

MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD

Company Number 1589150

Charity Number 283329

MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD
(A company Limited by guarantee)

REPORT & FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2020

Registered Charity Number: 283329
Registered Company Number: 1589150

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MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD

Legal and Administrative Information

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Executive Committee Members:

Chair: Hilary Potter (resigned March 2020)
Devora Wolfson (appointed April 2020)

Treasurer: Ferhet Mohammed

Trustee: Jeremy Cohen

Trustee: Alicia Mellish (resigned June 2019))

Trustee: Janis Grant

Trustee: Luke Jackson (resigned September 2019)

Trustee: Edmund Nkrumah

Trustee: Matthew Wilkley (resigned March 2020)

Trustee: Francois Jourdain

Trustee: Christopher Deeks

Trustee: Alina Cristina Jipa

Trustee: Nigel McKeeverne

Trustee: David Truswell (appointed September 2020)

Company Secretary: Vanessa Morris
Krishna Maharaj (resigned November 2020)

Registered Office: 8-10 Tudor Road E9 7SN

Auditors: Sayer Vincent LLP Invicta House, 108-114 Golden Lane, London EC1Y 0TL

Bankers: National Westminster Bank Plc Amhurst Road Branch E8 1QZ
CCLA Investment Ltd Senator House, 85 Queen Victoria St. EC4V 4ET

MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD

Trustees' Report

Company Number 1589150

Charity Number 283329

Report of the trustees for the year ended 31 March 2020

The Trustees of Mind in the City, Hackney and Waltham Forest Ltd are pleased to present their annual report together with the audited financial statements of the charity for the year ended 31 March 2020 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS102).

OBJECTIVES AND ACTIVITIES

Serving the community since 1981, Mind in the City, Hackney and Waltham Forest (Mind CHWF) is a multi-disciplinary provider of specialist mental health services. In co-production with our clients, we develop individualized and effective support plans, promoting both **recovery from ill health for people** with recurrent and **enduring mental health difficulties** and early intervention and mental/physical wellbeing for individuals at risk of developing mental health issues or who struggle with common mental health conditions.

We currently deliver a diverse mix of services and projects which allow us to deliver a holistic and needs focused approach. Our services for those in immediate need are the Wellbeing Network, Crisis Intervention at our Recovery Hub, easy-to-access Single Point of Entry referral and assessment service, Welfare Rights Case-working. Our services for those needing help to sustain their wellbeing are Counselling & Psychotherapy, Mindfulness courses, Welfare Rights Advice; the Recovery Hub day service; and Peer Support Services. Our services for those wishing to develop themselves further are Education and Employment. We provide services specifically developed and delivered by and for LGBT+ people and people from African Caribbean communities. We also engage with clients through our service user consultation forum hosted at our Recovery Hub on Homerton Row. We train residents to understand and support each other through periods of poor mental health. We provide work based training to support people's wellbeing at work - our particular focus is on supporting employees whose roles might put them at particular risk of distress.

We have 59 staff and 34 sessional workers. The number of active volunteers with us is currently 30. We currently support around 4200 clients a year.

Our Vision

We won't give up until everyone experiencing a mental health problem gets both support and respect.

Our Mission

We will work in partnership with our clients and partners to provide the best possible services to people experiencing mental distress. We will develop innovative quality services which reflect expressed need and diversity and will influence policy and promote equal rights through campaigning and education. We will quickly adapt to the radical changing external environment and expand our services to other parts of London and to other related client groups.

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Our Values

In all our work, we will promote our values which are as follows:

- *Open*: We reach out to anyone who needs us
- *Together*: We're stronger in partnerships
- *Responsive*: We listen, we act
- *Independent*: We speak out fearlessly
- *Unstoppable*: We never give up

Our Goals

- *Staying well*: Support people likely to develop mental health problems to stay well.
- *Empowering choice*: Empower people who experience a mental health problem to make informed choices about how they live and recover.
- *Improving services and support*: Ensure people get the right services and support at the right time to aid recovery and enable them to live with their mental health problem.
- *Enabling social participation*: Allow people with experience of mental health problems to participate fully in society.
- *Removing inequality of opportunity*: Attain equality of treatment for people who experience both mental health and other forms of discrimination.

Objectives for 2019-22

One of the main elements of our strategic direction is to make available our range of services to the residents of Waltham Forest and neighbouring boroughs. This is in anticipation of the STP process where tenders and funding will be on a regional rather than boroughs basis. Local CCGs are also being merged to work on a regional rather than borough basis.

In line with the outcomes of our consultation and national and local priorities for mental health the following are our key priorities for 2019-2022: -

Strategic Objective One: Innovation: In partnership with our community, we will develop innovative, evidence-based services and influence and shape the future of mental health services.

We will develop innovative models in line with the latest exemplary practice as well as maintain our existing services with proven results to ensure continuation funding for the Wellbeing Network, recovery hub, employment, education and adult education services. We will increase our influence and presence across key local Boards, shaping the Neighbourhoods Model and influencing Integrated Commissioning and continue to develop our Centre of Psychological Wellbeing and Neuroscience in partnership with City University and other academic institutions.

Strategic Objective Two: Co-production: We will co-produce quality services which will improve people's lives, developing services to meet identified need and evidencing our effectiveness.

As PEER led services are at the core of Mind's values, we will prioritize the development of our main PEER programmes for recovery clients and our young people's PEER programme. We will identify and develop PEER led services for other vulnerable communities/groups. We will increase

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routine consultation with service users across the organization and improve our ability to capture client feedback.

Strategic Objective Three: Tackling inequalities: We will find innovative ways to ensure that all communities and groups especially those vulnerable to mental health problems and suicide are reached by our services.

In line with identified gaps in our catchment area we will develop a culturally appropriate African Caribbean service; a specially branded LGBTQ+ service; and increase uptake by BME and 'hard to reach' communities and groups for our Psychological Therapies and IAPT services. We will increase access to our services from men who tend not to access services.

Strategic Objective Four: Sustainability: We will ensure our sustainability through diversifying our funding; value for money assessments of our delivery models, and investing in infrastructure, staff and volunteers.

A crucial aspect of our sustainability strategy involves a return to our charity roots namely focussing on grassroots community-based high-quality services which are holistic, welcoming and independent. In order to achieve this goal, we will increase our unrestricted income by upscaling our direct fundraising activities such as corporate partnerships, community fundraising and challenge events; our training and corporate wellbeing offer; and developing our paid for services offer. Increased unrestricted funding will improve our ability to protect staff terms and conditions and implement enhancements to our internal wellbeing programmes to ensure staff are supported and engaged. We will identify new partners to work alongside and increase volunteering to extend our capacity.

REVIEW OF ACHIEVEMENTS AND PERFORMANCE

Strategic Objective One: Innovation:

- Our research partnerships- with NELFT to deliver employment-focused Dialectical Behaviour Therapy interventions (EMPOWER) and with UCL to deliver CBT Interventions to older adults who have been victims of crime.

Our Enhanced IAPT programme offers longer term, trauma focused CBT for BAME people, with very promising initial results.

- Our evidence-based group interventions such as Mindfulness Based Stress Reduction (MBSR) and third wave CBT such as Acceptance and Commitment Therapy (act) and Compassion-Focused Therapy (CFT). Our clinical trial of Radical Self Care with City University neared its end in early 2020 with initial results of a randomised control trial highly promising. During 2020/21 we will build on this promise through testing whether the approach is equally effective with other groups, and offering the intervention to specific groups within the LGBT+ community such as trans people and BAME LGBT+ people.

