



Registered Number: NI025428



# inspire

wellbeing, ability, recovery

## Inspire Wellbeing



# Annual Report and Consolidated Financial Statements

For the year ended 31 March 2025

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# Message from Our Chair



**Jill Harrower-Steele**  
Chair

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

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

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

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

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

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

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

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

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

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

**Jill Harrower-Steele**  
Chair



# Message from Our CEO



**Kerry Anthony**  
CEO

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

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

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

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

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

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

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

**Kerry Anthony**  
CEO



# Message from Our CEO

(continued)



# This year Inspire celebrated our 65th anniversary

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

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

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

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

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

## Kerry Anthony MBE, Chief Executive of Inspire

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

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









# 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.

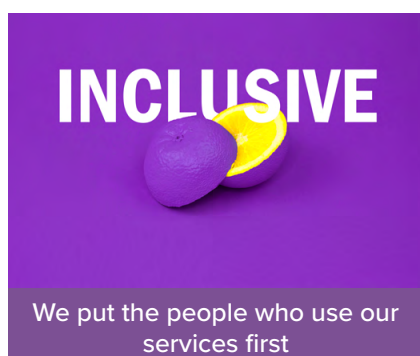
To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.



## 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.



# 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 (Lena by Inspire)
- Insight, Engagement and Innovation

## Mental Health and Addiction Care and Support Services:

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

### Supported Housing Services

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

### Community Wellbeing Schemes

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

### Floating Support

Support and advice for people living in their own homes.

### Advocacy

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

### Self-Harm Intervention Programme

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

### Bright Future

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

### Family Support

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

### Addictions Counselling

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

### Social Support

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

### Mutual Aid Partnership

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





# We are Team Inspire: Our Services

(continued)

## Intellectual Disability and Autism Care and Support Services

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

### Residential Services

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

### Supporting Living Services

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

### New Directions Day Services

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

### Outreach Services

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



# We are Team Inspire: Our Services

(continued)

## Therapeutic And Wellbeing Services (Lena by Inspire)

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

### Employee Assistance Programmes (EAP)

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

### Student Assistance Programmes (SAP)

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

### Counselling Support

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

### Trauma Informed Therapeutic Support

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

### Training

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

### Professional Development

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

### Digital Wellbeing Services

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

### Specialist Support Projects

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

### Coaching And Mentoring

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





# We are Team Inspire: Our Services

(continued)

## Insight, Engagement and Innovation

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






# Our Strategic Aims



# Our Strategic Aims

(continued)



**IT'S OKAY TO NOT BE OKAY**

I PLEDGE TO:

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

Signed

## Our Year in Numbers

**837**  
people work for  
Team Inspire

(2023/2024:  
874 people)

We provide our  
services in  
**67 sites**

(2023/2024:  
67 sites)

**£45m**  
turnover this  
Financial Year

(2023/2024:  
£41m)

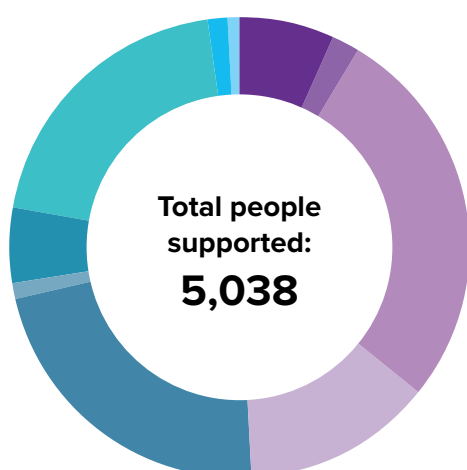




# Our Impact and Our Ambition

## Mental Health and Addiction Care and Support Services

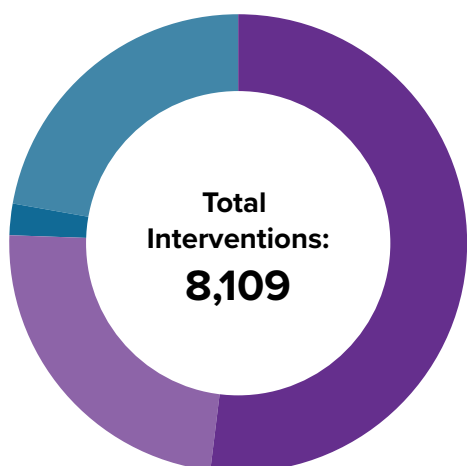
Number of people using our Mental Health and Addiction services:



