total Mental Health and Intellectual Disability Income</b>	<b>5,561</b>	<b>28,884</b>	<b>34,445</b>	<b>5,269</b>	<b>26,969</b>	<b>32,238</b>
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
<b>Total Addiction Services</b>	<b>42</b>	<b>424</b>	<b>466</b>	<b>183</b>	<b>478</b>	<b>661</b>
<b>Total Charitable Income</b>	<b>5,603</b>	<b>29,308</b>	<b>34,911</b>	<b>5,452</b>	<b>27,447</b>	<b>32,889</b>

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
<b>Total</b>	<b>146</b>	<b>274</b>	<b>420</b>	<b>(25)</b>	<b>240</b>	<b>215</b>

### 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
<b>Total</b>	<b>–</b>	<b>154</b>	<b>154</b>	<b>–</b>	<b>199</b>	<b>199</b>

### 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	–	–	–	–	–	–
<b>Total</b>	<b>131</b>	<b>5,661</b>	<b>5,792</b>	<b>248</b>	<b>4,970</b>	<b>5,218</b>

### 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
<b>Total</b>	<b>6,081</b>	<b>28,896</b>	<b>34,977</b>	<b>5,847</b>	<b>25,776</b>	<b>31,623</b>



# 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
<b>Total</b>	<b>131</b>	<b>4,963</b>	<b>5,094</b>	<b>248</b>	<b>4,562</b>	<b>4,810</b>

### 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
<b>Total</b>	<b>869</b>	<b>3,283</b>	<b>4,152</b>	<b>968</b>	<b>3,117</b>	<b>4,085</b>

### 13) Net Incoming Resources for the Financial Year

	2023/24 £'000	2022/23 £'000
<b>The figure is stated after charging:</b>		
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
<b>Staff costs are comprised of:</b>		
Wages and salaries	<b>20,984</b>	19,556
Social security costs	<b>1,995</b>	1,900
Pension costs	<b>537</b>	493
	<b>23,516</b>	21,949

	2023/24 Number	2022/23 Number
UK Employees	<b>711</b>	720
ROI Employees	<b>163</b>	128
<b>Total Average number of Employees</b>	<b>874</b>	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	<b>1</b>	3
£70,001 and £80,000	<b>4</b>	4
£80,001 and £90,000	<b>2</b>	1
£90,001 and above	<b>1</b>	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
<b>Group</b>		
<b>Cost</b>		
At 1 April 2023	344	344
<b>At 31 March 2024</b>	<b>344</b>	<b>344</b>
<b>Accumulated Amortisation and Impairment</b>		
At 1 April 2023	344	344
<b>At 31 March 2024</b>	<b>344</b>	<b>344</b>
<b>Net book amount at 31 March 2024</b>	<b>–</b>	<b>–</b>
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
<b>Group</b>								
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	–	–
<b>Cost at 31 March 2024</b>	<b>5,028</b>	<b>153</b>	<b>494</b>	<b>872</b>	<b>872</b>	<b>1,638</b>	<b>419</b>	<b>9,476</b>
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	–	–
<b>Accumulated Depreciation at 31 March 2024</b>	<b>741</b>	<b>118</b>	<b>424</b>	<b>630</b>	<b>775</b>	<b>1,573</b>	<b>323</b>	<b>4,584</b>
<b>Net Book Amount at 31 March 2024</b>	<b>4,287</b>	<b>35</b>	<b>70</b>	<b>242</b>	<b>97</b>	<b>65</b>	<b>96</b>	<b>4,892</b>
<b>Net Book Amount at 31 March 2023</b>	<b>4,391</b>	<b>40</b>	<b>83</b>	<b>280</b>	<b>186</b>	<b>381</b>	<b>155</b>	<b>5,516</b>