Strategic Objective Two: Co-production:

A group of staff and people who have used services have been meeting fortnightly to discuss co-production within the organisation, the group agreed to use the following definition of co-production from NHS & Coalition for Collaborative Care.

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'Co-production is a way of working that involves people who use health and care services, carers and communities in equal partnership; and which engages groups of people at the earliest stages of service design, development and evaluation. Co-production acknowledges that people with 'lived experience' of a particular condition are often best placed to advise on what support and services will make a positive difference to their lives.'

The group's aim is to have people who used our services involved in all areas of the organisation and levels of decision making. Currently 5 people who have used services and 5 staff attend the co-production group.

3 key aims have been agreed by Co-Production Steering group:

Everywhere! Clients are involved in all areas of the organisation at every level, having an equal influence.

Choice! Opportunity! All clients are well informed about Co-Production opportunities available to them.

Accessibility! Creating an accessible environment in which current / past client can be involved in the development of new services.

The cross organisational Co-Production Steering Group had its first meeting in July 2019. The group is a mix of people who have used the services of Mind CHWF and staff, working together to drive Co-Production throughout the organisation.

8 people participated in the recruitment process for the new CEO in September 2019. Clients have been included on many other recruitment panels throughout the year. Service User consultation meetings completed on the following topics - 6th year of Wellbeing Network, Participating in Co-Production and Recovery Hub Feedback. A new Organisational feedback form has also been developed by the Steering Group.

Specialist Peer Service (SPS)

The SPS began in September 2017 and was funded by the Henry Smith Charity.

Our Peer Services have continued in the Recovery Hub throughout 2019/20 with many groups being co-facilitated and facilitated by peers. In our Peer Services, 25 peer leaders have been trained as peer facilitators / tutors and have coproduced and co-delivered 75 distinct courses (221 sessions), with an average attendance of 6 clients per group, equating to a total of 4,700 hours of contact time for 229 beneficiaries over this period.

The most recent Peer Leadership training took place across February and March 2020, it was completed by 13 people and consisted of 6 modules including What is Peer Work, Diversity & Inclusion, Confidentiality & Sharing and Self-Care. A Peer Leadership group meeting takes place every 4 weeks which has been attended by 15 different people. The group is a space for group supervision and to discuss opportunities for peer involvement.

Strategic Objective Three: Tackling inequalities:

We have set up two new autonomous services Rainbow Mind and IRIE Mind for LGBTQI+ and African Caribbean communities respectively. Both can attract these underserved communities as they are branded, staffed and led by people from these communities.

From our data we have found that young black men (YBM) are underserved by our largest services namely the wellbeing network. We are therefore contracting two or three agencies who work with this

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group to join the Network.

Rainbow Mind developed significantly during 2019/20, both in reach and delivery methods. 20 people attended regular support groups, 80 people attended Radical Self Care groups as part of a randomised control trial. The interim results of the RCT were announced in May 2020, at a celebration attended by 50 people. This showed Radical Self Care as an intervention for LGBT+ people provides statistically significant:

Reductions in depression, self-criticism and shame.

Increase in self compassion, self-soothing and positive attitudes to self.

This is powerful stuff. This means we have a new clinical intervention proven to work with the part of the population most at risk of mental health difficulties.

Our IRIE Mind service launched in 2019, with supports and leadership for the local Black communities. We developed a network of young Black mental health champions, and began to focus on creating services that support black people to access mental health services earlier.

From April 2020, IAPT has expanded into IRIE Mind to increase access to African and Caribbean heritage communities; the increased access target is 316.

Our Enhanced IAPT pilot project, funded by national Mind, started in March 2019. This project provides trauma informed counselling to BAME and LGBTQ+ communities who have experienced trauma. It offers longer term therapy (up to a year) for this group. 11 clients were assessed; 9 clients began a course of therapy; 7 clients continue. Current Recovery Rate: 55% across all who participated; 71% recovery rate for clients who go on to complete treatment (current national rate 51%). The key learning of the project is the value of a longer and more in depth assessment, and the flexibility of additional sessions has provided the space for clients to develop the trusting relationship with the therapist required to address/reflect on the patterns of behaviour directly related to some of the traumatic incidents. Clients have explicitly mentioned the impact of knowing they have time with the therapist has on their ability to engage. Longer term therapeutic relationships provides the space to work with relapse prevention in real time; with the hopes that the client is given the tools to avert future relapses once the therapeutic relationship is complete.

Strategic Objective Four: Sustainability

To ensure our long-term sustainability we have developed a new unrestricted fundraising stream (which encompasses challenge events, corporate partnerships and mental health training) that is expected to bring around £350k a year. Unfortunately, due to the effects of COVID we will not get this level of income in 2020-21, but this is a strand that will serve us well in future years.

We have invested in a one-third share of two National MIND Retail outlets based at Dalston and Leytonstone. As well as being a sound financial investment this will also give us a chance to work with our National MIND colleagues and provide an access route to our clients.

Mind CHWF takes a business-minded approach to income generation. In the last three years we have increased our ability to secure funds, particularly from unrestricted sources, to protect ourselves from changes in the funding environment (such as the loss of the advocacy contract). Hence, we have put considerable investment into our fundraising capacity both in terms of staff development and fundraising resources.

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- We have developed paid-for services including identifying unit costs for all core services to enable widening access to those with personal budgets and/or means to pay for further support.
- We have developed numerous unrestricted income streams through corporate partnerships, community fundraising and training delivery.
- We have increased resourcing for marketing and communications to raise our profile and link to increased unrestricted income plans.

Our short-term plan is to continue to grow with a Fundraising strategy focused on consolidation and replicating our successful programmes

WELL BEING & RECOVERY

Wellbeing Network

The City and Hackney Wellbeing Network focuses on helping people achieve positive outcomes across 4 domains: -

- mental wellbeing; physical health; social networks; and daily living skills.
- Our Wellbeing Network outcomes are strong:
- Outcome Measures results are stronger for those in Wellbeing Pathway compared to Recovery Pathway.
- Outcome measures for Talking Therapy indicate recovery rate of 56% and reliable improvement rate of 74%.
- There are strong outcomes for particular demographics: When looking at Age and Gender for both Male and Female Clients, the recovery rate is best for the 30-39 age bracket (32.76% and 37.66% respectively). The Female 65+ recovery rate is also very high at 31.03%. Bisexual and Gay Men have a much better recovery rate than their heterosexual counterparts, 66.67% and 48.29% compared to 24.14%. Reliable improvement rates overall showed less variation between different groups regardless of the variables that were considered. All ethnic groups showed the best recovery rate in the 30-39 age band. In particular, Black British and Mixed Background ethnicities have significantly stronger outcomes in this age range (compared to Black British and Mixed Background demographic outcomes of different age ranges).

Psychological Therapies Department

The psychological therapies department offers interventions from an explicit person-centred ethos providing a combination of group and one-to-one work that prioritises client choice. The Psychological Therapies team offer counselling, Mindfulness, Mindful based therapies, ACT (Acceptance and Commitment Therapy) and IAPT (Improving Access to Psychological Therapies) services. An integrative approach ensures that a wider demographic of individuals can be offered support suited to their individual needs. From 1st April 2019-31 March 2020, the Wellbeing Network provided 198 clinical assessments and 1780 sessions of therapy to City and Hackney residents. During this year, 489 clients accessed therapy or clinical therapeutic groups. We continue to demonstrate strong recovery rates for depression and anxiety in our one to one therapeutic work, consistently showing improvements in client pre and post scores for depression, anxiety and clinical severity. There was a clinical recovery rate of 56% across the Mind CHWF therapy offer and a reliable improvement rate of 71%.