- Supported Living:
- Floating Support:
- Community Wellbeing Services:
- Advocacy: Trust Contracted:
- Advocacy: Advocacy for all:
- SHIP (Self Harm Intervention Group)  
850 individuals and 267 carers/family  
(4,141 sessions):
- Bright Futures:
- Family Support (472 sessions):

	Years ending 31 March 2025	Years ending 31 March 2024
<b>Total Mental Health Services (people supported):</b>	<b>3,926</b>	<b>5,609</b>
■ Addiction Treatments inc Drug Misuse Court:	1,001	1,163
■ MAP Group (68 sessions offered):	70	201
■ Family Members:	41	34
<b>Total Addiction Services (people supported):</b>	<b>1,112</b>	<b>1,398</b>
<b>Overall Combined Total (people supported):</b>	<b>5,038</b>	<b>7,007</b>

Number of interventions (sessions) in our Addiction Services:



- Therapeutic Sessions:
  - Over 50's Client & Family Support:
  - Treatment Services for Court Mandated Clients:
  - Mutual Aid-Partnerships Attendances:
- TOTAL Interventions (sessions):**

	Years ending 31 March 2025	Years ending 31 March 2024
<b>TOTAL Interventions (sessions):</b>	<b>8,109</b>	<b>8,013</b>

# Our Impact and Our Ambition

(continued)

## Mental Health and Addiction Care and Support Services (continued)

### Overall Position

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

### Mental Health Services

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

### Addiction Services

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

### Key Insights

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

### Strategic Achievements

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



# Our Impact and Our Ambition

(continued)

## Mental Health and Addiction Care and Support Services (continued)

### Key Challenges

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

### Key Objectives and Goals 2025/26

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

### Conclusion

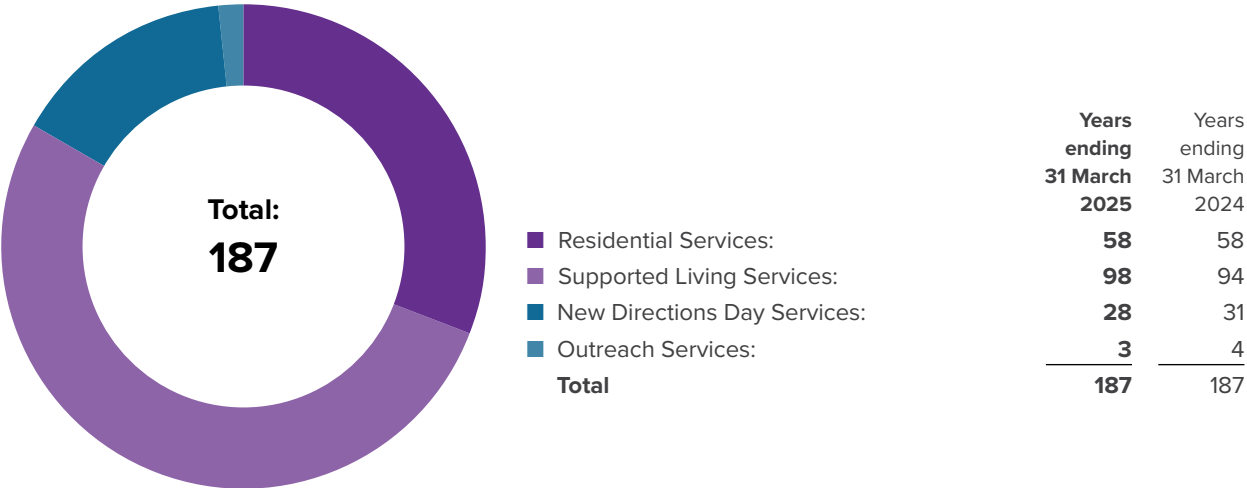
The year to March 2025 reflects a period of transition. While overall service reach declined, Inspire demonstrated resilience and innovation, with notable growth in SHIP and Family Support. The organisation remains committed to tackling health inequalities, supporting individuals and families, and advocating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

# Our Impact and Our Ambition

(continued)

