

# 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

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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

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**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

# 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)</b>							
<b>Resources before Transfers and Taxation</b>		<b>(625)</b>	<b>2,561</b>	<b>1,936</b>	(1)	1,207	1,206
Taxation		—	2	2	—	—	—
<b>Net incoming/(outgoing)</b>							
<b>Resources before Transfers</b>		<b>(625)</b>	<b>2,559</b>	<b>1,934</b>	(1)	1,207	1,206
<b>Transfers between funds</b>		<b>198</b>	<b>(198)</b>	<b>—</b>	418	(418)	—
<b>Impairment</b>		<b>—</b>	<b>(488)</b>	<b>(488)</b>	—	—	—
<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>
Accumulated Depreciation at 1 April 2024	740	118	406	566	615	1,327	70	3,842
Charge for the year	99	—	12	44	55	25	4	239
Disposals	—	—	—	(12)	(8)	(1)	—	(21)
Transfers	118	(118)	—	—	—	—	—	—
<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)	–	–
BHSCT	53	–	–	4	<b>57</b>
Supporting People	–	4,525	(4,643)	118	–
Scheme Funds	185	48	(45)	–	<b>188</b>
Bright Support	75	9	(9)	(2)	<b>73</b>
NHSCT	12	–	–	(5)	<b>7</b>
SHSCT	14	–	–	–	<b>14</b>
SEHSCT	4	–	–	(4)	–
Newhaven Soft	5	–	–	–	<b>5</b>
NHSCT Support Groups	31	–	–	–	<b>31</b>
Advocacy for All Community Foundation	92	142	(133)	3	<b>104</b>
Causeway GP Federation Project Northern					
Trust Income	7	–	–	–	<b>7</b>
Staying Well at Home	14	32	(32)	(11)	<b>3</b>
Co-op	81	80	(80)	23	<b>104</b>
Lifeskills	–	7	(4)	(3)	–
SHIP Fundraising	–	–	–	1	<b>1</b>
Department of Health and Social Care	–	73	(73)	–	–
<b>Total Mental Health and Intellectual Disability Services</b>	<b>624</b>	<b>5,201</b>	<b>(5,418)</b>	<b>192</b>	<b>599</b>
<b>Addiction Services</b>					
Big Lottery	124	–	(122)	(3)	<b>(1)</b>
NIHE – Sustainability	7	13	(14)	(6)	–
Armed Forces	–	29	(29)	20	<b>20</b>
<b>Total Addiction Services</b>	<b>131</b>	<b>42</b>	<b>(165)</b>	<b>11</b>	<b>19</b>
<b>Total Restricted Funds</b>	<b>755</b>	<b>5,243</b>	<b>(5,583)</b>	<b>203</b>	<b>618</b>

# Notes to the Consolidated Financial Statements

(continued)

## 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>