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IAPT

The Improving Access to Psychological Therapies (IAPT) service grew in scope within 2019-20.

Our **IAPT Recovery Rate was 50.3%** (target 50%).

LGBTQ

During the course of this year we have increased our involvement in this field and this will be something that we will progress further moving forwards. For our major project we are developing and delivering a specialised and culturally competent programme aimed at supporting the emotional and mental health needs of the LGBTQ community

EMPLOYABILITY (incl Education & Welfare)

Mind in the City, Hackney and Waltham Forest continues to provide a variety of innovative education and employment services to develop clients' skills, confidence and prospects via a number of funding streams.

Aim4Work is a partnership programme lead by Shaw Trust. The initiative is jointly funded by the Lottery Community Fund and the European Social Fund under the Building Better Opportunities programme, a commitment to invest in local projects to tackle the root causes of poverty, promote social inclusion and drive jobs and growth. The service supports people with common mental health problems living in Hackney and Waltham Forest.

Globally, an estimated 264 million people suffer from depression. It's estimated that depression and anxiety disorders cost the UK economy £70-100 billion each year.

Unemployment is a well-recognised risk factor for mental health problems, while returning to, or getting work is shown to be positive for common mental health conditions.

Aim4Work is our specialist employability programme for people with common mental health conditions living in east London.

From 19 to 20 the service worked with 73 clients with common mental health conditions supporting 28 into employment. All of these clients improved their digital skills through 1 to 1 sessions, with 21 sustaining employment, 15 going into education and 20 into further job search.

Our Employment team secured a 100% job retention rate, and an average WEMWEBS (overall mental wellbeing) improvement of 20%. The skills and competencies of employment specialists are important to delivering good Individual Placement and Support Better employment outcomes are associated with high efficiency and time management, building strong relationships with clients and a focus on frequent face to face contact and having a person centred and collaborative approach. Collaboration is also key when networking with employers.

Our Education team delivered courses in ICT, English, Maths, ESOL and Employability to 186 students, who achieved an average pass rate of 91% (two courses 100%.) Our Education Department has maintained its good quality whilst adapting to the changing needs of its student cohort. The cohort in recent years has seen

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a gradual increase in students who are migrants and refugees. The quality of student experience has been at the heart of every review undertaken and every decision made, and the Department's Management Team are confident that the re-modelling work recently undertaken will bring positive, long-term benefits to current and future cohorts and to the organization as a whole. The learning experience at Mind CHWF is planned to maximise social mobility and employability prospects and prepare people with mental health issues to live as independently as possible in the future and to make a positive contribution.

Teaching, learning, and assessment are excellent as is the provision of Information, Advice and Guidance (IAG) and include delivery of 'Employability' modules at key points in the learners' programme. All students have regular individual personal tutorials providing high-quality curriculum support, leading to excellent progress towards their individual outcomes. Our Education Service enjoys an established reputation for high-quality provision and continues to be responsive to the needs of its students, the focus of all the services operations is, unequivocally, the students who are valued as individuals. This approach is underpinned by the way in which all areas of the curriculum work together, supported by input from our wellbeing and recovery services, to provide highly enriched, challenging and enabling programmes. Cross department, engagement and partnership with local community groups are excellent.

Only 8% of local people with Severe Mental Illness are in work; this year our Employment team worked with 54 clients, 16 of whom entered employment using an IPS 'lite' model. The active support provided to individuals with mental health needs into paid employment is recognised as paramount in the recovery pathway and in helping people to stay well. The IPS programme forms an important part of model of care and support that focuses on hope, recovery, and control.

95% of clients experienced an increase in resources following a welfare rights intervention. The interactions between welfare advice, environment, socio-economic status, health and quality of life are complex and multifaceted. Welfare rights advice, through improving take-up of entitlements, has a positive impact on health and social well being. Social benefits included reduction in relationship tensions caused by financial pressure and the ability to take part in a wider range of activities, lessening the sense of exclusion and loneliness. Health gains ranged from improved mood, reduced risk of relapse, mostly by directly acting on an immediate cause of acute stress threatening to trigger relapse; reduction in the vulnerability of clients to future problems through the development of improved coping mechanisms and reduction in anxiety.

Tackling Multiple Disadvantage An innovative partnership Lead by Crisis, the Tackling Multiple Disadvantage programme supports homeless people with complex needs into training and employment. In the last year 14 homeless people with needs relating to mental health, substance misuse and/or a history of offending have accessed free, personalised support to improve their skills, resilience and job prospects with 2 entering work, 2 education and 2 vocational training.

A partnership lead by Renaisi, **Project RISE** (Refugees into Sustainable Employment) is supported through the Building Better Opportunities programme, funded by the Lottery Community Fund and European Social Fund (ESF). The programme is designed to support refugee communities, their families and individuals to gain the tools and skills necessary to find and sustain jobs they value – helping them to integrate and increasing confidence and wellbeing. On this initiative we have facilitated workshops to improve and support participants' mental health and wellbeing, English language and conversation classes to improve peoples' chances of entering employment and one-to-one sessions for those requiring additional support.

Well@Work is our specialist support group for those who are in employment but are struggling to maintain their mental health & wellbeing, taking place of an evening, monthly. We provide a holistic programme to enable clients to build resilience and manage stress effectively. Topics covered include Stress Management, Assertive communication, Mindfulness, Nutrition, Maintaining a Work Life Balance, Emotional Regulation, Conflict Resolution and many more

Our monthly group for people in employment supported 40 people. Themes such as Managing Stress, Mindfulness Techniques, Nutrition, Assertive Communication supported all 40 to remain in employment and

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improve their wellbeing whilst at work.

EDUCATION SERVICE

The Education Service offers opportunities for students to improve their skills in English, Maths and Information Communication technology (ICT). We also facilitate courses for English for Speakers of other languages (ESOL).

Students thrive in our environment as they feel safe, nurtured and respected and our small and friendly classes mean students can gain skills, exam accreditation and confidence as part of their recovery, in a supported environment.

Accredited courses increase peoples' employability and life chances and improves their confidence and self-esteem.

Learners also had access to Information Advice and Guidance (IAG) employment support to consider volunteering, employment paid and unpaid, and our Future Digital Inclusion programme that engages people with community-based learning- offering digital skills as part of a wide-ranging package of support according to an individual's need.

In the 19/20 academic year we supported 151 students and achieved

90% success rate in our English Programme

89% across ICT Programme

100% at ESOL

74% in Mathematics

WELFARE RIGHTS

The Welfare Rights Advice offers vital support with welfare benefits in multiple locations and out of the office via home visits, tribunal courts and assessment centres.

In the year 2019/2020 the Mind CHWF Welfare Rights team expanded and launched its Universal Credit Advice Service. In addition to there being Welfare Rights Advice provision in Waltham Forest and the City for the first time, this allowed for us to trial a new project of recruiting and offering specialist training to ex-clients to work as paid Peer Support Workers within the Welfare Rights Team. With the support gained from this, the Welfare Rights team in Mind CHWF case-worked 273 clients this year and attained £554,015.66 in confirmed monetary outcomes for our clients. Additionally, we continued to support the East London NHS Foundation Trust across two Community Mental Health Teams, further increasing our Welfare Rights provision to NHS patients accessing secondary care.