## Intellectual Disability and Autism Care and Support Services

Number of people using our services:



### Key Achievements:

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

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

### Key Challenges:

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

### Key Objectives and Goals 2025/26:

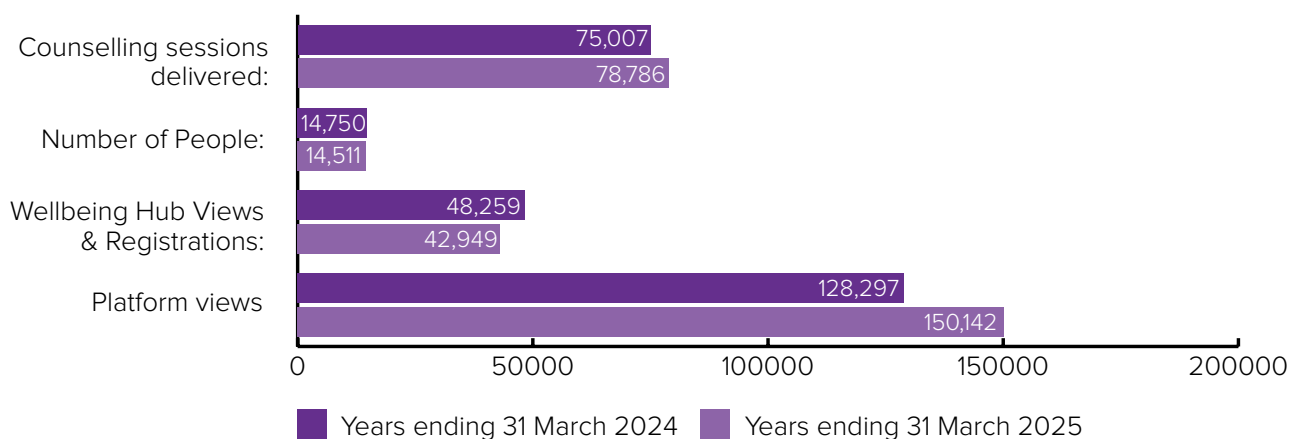
- Progress the next phase of our Rights Restrictions Review Committee – to identify the key resources needed and embed the process in our systems and procedures.
- Complete the Iplanit implementation across all services and move to the next phase of direct access for the people we support and their families/representatives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



# Our Impact and Our Ambition

(continued)

## Therapeutic and Wellbeing Services (Lena by Inspire)



### Key Achievements:

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

### Key Challenges:

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

# Our Impact and Our Ambition

(continued)

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

### Key Objectives and Goals 2025/26:

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

## Insight, Engagement and Innovation

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

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

### Service-User Quotes

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



# Our Impact and Our Ambition

(continued)

## Insight, Engagement and Innovation (continued)

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

### Key Achievements:

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

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

### Key Challenges:

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

### Key Objectives and Goal 2025/26:

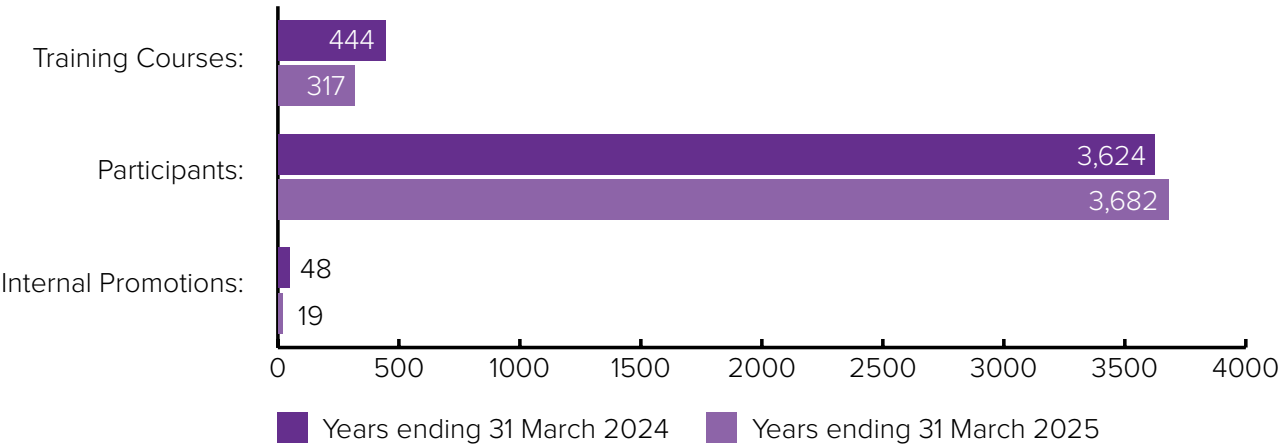
- Expand our co-designed community training offering
- Produce and implement a public affairs strategy
- Review and update our service use engagement structures