# 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
<b>Charity</b>								
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)
<b>Cost at 31 March 2024</b>	<b>5,027</b>	<b>153</b>	<b>468</b>	<b>747</b>	<b>698</b>	<b>1,381</b>	<b>80</b>	<b>8,554</b>
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)
<b>Accumulated Depreciation at 31 March 2024</b>	<b>740</b>	<b>118</b>	<b>406</b>	<b>566</b>	<b>615</b>	<b>1,327</b>	<b>70</b>	<b>3,842</b>
<b>Net Book Amount at 31 March 2024</b>	<b>4,287</b>	<b>35</b>	<b>62</b>	<b>181</b>	<b>83</b>	<b>54</b>	<b>10</b>	<b>4,712</b>
<b>Net Book Amount at 31 March 2023</b>	<b>4,389</b>	<b>37</b>	<b>73</b>	<b>215</b>	<b>96</b>	<b>421</b>	<b>12</b>	<b>5,243</b>

### 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	<b>3,480</b>	3,688	<b>1,691</b>	1,474
Other debtors	<b>314</b>	196	<b>269</b>	79
Amounts owed by group undertakings	–	–	<b>558</b>	1,333
Prepayments and accrued income	<b>1,110</b>	984	<b>977</b>	882
Corporation Tax Recoverable	<b>480</b>	334	–	–
	<b>5,384</b>	5,202	<b>3,495</b>	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	<b>3,778</b>	3,358	<b>3,395</b>	2,410
	<b>3,778</b>	3,358	<b>3,395</b>	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)	<b>1</b>	49	<b>1</b>	49
Trade creditors	<b>852</b>	942	<b>423</b>	433
Other Creditors	<b>249</b>	1,017	<b>173</b>	689
Other tax and social security	<b>641</b>	630	<b>291</b>	286
Accruals and deferred income	<b>3,744</b>	3,599	<b>1,909</b>	1,591
	<b>5,487</b>	6,237	<b>2,797</b>	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	<b>1</b>	49	<b>1</b>	49
Between two and five years	–	1	–	1
After five years	–	–	–	–
	<b>1</b>	50	<b>1</b>	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
<b>Mental Health and Intellectual Disability Services</b>					
WHSCT	(1)	(1)	(1)	3	–
Public Health Agency	14	286	(360)	65	<b>5</b>
Comic Relief	38	–	(38)	–	–
BHSCT	53	–	–	4	<b>57</b>
Supporting People	–	4,525	(4,643)	118	–
Scheme Funds	192	57	(46)	9	<b>212</b>
Bright Support	75	9	(9)	(2)	<b>73</b>
NHSCT	12	–	–	(5)	<b>7</b>
SHSCT	14	–	–	–	<b>14</b>
SEHSCT	4	–	–	(4)	–
Newhaven Soft	5	–	–	–	<b>5</b>
NHSCT Support Groups	31	–	–	–	<b>31</b>
Tusla	7	–	–	–	<b>7</b>
Advocacy for All Community Foundation	92	142	(133)	3	<b>104</b>
Causeway GP Federation Project Northern Trust Income	7	–	–	–	<b>7</b>
Staying Well at Home	14	32	(32)	(11)	<b>3</b>
Co-op	81	80	(80)	23	<b>104</b>
Lifeskills	–	7	(4)	(3)	–
SHIP Fundraising	–	–	–	1	<b>1</b>
Department of Health and Social Care	–	73	(73)	–	–
Health Service Executive	306	497	(497)	(148)	<b>158</b>
<b>Total Mental Health and Intellectual Disability Services</b>	<b>944</b>	<b>5,707</b>	<b>(5,916)</b>	<b>53</b>	<b>788</b>
<b>Addiction Services</b>					
Big Lottery	124	–	(122)	(3)	<b>(1)</b>
NIHE – Sustainability	7	13	(14)	(6)	–
Armed Forces	–	29	(29)	20	<b>20</b>
<b>Total Addiction Services</b>	<b>131</b>	<b>42</b>	<b>(165)</b>	<b>11</b>	<b>19</b>
<b>Carecall</b>					
AFCT	–	131	(131)	–	–
<b>Total Carecall</b>	<b>–</b>	<b>131</b>	<b>(131)</b>	<b>–</b>	<b>–</b>
<b>Total Restricted Funds</b>	<b>1,075</b>	<b>5,880</b>	<b>(6,212)</b>	<b>64</b>	<b>807</b>