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MINDFULNESS PRACTITIONER TRAINING PROGRAM

The Mindfulness in Mind Practitioner Training Programme (PTP) is a comprehensive and fully supervised 12-month course. Mindfulness in Mind is the banner under which Mind in Salford (Northern Hub) and Mind in the City, Hackney and Waltham Forest (Southern Hub) have delivered evidence-based 8-week Mindfulness courses to their communities since 2010.

The course has been approved, via affiliation to the UK Network for Mindfulness based Teacher Training Organisations, as a UK Mindfulness Teacher training. We attract a more diverse range of participants than most equivalent offers and are able to offer specialist modules, including Mindful self-compassion.

Two PTP cohorts completed the programme during 2019-20 and have developed their practice to offer Mindfulness within the community, as well as being available to run groups within NHS, local Minds and other services and settings.

Public Benefit

All our charitable activities benefit the public by their nature, because we directly support people experiencing mental distress, and their relatives and friends in the City of London, and the London Boroughs of Hackney, Newham, and Waltham Forest. We support our clients so that they can manage their mental health effectively and are thereby able to participate and contribute more fully in society as opposed to being marginalised and excluded. This also benefits the public as a whole through the improved engagement of our clients with society and their enhanced ability to contribute as members of the wider public.

Our services are widely available throughout the City, Hackney and Waltham Forest. Our clients can self-refer or come to us through a variety of agencies. The majority of our services are free, and any contribution expected from clients is in line with their ability to pay. Nobody is excluded from accessing our services on a financial basis.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

FINANCIAL REVIEW

TREATMENT OF PTA FUNDS

Mind CHWF is the lead partner for the PTA consortium, and receives and disburses funds to other partner member organisations in the alliance. As Mind CHWF does not have a controlling interest in the selection and allocation of funds to partners, the income and expenditure associated with this activity has been removed from the accounts.

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The total funds received and disbursed in the current and previous financial years are shown in our accounts along with the funds currently being held on behalf of the Alliance.

REVIEW

We have seen an increase in our revenue of £33k to £2,862k (2019 £2,829k), and primarily in relation to unrestricted funds. We have maintained our key contracts and brought in new funds to replace time expired projects.

We would have expected the income levels to increase by over £100k in 2020-21, but COVID restrictions will significantly affect our fundraising targets, and it is likely there will be a small decrease in overall income. This loss of income will be adequately covered by cost reductions agreed by our Senior Management Team. We lead on a number of large local networks and alliances which means a large amount of this income was paid out to subcontractors and partners. Total subcontractor expenditure was £806k.

Our largest project is the Wellbeing Network contract (45% of our net income, 49% in 2018/19) which consists of a diverse network of 7 local providers delivering community based mental health support services. This contract forms the backbone of our service delivery in Hackney and reflects a new way of working in which we have a 'commissioner' role in deciding which organisations we work with. We are also paid in part on activity levels and this is a trend we expect to continue in future commissioning rounds. We have developed strong relationships with our subcontractors and delivery partners enabling us to flex delivery to meet local need whilst meeting contract outputs in full.

We have plans to further invest in our IT infrastructure in 2020-21 and replicate our service offer in Waltham Forest and over multiple geographical locations which will take investment over the next 2-3 years. The effect of COVID in 2020-21 will be significant, although we will maintain our major projects, and there will regrettably be a greater need for the services that we provide. Our original intention was for a balanced budget in 2020-21, but although we have responded to the potential reduction in income with timely actions, it is likely that we will have a deficit range between £0-£25k in the coming year.

Going Concern

The trustees have reviewed the charity's current and future funding prospects in the light of the current economic and funding situation and taking into account the financial effect of COVID, and have reassured themselves of the charity's ability to continue as a going concern. Our planning processes, including financial projections, have taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We hold high cash levels and our Wellbeing Network contract is confirmed until August 2021 and other major contracts for periods up to five years.

We believe that there are no other material uncertainties that call into doubt the charity's ability to continue in existence. The accounts have therefore been prepared on the basis that the charity is a going concern.

Investments Policy

The charity's cash balances in excess of day to day operations are held in an instant access cash deposit account accruing interest at a variable interest rate. The policy governing investments is reviewed by the trustees periodically. The invested funds held on deposit achieved an average rate of 0.6%.

Reserves Policy

The trustees have set a reserves policy that requires reserves be maintained at a level that enables our activities to continue during times of unforeseen difficulties. We hold reserves for a number of reasons:

- to enable activities to continue should grant renewal be delayed or unsuccessful
- to manage any day-to-day cash flow fluctuations, for example, caused by income being received in

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arrears

- to enable activities to continue should results-based payments be delayed or withheld
- to invest in and pilot future opportunities as they arise whilst funding streams are secured
- to fund work required on the Tudor Road building under the terms of the lease
- to ensure Mind CHWF can meet its obligations should activities need to be ceased.

The trustees assess the level of reserves required on an annual basis and as required, should unforeseen difficulties present themselves. The Trustees calculate that Mind CHWF requires a minimum value of free reserves of £350,000. This is the absolute minimum required to ensure our ongoing ability to meet routine payments to staff and suppliers as they fall due and represent payment obligations relating to our building, contracted services supplied and back office staff that may need to be retained when overall contract volumes fluctuate or temporarily decrease. We aim to hold additional reserves to allow for investment in staff and infrastructure as well as the opportunity to pilot new approaches to working with clients and meet gaps in need identified by our clients that are not priorities of our funders.

Our current free reserves total £404,849 (2019 £462,597). Our high cash levels give reassurance that we are in a strong financial position.

Remuneration Policy

Mind in the City, Hackney and Waltham Forest Ltd are committed to equality of access to employment opportunities. Our aims are to:

- recruit talented people with the skills and personal attributes to contribute to a thriving, diverse and inclusive organisation
- have practices that are free from unfair discrimination to recruit fairly and well, everyone involved in recruitment needs the right knowledge and skills
- offer fair pay to attract and keep appropriately qualified staff to lead, manage, support and deliver the charity's aims.

All salary increases within scale ranges must be approved by the Chief Executive. All salary increases that involve a change of scale must first be approved by the Chief Executive, then the Finance Committee for final approval, this includes key management personnel (except the Chief Executive, see below*). All roles are benchmarked internally and periodically, externally. Other factors considered are the charity's ability to pay, the complexity of the role, the type and range of activities undertaken, geographical location and client groups.

*In the case of the Chief Executive any salary increase is approved by the Board of Trustees.

Key management personnel of the charity comprised of the trustees, the Chief Executive, the Deputy Chief Executive and the Head of Finance & Operations. The total employee benefits of the key personal of the charity were £196,021 (2018-19) £153,439, full year deputy CEO effect).

Further details on the breakdown of remuneration can be found in Note 7.

Volunteers Contributions

The charity is very involved in the community and relies on voluntary help. We offer a variety of supported volunteer placements in different projects across the charity. Safeguards have been implemented to ensure that all volunteers are supported and given opportunities to increase their skills and expertise. We estimate that our volunteers delivered a total of 21,400 hours of their time in 2019-20 (2018-19 22,834). Without their valuable contribution, the numbers of clients we could help each year would reduce significantly.

Risk Management

Trustees have overall responsibility for risk management and to ensure that risks are monitored and reviewed on a regular basis. The Finance Sub-Committee monitors, reviews and updates the risk register at its meetings throughout the year, with key issues being reported to the Board. The Trustee Board reviews the full risk register on an annual basis.