# Our Impact and Our Ambition

(continued)

## People, Development and Compliance

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



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

### Key Achievements:

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

### Key Challenges:

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

### Key Objectives and Goals 2025/26:

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



# Our Impact and Our Ambition

(continued)

## Supporting our staff



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

## Our Employees with Disability

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

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

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

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

## Our Volunteers

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

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

## Thank you to our volunteers

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

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

Inspire Volunteer

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

Inspire Volunteer

# Our Impact and Our Ambition

(continued)

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

*Why did you become a volunteer with Inspire?*

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

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



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

*Tell us about your volunteering role?*

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

*What do you most enjoy about your role?*

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



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

*How long have you been volunteering with Inspire?*

I've been volunteering for Woodvale for fifteen years.

*What do you most enjoy about your role?*

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

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





# Our Impact and Our Ambition

(continued)

**Name:** Clare

**Volunteer Role:** Service Support Volunteer

**Inspire Service:** Hope House Community Wellbeing Service



*What is the best part of your volunteering role?*

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

## Volunteer Quotes

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



**inspire**

wellbeing, ability, recovery

# INSPIRATION POINT



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



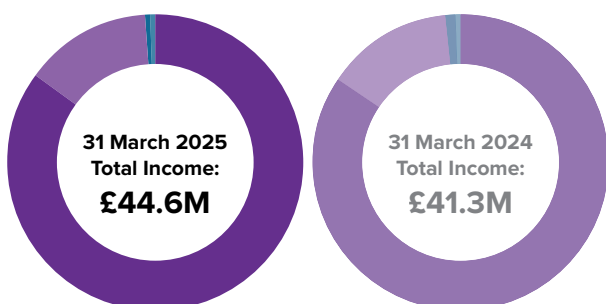
[community wellbeing.info](https://communitywellbeing.info)

# Our Impact and Our Ambition

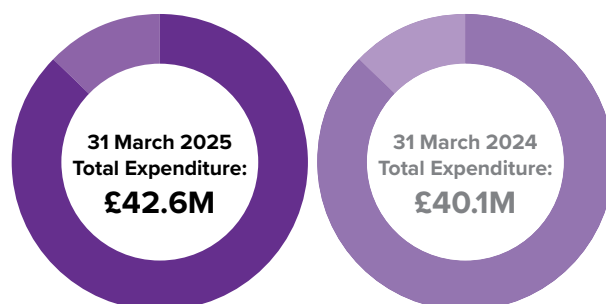
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## Financial

### Income and Expenditure Highlights



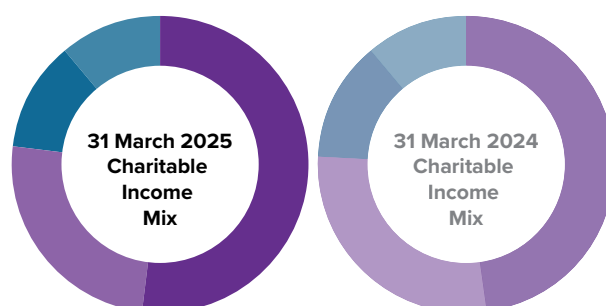
	31 March 2025 £M	31 March 2024 £M
Charitable Income	<b>37.9</b>	34.9
Trading Activities	<b>6.2</b>	5.8
Donations and Voluntary Income	<b>0.2</b>	0.4
Investment and Other Income	<b>0.3</b>	0.2



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

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

### Charitable Income Mix



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



# Legal Structure and Governance

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

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

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

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

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

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

## Recruitment and Appointment of Trustees

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

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

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

## Induction and Training of Trustees

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

## Our Committees

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

These are:

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

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

## Organisational Structure and Decision Making

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

# Legal Structure and Governance

(continued)

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

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

## Arrangements for Setting the Pay and Remuneration of Key Management Personnel

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

## Public Benefit Statement

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

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

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

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

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

Inspire has furthered its objectives through the provision of:

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

# Legal Structure and Governance

(continued)

**Plans for Future Periods**

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

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

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

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



# Financial Review

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

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

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

## Summary Statements

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

## Summary Statement of Financial Position

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

## Reserves Policy

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

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

# Risk Management

## Our Risk Management Strategy

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

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

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

## Principal Risks and Uncertainties

### Financial Risk:

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

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

### Security Risk:

Data management and cyber security.

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

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

### Resource Risk:

Challenges in attracting & retaining social care staff.

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

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

### Reputational Risk:

Failure to meet Regulatory standards.

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

# We are Team Inspire





# Risk Management

(continued)

## Regulatory Environment

Inspire operates in a highly regulated environment, governed by:

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

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

## Charity Governance Code

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

## Funding Sources

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

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

## Funds Held as Custodian Trustees on Behalf of Others

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

## Independent Auditors

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

## Future Developments

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

Approved by the Trustees and signed on their behalf by:



**Jill Harrower-Steele**

# Statement of Trustees' Responsibilities In Respect of the Financial Statements

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

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

Under company law the Trustees must not approve the Financial Statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these Financial Statements, the Trustees are required to:

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

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

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

In so far as the Trustees are aware;

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

# Going Concern

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

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



**Jill Harrower-Steele**  
(Chair)

18 December 2025



# Inspire's Digital Hubs



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

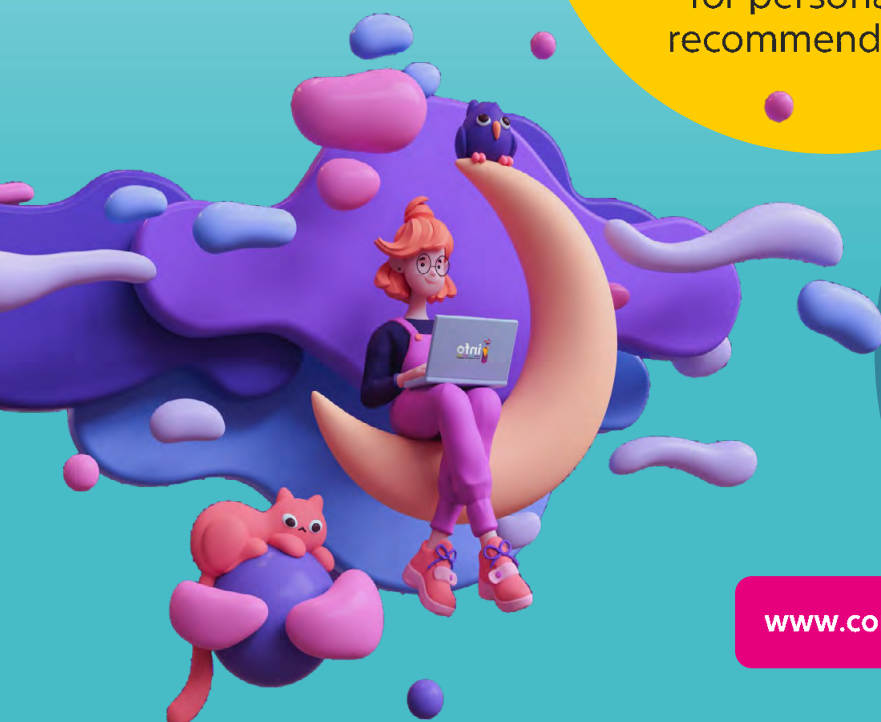
[www.inspireconnect.info](http://www.inspireconnect.info)

**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 2025 which comprise the Consolidated and charitable company statement of financial position, the Consolidated statement of financial activities (incorporating the income and expenditure account), the Consolidated cash flow statement and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

### Basis for opinion

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

### Conclusions relating to going concern

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

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

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

### Other information

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

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

We have nothing to report in this regard.