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



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

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

# Notes to the Consolidated Financial Statements

## Continued

### 24) Fund Balances (continued)

#### Group Fund Balances

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

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

# 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
<b>Restricted funds</b>					
Mental Health and Intellectual Disability	624	5,201	(5,418)	192	599
Addiction	131	42	(165)	11	19
<b>Total Restricted Funds</b>	<b>755</b>	<b>5,243</b>	<b>(5,583)</b>	<b>203</b>	<b>618</b>
<b>Unrestricted Funds</b>					
<b>Designated Funds</b>					
Historical Capital Funding	163	—	—	—	163
Revaluation Reserve	13	—	—	—	13
Other Projects	13	—	—	(4)	9
<b>Designated Funds</b>	<b>189</b>	<b>—</b>	<b>—</b>	<b>(4)</b>	<b>185</b>
<b>General Fund</b>	<b>9,250</b>	<b>20,252</b>	<b>(18,887)</b>	<b>(199)</b>	<b>10,416</b>
<b>Total Unrestricted Funds</b>	<b>9,439</b>	<b>20,252</b>	<b>(18,887)</b>	<b>(203)</b>	<b>10,601</b>
<b>Total Funds</b>	<b>10,194</b>	<b>25,495</b>	<b>(24,470)</b>	<b>—</b>	<b>11,219</b>

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



# 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)
<b>Total Fund Balances at 31 March</b>	<b>807</b>	<b>14,398</b>	<b>15,205</b>	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)
<b>Total Fund Balances at 31 March</b>	<b>618</b>	<b>10,601</b>	<b>11,219</b>	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
	<b>3,857</b>	3,947	<b>2,581</b>	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
	<b>2,800</b>	3,510	<b>1,799</b>	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	<b>1,096</b>	2,098
Depreciation of Tangible Fixed assets	<b>708</b>	438
(Profit)/Loss on Disposal Tangible Assets	<b>15</b>	(2)
Amortisation of Intangible Assets	–	–
Movement in debtors	<b>(182)</b>	(1,057)
Movement in creditors	<b>(701)</b>	1,334
Net cash flows generated from/(used in) operating activities	<b>936</b>	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	<b>6,575</b>
<b>Cash and Cash Equivalents</b>	6,098	477	<b>6,575</b>
Loan debt due within one year	–	–	–
Loan debt due after one year	–	–	–
Finance lease and HP agreements	(50)	49	<b>(1)</b>
Cash from Financing activities	(50)	49	<b>(1)</b>
<b>Net Debt</b>	6,048	526	<b>6,574</b>

### 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	<b>426</b>	1,265
EAP Consultants Limited	<b>60</b>	38
Inspire Wellbeing Company Limited by Guarantee	<b>72</b>	30
	<b>558</b>	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
<b>As at 1 April 2023</b>	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)
<b>As at 31 March 2024</b>	<b>72</b>	<b>426</b>	<b>60</b>	<b>—</b>	<b>558</b>

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

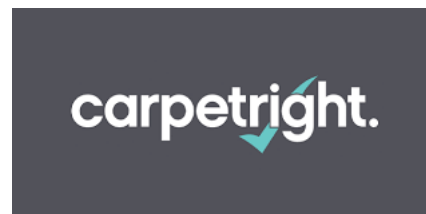
Moore (N.I.) LLP (*appointed 28 February 2024*)  
 Donegall House  
 7 Donegall Square N  
 Belfast  
 Northern Ireland

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://facebook.com/InspireWBGroup)

[instagram.com/inspire\\_wellbeing](https://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](http://www.inspirewellbeing.org)**

**Email: [hello@inspirewellbeing.org](mailto: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](http://www.inspirewellbeing.org)