Risks are considered in six key areas: financial; business and service delivery; reputational; governance; personnel; and infrastructure. External and Regulatory risks are accounted for within these categories where most appropriate. All identified risks are assessed for both the probability of occurrence and its potential impact on service delivery to give a gross risk. Existing controls are considered and any further mitigating actions specified, identifying the responsible person and the deadline for implementation. The risk management strategy forms part of the annual planning process.

All new projects are subject to a Risk Assessment as part of their implementation. Project Managers are responsible for implementing mitigating actions identified in this plan. The Facilities Manager is responsible for drawing up a Health and Safety Risk Assessment, which covers non-service specific risks that impact on the entire organisation's staff. We have support from external specialist Health and Safety services including regular audits to ensure compliance with latest recommendations.

Key risks identified for the year and ongoing are:

- Impact of COVID on fundraising activities, Service Delivery, and staff and volunteers.
- Engaging in competitive tenders including an increase in payments in arrears and by activity/outcome as well as the associated risk of funding that is below full cost recovery;
- Ensuring budgetary control is maintained in a climate of growth and change;
- Meeting minimum service levels on contracts and ensuring contracts serve the needs of our clients and account for their needs and preferences;
- Managing subcontractors and associated service delivery and reputational risks;
- The risks in servicing our historical defined benefit multi-employer pension scheme;
- Maintaining the appropriate balance between minimum reserves and investing in the organisation
- The impact of these changes on our staff, the need to create a supportive staff environment and identify programmes to support our staff's wellbeing;
- Ensuring our premises can deliver accessible, community focused services and the need to ensure effective and up-to-date technology infrastructure.
- Ongoing compliance with data management policies and information governance.

Over recent years we have worked hard to establish a business development team to respond to tenders in a co-ordinated way and identify trust and grant funding to complement our core contracts. In partnership with the SMT the team has stabilised our income base and continued to secure replacement funding for projects coming to a planned end. We have also developed community and unrestricted funding opportunities. The Finance and Business Development team work in an integrated way in approaching new opportunities to ensure we develop bids that reflect client need, funders expressed preferences and are modelled on sustainable structures. This has taken time to establish and historically we have entered contracts below full cost recovery or that were not in line with our strategy. We now follow a clear forward plan and a specific fundraising strategy. We have met all our outputs and outcomes on our contracts and grants in 2019-20 or negotiated extensions to delivery timescales with funders where we are behind schedule. We have expanded our Board to include new members with Finance, Fundraising, Pension and Legal skills. We continue to monitor our position with our Pension's Trust historical deficit and have engaged a pension specialist to provide regular updated advice and guidance.

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We have implemented budgets and management accounts reporting by individual project lines enabling us to see more quickly the performance of each of our delivery areas and identify and financial pressure points and take quick remedial action.

We have a specific role to oversee and develop our partners and subcontractors and we perform regular due diligence to ensure we are working with the best possible partners and to identify subcontractors who may no longer be able to deliver reliably.

We have in place an Employee Assistance Programme that has been well received by staff and have developed an internal programme of support including Mindfulness and yoga for staff. We have improved HR systems and processes and are integrating Wellbeing Plans into our Appraisal processes. We created a HR Working group with both staff and trustee members to oversee the implementation of a range of measures intended to improve staff retention and engagement.

We will be investing in IT in 2020-21 – upgrading hardware that has come to end of life and laying the groundwork for a full move to Office 365 and a cloud-based IT infrastructure as well as upgrading our landline and mobile telephony solution. This transformation became a significant priority as we had to change to the changing work patterns (staff working from home and conducting assessments on-line) as a result of COVID.

The trustees are satisfied that these and all other risks in the register have been adequately assessed and that appropriate steps are taken to mitigate risk. The Board can therefore provide reasonable assurance that the major risks to which the Charity is exposed have been reviewed and systems have been established or planned, to manage those risks.

Information Governance

Mind in the City, Hackney and Waltham Forest Ltd is a data controller in its own right. Close attention is paid to data protection risks across the whole service, as a reflection of our concern for clients, and for the reputation of the charity. We submit a complaint IG Toolkit to the NHS each year as part of our compliance for delivery as an NHS IAPT provider. We will continue to monitor compliance with legal requirement and to provide support to our members to ensure confidentiality remains a foundation of the charity. We updated policies and procedures to reflect new GDPR requirements.

Fundraising Strategy and Approaches

The need for our work continues to increase, and have a strategy to identify ways to increase funding for our work. Work to develop this strategy included reaffirming our values and assessing opportunities and risks for fundraising. We have increased our fundraising projections, making sure we are providing support to everyone who is raising money for us.

This year, our approach to fundraising included:

Community and events: Working with people who make donations as a result of participating in events such as marathons and other sponsored activities, or who organise local community fundraising events.

Workplace wellbeing and commercial training: Supplying mental health-related training and consultancy services to external organisations and receiving payment for these services.

We are a partner with National Mind for two retail outlets. We have contributed to renovation costs received

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a healthy return of 20% in the first year, and we are aiming to break even in 2020-21 due to the closure of shops under COVID restrictions.

Mind CHWF does not use professional fundraisers or involve commercial participators. There have been no complaints about fundraising activity this year.

We adhere to fundraising regulatory bodies such as the Institute of Fundraising and are registered with the newly established Fundraising Regulator (which has replaced the Fundraising Standards Board).

We continue to monitor amendments to the Institute of Fundraising's Code of Fundraising Practice to make sure we comply with their fundraising practices and that our own operational policies are regularly updated. We are satisfied that we meet all current standards.

For many years, we have operated an ethical fundraising policy that restricts the type of organisations we will work with, and from which we accept, or reject, donations.

The Chief Executive Officer oversees these fundraising approaches to make sure we offer a high-quality service to donors and supporters. Fundraising operational policies and strategies are in place for all of our main fundraising areas: community and events fundraising, trusts fundraising, and corporate fundraising.

PLANS FOR FUTURE PERIODS

The demand for services is increasing while local authorities and clinical commissioning groups are demanding more responsive and higher quality services but have less funding available. At the same time there is an increased impetus to direct payments and personalised services, creating a new market for voluntary sector providers to deliver services that were previously provided by the statutory sector.

Future Needs

The onset of COVID 19 and the desire to respond to social inequalities highlighted by BLM has created a significant increase in the needs of users accessing our services, and therefore a greater need for provision. Organisations like Mind are increasingly being asked to consider not only adult mental health care, but also provision for young people and older people, reflecting the Government's strategy for a more 'cradle-to-grave', holistic approach to mental health services.

We are still working to meet the overall aims of our strategy through the following key priorities: -

- *Users and local communities inform everything that we do* – We will ensure that our services are co-produced by clients and our local communities. We will expand our PEER led services and increase opportunities for clients to volunteer and influence our direction.
- *Increasing Unrestricted Income:* Upscale our direct fundraising activities such as corporate partnerships; community fundraising and challenge events; training; developing a social enterprise and developing our services offer.
- *Protect Flagship Services-* Strive to protect and supplement much-needed and loved services through direct fundraising, where possible.
- *Sound Financial Management-* Protect and build reserves to ensure our cash-flow and flexibility in response to unexpected events. Continue to improve efficiency and embed financial planning and monitoring across the organisation.
- *Strengthening our Commitment to Staff and Volunteers:* To create a workplace that consults and

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communicates well with staff and volunteers as well as creating a structure where staff can see career opportunities and have strong management support.

We will continue to learn from best practice, be innovative and lead the way forward guided by the views of our clients. We are positive, confident and optimistic about what we do and the future.