# Independent Auditor's Report

## to the Members of Inspire Wellbeing (continued)

### Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

### Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also directors of the Charity for purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### Auditor's responsibilities for the audit of the financial statements

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

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



# Independent Auditor's Report

to the Members of Inspire Wellbeing  
(continued)

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

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

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

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

## **Audit response to risks identified**

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

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

# Independent Auditor's Report

to the Members of Inspire Wellbeing  
(continued)

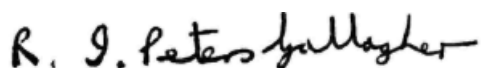
## Audit response to risks identified (continued)

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

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

## Use of our report

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



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

18 December 2025

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

# Consolidated Statement of Financial Activities

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

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

## Net Incoming Resources for the Year

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

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

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



# Consolidated and Charitable Company Statement of Financial Position

As at 31 March 2025

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

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



**Jill Harrower-Steele**

Chair

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

# Consolidated Cash Flow Statement

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

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

# Notes to the Consolidated Financial Statements

For the year ended 31 March 2025

## 1) General Information

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

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

## 2) Statement of Compliance

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

## 3) Accounting Policies

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

### Basis of Preparation

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

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

### Going Concern

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

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

# Notes to the Consolidated Financial Statements

(continued)

## 3) Accounting Policies (continued)

### Basis of Consolidation

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

### Tangible Assets

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

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

Freehold property/Leasehold Premises	–	<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 and head count.

### Fund Accounting

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

#### Unrestricted Funds

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

#### Restricted Funds

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

#### Designated Funds

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

### Functional and Presentation Currency

#### Functional Currency

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

#### Translation

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

### Financial Instruments

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

# Notes to the Consolidated Financial Statements

(continued)

## 3) Accounting Policies (continued)

### Financial Assets

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

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

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

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

### Financial Liabilities

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

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

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

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

### Offsetting

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

# Notes to the Consolidated Financial Statements

(continued)

## 3) Accounting Policies (continued)

### Related Party Transactions

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

### Taxation

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

Current or deferred taxation assets and liabilities are not discounted.

### Current Tax

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

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

### Deferred Tax

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

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

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

### Provisions

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

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

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

# Notes to the Consolidated Financial Statements

(continued)

## 3) Accounting Policies (continued)

### Contingencies

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

### Employee Benefits

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

## 4) Critical Accounting Judgements and Estimation Uncertainty

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

### Critical judgements in applying the entity's accounting policies

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

### Critical accounting estimates and assumptions

There are no critical accounting estimates and assumptions.

## 5) Legal Status of the Charity

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



# Notes to the Consolidated Financial Statements

(continued)

## 6) Income from Charitable Activity

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

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

# Notes to the Consolidated Financial Statements

(continued)

## 7) Donation Income

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

## 8) Investment and Other Income

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

## 9) Income from Trading Activities

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

## 10) Cost of Charitable Activities

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

# Notes to the Consolidated Financial Statements

(continued)

## 11) Cost of Trading Activities

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

## 12) Support Costs

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

## 13) Net Incoming Resources for the Financial Year

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

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

# Notes to the Consolidated Financial Statements

(continued)

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

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

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

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

### Trustees

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

### Key Management Compensation

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

## 15) Tax on Net Outgoing Resources

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



# Notes to the Consolidated Financial Statements

(continued)

## 16) Intangible Assets

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

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

## 17) Tangible Assets

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

# 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 1 April 2024	5,027	153	468	747	698	1,381	80	8,554
Additions	41	—	17	34	92	4	—	188
Disposals	—	—	(10)	(14)	(8)	(4)	—	(36)
Impairment	(510)	—	—	—	—	—	—	(510)
Transfers	153	(153)	—	—	—	—	—	—
<b>Cost at 31 March 2025</b>	<b>4,711</b>	<b>—</b>	<b>475</b>	<b>767</b>	<b>782</b>	<b>1,381</b>	<b>80</b>	<b>8,196</b>
<b>Accumulated Depreciation</b>								
at 1 April 2024	740	118	406	566	615	1,327	70	3,842
Charge for the year	99	—	12	44	55	25	4	239
Disposals	—	—	—	(12)	(8)	(1)	—	(21)
Transfers	118	(118)	—	—	—	—	—	—
<b>Accumulated Depreciation at 31 March 2025</b>	<b>957</b>	<b>—</b>	<b>418</b>	<b>598</b>	<b>662</b>	<b>1,351</b>	<b>74</b>	<b>4,060</b>
<b>Net Book Amount 31 March 2025</b>	<b>3,754</b>	<b>—</b>	<b>57</b>	<b>169</b>	<b>120</b>	<b>30</b>	<b>6</b>	<b>4,136</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>