It currently is a very challenging funding environment for and we are therefore all working very hard to protect services for our clients. We must continue to innovate and improve and demonstrate our impact. The Department of Health Mental Health Strategy makes clear that as funding is reduced, the most effective services will get the most funding.

HOW WE WILL MEASURE SUCCESS

We have agreed a core number of strategic KPIs which will indicate how successful we are at realizing the ambitions of this 3 year plan. Our KPIs are: -

- By 2022 at least 30% of our services (as a proportion of contract values) will be available to neighbouring areas promoting our model.
- By 2022 our income for Mind delivered services will have increased to £3 million.
- By 2022 our volume of LGBTQ+ clients will have increased by 30%, Afro-Caribbean clients by 40% and Men will have increased by 30%.
- By 2022 we will be able to reliably measure the impact of all our services and communicate this effectively
- By 2022 all relevant services will include both Peers and volunteers in their delivery.
- By 2022 80% of our staff will be satisfied or very satisfied working at Mind CHWF and 80% of our staff would recommend Mind CHWF as a good place to work (measured by annual staff survey).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Mind in the City, Hackney and Waltham Forest Ltd is a company limited by guarantee and a registered charity. It was incorporated on 2 October 1981 and the guarantee of each member is limited to £1. It was established under a Memorandum of Association which sets out its objects and is governed under its Articles of Association. On 3 November 2016, the charitable company changed its name from City and Hackney Association for mental health (CHAMH) Limited to Mind in the City, Hackney and Waltham Forest Ltd.

Organisational Structure

The Board of Trustees comprises a minimum of 8 and a maximum of 15 trustees including three honorary Officers of Chair, Vice Chair and Treasurer who are elected at the Annual General Meeting. At least 2 trustees must be or have been users of mental health services and at least one quarter of trustees must be representatives of BME (Black and Minority Ethnic) communities. A quarter of the trustees retire every year at the AGM and are eligible for re-election. The Board of Trustees meets on average 6 times a year including the Annual General Meeting. The Chief Executive of the charitable company also acts as Company Secretary.

Sub-Committees

The Board of Trustees is supported by the one Sub-Committee, the Finance Sub-Committee which meets up to 6 times per year.

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Management

Trustees are responsible for decisions regarding strategic direction and policy formation. Day-to-day management of the charity is delegated to full-time employees who operate within defined terms of reference and authority. The Chief Executive reports to the Board of Trustees. The Chief Executive is supported by a Senior Management Team.

Governance

We have continued to have a focus on our unrestricted fundraising activities. We established an Unrestricted Income Working Group (UIWG) made up of trustees and staff members which drew on the expertise of its members in fundraising within the charity sector, in PR and marketing, and in developing contacts with the corporate sector in the City. We continued to build our training service with the corporate sector as a particular target.

This was the second year that we were involved in challenge events and were proud that 100 runners supported MindCHWF in the Hackney Half Marathon raising £52k. The UFIG continues to assist our Business Development Team in making the most of available opportunities to secure unrestricted funds.

We have had changes to both the two key CEO and Chair positions. These new additions have now established themselves in the organisation and there is very strong collaboration between the SMT and the Trustees. We regularly monitor and review developments in the health and social care sector, trying to anticipate and plan for the potential end of service contracts and focussing our funding applications more tightly on our strategic objectives.

An HR Working Group met regularly for the first half of the year with a plan to act on the findings of the staff survey and to improve communications, to identify better staff development and promotion opportunities, to develop succession strategies and to make the appraisal system as useful and effective as possible as well as improving the physical environment. All of the agreed activities have been taken forward and feedback from staff during the year has been very positive, in particular with respect to the changes in communication. The staff were very effectively involved in creating the Staff Conference Day which looked at our vision and priorities.

As mentioned above we recruited both a CEO and a Trustee chair. The short list was provided by an external agency and then thorough interview processes took place with panels including staff, our Users, with the overall decision being made by CEO/Deputy CEO/Trustee(S) and the previous chair (in relation to the CEO role).

Alicia Mellish and Luke Jackson stood down during the year and the Trustees expressed their sincere gratitude for their contribution to the organisation.

We also said goodbye to our CEO Krishna Maharaj and the Chair of Trustees Hilary Potter..... Krishna led Mind CHWF through 16 years in which he oversaw our development as a provider of extensive and innovative services to support the wellbeing of our communities. Hilary's 8 years as Chair were marked by calm, dedication and diligence. They have both made huge and indelible contributions

Affiliations & Partnerships

Mind is an independently funded charitable company, affiliated as a local associate to the National Association

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for Mental Health ("National Mind"). Membership enables us to access a nationwide network of charities working towards similar goals with shared values, and to engage in national issues and campaigns concerning mental health. We are also evaluated every 3 years under National Mind's 'Quality Management in Mind' standard, for which we are currently accredited at Level 3 which is the highest level.

We work with a number of partner organisations as principal, subcontractor, or in partnership as part of a network of service providers. We are increasing our collaborative work with other organisations to pool skills and resources and to deliver outstanding interventions. Our range of partners is extensive and includes local & national charities, local statutory services and educational and research organisations.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of Mind in the City, Hackney and Waltham Ltd for the purposes of company law) are responsible for preparing the Board of Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the result of the company for that period.

In preparing these financial statements, the directors are required to:-

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- observe the methods and principles in charity SORP; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

In so far as the Trustees are aware:-

- there is no relevant audit information of which the company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

The company is limited by guarantee without a share capital. Every member has undertaken to contribute to the assets of the company in the event of it being wound up, to an amount not exceeding £1. The number of trustees at 31 March 2020 was 12 (2019: 12). The Charitable Company is controlled by the Board of Trustees.

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Trustees' Report

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This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Approved by the board on 23rd November 2020 and signed on its behalf

Devora Wolfson

Chair

MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD

Auditor's Report

Company Number 1589150

Charity Number 283329

Independent auditor's report to the members of Mind in the City, Hackney and Waltham Forest Ltd

Opinion

We have audited the financial statements of Mind in the City, Hackney and Waltham Forest Ltd (the 'charitable company') for the year ended 31 March 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and 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 charitable company's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD

Auditor's Report

Company Number 1589150

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Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report

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

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The 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' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MIND IN THE CITY, HACKNEY AND WALTHAM FOREST LTD

Auditor's Report

Company Number 1589150

Charity Number 283329

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable

company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior statutory auditor)

3 December 2020

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Mind in the City, Hackney and Waltham Forest Ltd

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2020

	Note	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Income from:							
Donations and legacies	3	121,349	-	121,349	90,625	-	90,625
Charitable activities							
Advocacy and Advice	4	-	-	-	55,605	19,500	75,105
Employability	4	224,222	318,463	542,685	225,057	393,513	618,570
Wellbeing & Recovery	4	1,923,533	94,628	2,018,161	1,931,996	91,787	2,023,783
LGBTQ	4	-	106,704	106,704	-	18,788	18,788
Facilities	4	1,550	-	1,550	300	-	300
Other trading activities (shops and fundraising events)	5	70,246	-	70,246	-	-	-
Investments		1,540	-	1,540	1,730	-	1,730
Total income		2,342,440	519,795	2,862,235	2,305,313	523,588	2,828,901
Expenditure on:							
Raising funds	6	78,430	-	78,430	62,341	-	62,341
Other Trading Activities	6	10,333	-	10,333	-	-	-
Charitable activities							
Advocacy and Advice	6	255	-	255	34,318	19,500	53,818
Employability	6	296,922	314,909	611,831	293,688	389,333	683,021
LGBTQ	6	14,595	106,108	120,703	4,074	16,730	20,804
Wellbeing & Recovery	6	1,987,042	92,862	2,079,904	1,958,877	92,700	2,051,577
Total expenditure		2,387,577	513,879	2,901,456	2,353,298	518,263	2,871,561
Net (expenditure) / income for the year	7	(45,137)	5,916	(39,221)	(47,985)	5,325	(42,660)
Actuarial gains / (losses) on defined benefit pension schemes		1,095	-	1,095	30,254	-	30,254
Net movement in funds		(44,042)	5,916	(38,126)	(17,731)	5,325	(12,406)
Reconciliation of funds:							
Total funds brought forward		557,741	6,363	564,104	575,472	1,038	576,510
Total funds carried forward		513,699	12,279	525,978	557,741	6,363	564,104

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19a to the financial statements.

Mind in the City, Hackney and Waltham Forest Ltd

Balance sheet

Company no. 1589150

As at 31 March 2020

	Note	£	2020 £	£	2019 £
Fixed assets:					
Tangible assets	12		<u>108,850</u>		<u>95,144</u>
			108,850		95,144
Current assets:					
Debtors	13	731,467		419,698	
Cash at bank and in hand		895,118		1,669,694	
			<u>1,626,585</u>	<u>2,089,392</u>	
Liabilities:					
Creditors: amounts falling due within one year	14	(1,051,101)		<u>(1,447,077)</u>	
Net current assets			<u>575,484</u>		<u>642,315</u>
Total assets less current liabilities			684,334		737,459
Defined benefit pension scheme liability	16		(43,956)		(58,955)
Provisions for liabilities	17		(114,400)		(114,400)
Total net assets			<u><u>525,978</u></u>		<u><u>564,104</u></u>
The funds of the charity:	19a				
Restricted income funds			12,279		6,363
Unrestricted income funds:					
General funds		404,849		462,597	
Designated funds		108,850		95,144	
Total unrestricted funds			<u>513,699</u>		<u>557,741</u>
Total charity funds			<u><u>525,978</u></u>		<u><u>564,104</u></u>

Approved by the trustees on 23 November 2020 and signed on their behalf by

Devora Wolfson
Chair

Mind in the City, Hackney and Waltham Forest Ltd

Statement of cash flows

For the year ended 31 March 2020

	Note	2020 £	£	2019 £	£
Cash flows from operating activities					
Net income for the reporting period (as per the statement of financial activities)		(38,126)		(12,406)	
Depreciation charges		11,314		16,791	
Dividends, interest and rent from investments		(1,540)		(1,729)	
(Increase)/decrease in debtors		(311,769)		1,213,610	
Increase/(decrease) in creditors		(410,975)		(183,603)	
Net cash provided by / (used in) operating activities		(751,096)		1,032,663	
Cash flows from investing activities:					
Purchase of fixed assets		(25,020)		(17,814)	
Interest Income		1,540		1,729	
Net cash provided by / (used in) investing activities		(23,480)		(16,085)	
Change in cash and cash equivalents in the year					
Cash and cash equivalents at the beginning of the year					
Change in cash and cash equivalents due to exchange rate movements					
Cash and cash equivalents at the end of the year		895,118		1,669,694	

1 Accounting policies

a) Statutory information

Mind in the City, Hackney and Waltham Forest Ltd is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is 8–10 Tudor Road, Clapton, LONDON, E9 7SN.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The effect of COVID-19 creates a level of uncertainty for – in particular – the fund raising element of the organisation. However this is partly offset by an increase in project funding, and the Senior Management Team regularly reviews the financial position and takes appropriate actions accordingly.

The trustees do not consider that there are any other sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1 Accounting policies (continued)

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on share of total income received, of the amount attributable to each activity:

● Raising funds	5%
● Advocacy and Advice	0%
● Wellbeing and Recovery	71%
● Employability	19%
● LGBTQ	4%
● Trading activities	1%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Mind CHWF has entered into an agreement with National Mind to invest in 1/3 of the costs of fit-out of two shops. The net book value of this contribution to assets is recoverable in the event of termination of the agreement, and the assets remain the property of National Mind. We have capitalised our expenditure and depreciate the assets on a straight line basis 15% per annum.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Leasehold improvements	over the period of the lease
● Fixtures & Fittings	4 years
● Equipment	3 years
● National Mind shops – fixtures and fittings	15% per annum

1 Accounting policies (continued)

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

p) Pensions

Current eligible employees of the charity were entitled to join an Aegon pension scheme which is funded by contributions from employee and employer. The scheme offered is a defined contribution pension scheme. Contributions are recognised as they fall due.

The charity has a historical multi-employer defined benefit scheme. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme. Long term liabilities include agreed deficit contributions to the scheme. See note 22 for the calculation basis.

q) Provision for maintenance of leasehold property

Each year, the trustees assess the requirement to set aside monies for periodic redecoration and repairs under the terms of the lease. A charge is made annually to the income and expenditure account over the life of the lease to account for accumulating dilapidations obligations.

r) Taxation

As a registered charity, the Charitable Company is exempt from the payment of income and corporation tax in respect of its charitable activities. All the charities activities are charitable.

s) Employee benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Termination benefits are accounted for on an accrual basis and in line with FRS 102.

Notes to the financial statements

For the year ended 31 March 2020

2 Conduit funding received and disbursed for Psychological Therapy Alliance (PTA) partners

Mind CHWF is the lead partner for the PTA consortium, and receives and disburses funds to other partner member organisations in the alliance. As Mind CHWF does not have a controlling interest in the selection and allocation of funds to partners, the income and expenditure associated with this activity has been removed from the accounts.

The total funds received and disbursed in the current and previous financial years are shown below, with the aggregated income and expenditure for Mind CHWF, including the conduit funding.

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Conduit income	-	949,791	949,791	-	711,914	711,914
Total income from SOFA	<u>2,342,440</u>	<u>519,795</u>	<u>2,862,235</u>	<u>2,305,313</u>	<u>523,588</u>	<u>2,828,901</u>
Total income including conduit funding	2,342,440	1,469,586	3,812,026	2,305,313	1,235,502	3,540,815
Conduit expenditure	-	1,366,956	1,366,956	-	711,914	711,914
Total expenditure from SOFA	<u>2,387,577</u>	<u>513,879</u>	<u>2,901,456</u>	<u>2,353,298</u>	<u>518,263</u>	<u>2,871,561</u>
Total expenditure including conduit funding	2,387,577	1,880,835	4,268,412	2,353,298	1,230,177	3,583,475

The balances of funds held by Mind CHWF for onward disbursement to PTA partners is shown in Note 13 Creditors, and detailed below.

	2020 Total £	2019 Total £
PTA partner funds held in trust	<u>365,294</u>	<u>782,459</u>

3 Income from donations, legacies and other income

Voluntary income comprises unsolicited donations, income from fundraising events, donations from service users and corporate giving.