## 18) Investments

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

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

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

# Notes to the Consolidated Financial Statements

(continued)

## 18) Investments (continued)

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

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

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

## 19) Debtors

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

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

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

## 20) Short Term Investments

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

# Notes to the Consolidated Financial Statements

(continued)

## 21) Creditors: Amounts falling due within one year

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

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

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

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

## 22) Loans and Other Borrowings

### Maturity of Obligations under Hire Purchase

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

# Notes to the Consolidated Financial Statements

(continued)

## 23) Fund Balances

### Group Restricted Funds

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

## 23) Fund Balances (continued)

### Group Prior Year Restricted Funds

Group	1 April 2023 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	31 March 2024 (Restated) £'000
<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	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)	537	<b>843</b>
<b>Total Mental Health and Intellectual Disability Services</b>	<b>944</b>	<b>5,707</b>	<b>(5,916)</b>	<b>738</b>	<b>1,473</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>749</b>	<b>1,492</b>

# Notes to the Consolidated Financial Statements

(continued)

## 23) Fund Balances (continued)

### Charity Restricted Funds

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

# Notes to the Consolidated Financial Statements

(continued)

## 23) Fund Balances (continued)

### Charity Prior Year Restricted Funds

Charity	1 April 2023 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2024 £'000
<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)	–	–
BHST	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>
NHST	12	–	–	(5)	<b>7</b>
SHST	14	–	–	–	<b>14</b>
SEHST	4	–	–	(4)	–
Newhaven Soft	5	–	–	–	<b>5</b>
NHST 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)

## 23) Fund Balances (continued)

### Group Fund Balances

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

Group	Opening Balance 1 April 2023 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2024 (Restated) £'000
<b>Restricted funds</b>					
Mental Health and Intellectual Disability	944	5,707	(5,916)	738	1,473
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>749</b>	<b>1,492</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>35,543</b>	<b>(34,005)</b>	<b>(748)</b>	<b>13,525</b>
<b>Total Unrestricted Funds</b>	<b>12,924</b>	<b>35,543</b>	<b>(34,005)</b>	<b>(749)</b>	<b>13,713</b>
<b>Total Funds</b>	<b>13,999</b>	<b>41,423</b>	<b>(40,217)</b>	<b>—</b>	<b>15,205</b>

# Notes to the Consolidated Financial Statements

(continued)

## 23) Fund Balances (continued)

### Charity Fund Balances

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

Charity	Opening Balance 1 April 2024 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2025 £'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>



# Notes to the Consolidated Financial Statements

(continued)

## 24) Analysis of Funds

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

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

## 25) Financial Instruments

Financial Assets that are debt instruments measured at amortised cost.

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

Financial Liabilities that are debt instruments measured at amortised cost.

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

# Notes to the Consolidated Financial Statements

(continued)

## 26) Notes to the Consolidated Cashflow Statement

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

## Analysis of net funds

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

## 27) Pension Commitments

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

## 28) Related Party Transactions

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

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

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

# Notes to the Consolidated Financial Statements

(continued)

## 28) Related Party Transactions (continued)

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

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



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# INSPIRATION POINT



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# Reference and Administrative Information

## Company registration number

NI025428

## Registered Charity number

NIC103470

## Trustees

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

## Secretary

Ms Kerry Anthony

## Executive Leadership Team

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

## Registered office/Principal office

Lombard House  
 10-20 Lombard Street  
 Belfast  
 BT1 1RD

## Bankers

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

AIB  
 96 Clanbrassil St  
 Townparks  
 Dundalk  
 Co. Louth  
 Ireland

## Solicitors

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

## Independent auditors

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



## Thank You

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



# Get Involved

## Thank You!

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

## Get Involved

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

## Volunteering

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

## Fundraising

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

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

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

## Donate

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

## Legacies

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

## Connect to our online community

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[instagram.com/inspire\\_wellbeing](https://instagram.com/inspire_wellbeing)

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**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)