	2020 Total £	2019 Total £
Fundraising events	62,115	44,178
Donations from service users	50	4,367
Donations received through portals	22,332	26,783
Corporate donations	8,551	7,156
Larger individual donations	21,400	2,347
Other donations	6,901	5,794
Total donations, legacies and other income	<u>121,349</u>	<u>90,625</u>

4 Income from charitable activities

			2020			2019
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Advocacy and Advice						
Hospital Trusts	-	-	-	45,994	-	45,994
Grant Giving Funders	-	-	-	9,611	19,500	29,111
Sub-total Advocacy and Advice	-	-	-	55,605	19,500	75,105
Education & Employment						
London Borough of Hackney	65,746	48,790	114,536	67,318	57,700	125,018
Hospital Trusts	75,085	-	75,085	80,085	-	80,085
Big Lottery: Talent Match	-	-	-	-	29,590	29,590
Big Lottery: Way Ahead	-	225,280	225,280	-	153,402	153,402
Big Lottery: Building Better Opportunities	-	-	-	-	30,693	30,693
National MIND	-	44,393	44,393	-	122,128	122,128
Other Income	83,391	-	83,391	77,654	-	77,654
Sub-total Education & Employment	224,222	318,463	542,685	225,057	393,513	618,570
Wellbeing & Recovery						
London Borough of Hackney	1,727,968	9,995	1,737,963	1,728,560	8,195	1,736,755
Central Government Funds	7,152	-	7,152	-	8,175	8,175
Clinical Commissioning Groups	144,310	-	144,310	143,570	-	143,570
Grant Giving Funders	-	42,234	42,234	10,000	67,258	77,258
National MIND	25,503	42,399	67,902	9,679	8,159	17,838
Other Income	18,600	-	18,600	27,720	-	27,720
Sub-total Wellbeing & Recovery	1,923,533	94,628	2,018,161	1,919,529	91,787	2,011,316
LGBTQ						
Central Government Funds	-	97,664	97,664	-	-	-
Grant Giving Funders	-	9,040	9,040	-	14,410	14,410
Sub-total LGBTQ	-	106,704	106,704	-	18,788	18,788
Facilities						
Other Income	1,550	-	1,550	300	-	300
Sub-total Facilities	1,550	-	1,550	300	-	300
Total income from charitable activities	2,149,305	519,795	2,669,100	2,200,491	523,588	2,724,079

5. Other Income

			2020			2019
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Fundraising events	51,951	-	51,951	-	-	-
Mind shops profit share	18,295	-	18,295	-	-	-
Other Income	70,246	-	70,246	-	-	-

Notes to the financial statements

For the year ended 31 March 2020

6a Analysis of expenditure

	Charitable activities								2020 Total £	2019 Total £
	Raising funds £	Advocacy & Advice £	Wellbeing & Recovery £	LGBTQ £	Employability £	Trading activities £	Governance costs	Support costs £		
Staff costs (Note 8)	25,532	255	823,019	37,188	458,088	-	-	301,047	1,645,129	1,576,606
Direct project costs	40	344	26,531	178	3,756	-	-	4,792	35,641	18,714
Subcontractors	-	-	726,920	55,000	23,605	-	-	-	805,525	853,646
Other staff related costs	210	-	28,252	1,274	2,041	-	-	45,176	76,953	38,814
Premises costs	-	-	150	-	84	-	-	138,763	138,997	131,530
Office & IT costs	318	(344)	39,059	4,190	5,316	-	-	74,372	122,911	141,538
Publicity & branding costs	17,179	-	2,932	76	-	-	-	2,565	22,752	42,587
Corporate costs	-	-	-	-	3,000	-	-	26,194	29,194	41,569
Audit, AGM & Trustee costs*	-	-	-	-	-	-	13,040	-	13,040	9,766
Depreciation	-	-	-	-	-	6,425	-	4,889	11,314	16,791
	43,279	255	1,646,863	97,906	495,890	6,425	13,040	597,798	2,901,456	2,871,561
Support costs	34,401	-	423,796	22,310	113,466	3,825	-	(597,798)	-	-
Governance costs	750	-	9,245	487	2,475	83	(13,040)	-	-	-
Total expenditure 2020	78,430	255	2,079,904	120,703	611,831	10,333	-	-	2,901,456	
Total expenditure 2019	62,341	53,818	2,051,577	20,804	683,021	-	-	-		2,871,561

6b Analysis of expenditure

	Charitable activities					Governance costs	Support costs	2019 Total
	Raising funds	Advocacy & Advice	Wellbeing & Recovery	LGBTQ	Employability			
	£	£	£	£	£		£	£
Staff costs (Note 7)	20,410	31,972	799,368	8,768	431,864	-	284,224	1,576,606
Direct project costs	-	1,490	10,116	25	6,024	-	1,059	18,714
Subcontractors	-	1,876	752,791	6,044	92,934	-	1	853,646
Other staff related costs	12	189	9,491	882	1,914	-	26,326	38,814
Premises costs	-	-	2,949	-	11	-	128,570	131,530
Office & IT costs	164	1,988	37,895	1,011	10,308	-	90,172	141,538
Publicity & branding costs	21,233	16	1,131	-	1,078	-	19,129	42,587
Corporate costs	5	-	12	-	4,470	-	37,082	41,569
Audit, AGM & Trustee costs*	-	-	-	-	106	9,660	-	9,766
Depreciation	-	-	-	-	-	-	16,791	16,791
	41,824	37,531	1,613,753	16,730	548,709	9,660	603,354	2,871,561
Support costs	20,194	16,030	430,925	4,010	132,195	-	(603,354)	-
Governance costs	323	257	6,899	64	2,117	(9,660)	-	-
Total expenditure 2019	62,341	53,818	2,051,577	20,804	683,021	-	-	2,871,561

Notes to the financial statements

For the year ended 31 March 2020

7 Net (expenditure) / income for the year

This is stated after charging / (crediting):

	2020 £	2019 £
Depreciation	11,314	16,791
Operating lease rentals receivable:		
Property	72,384	61,560
Other	6,672	5,866
Auditor's remuneration (excluding VAT):		
Audit	9,200	9,000
Audit fee 2018/19 underprovision	2,580	-
	<u>113,148</u>	<u>101,917</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	1,354,019	1,296,825
Social security costs	139,568	119,090
Pension costs	66,567	69,181
Redundancy costs	-	1,005
Agency staff costs	1,750	16,657
Locum staff and sessional staff costs	83,225	73,848
	<u>1,645,129</u>	<u>1,576,606</u>

The number of employees whose emoluments exceeded £60,000 was as follows:

	2020 No.	2019 No.
£60,000 – £69,999	-	1
	<u>-</u>	<u>1</u>

Key management personnel of the charity comprise of the trustees and management with direct involvement with the financials of the charity. Key management personnel earned £196,021 in 2020 (2019: £153,439) including Employer's NI and Pension contributions.

9 Staff numbers

The average monthly head count was 59 staff (2019: 60 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2020	2019
Direct charitable work	38	37
Administration & support	7	7
	<u>45</u>	<u>44</u>

Notes to the financial statements

For the year ended 31 March 2020

10 Related party transactions

No Trustees were employed by the charitable company or received remuneration for their services during the year (2019: £nil).

One trustee (2019: 1) was reimbursed expenses of £500 (2019: £106) for training expenses incurred in the performance of their duties as trustees.

The trustees are covered by professional indemnity insurance, the cost of which was £993 (2019: £993).

11 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

	Leasehold Improvement £	Fixtures and fittings £	Equipment £	National Mind shops £	Total £
Cost					
At the start of the year	284,555	36,489	165,947	17,814	504,805
Additions in year	–	–	–	25,020	25,020
At the end of the year	284,555	36,489	165,947	42,834	529,825
Depreciation					
At the start of the year	206,334	36,489	165,947	891	409,661
Charge for the year	4,889	–	–	6,425	11,314
At the end of the year	211,223	36,489	165,947	7,316	420,975
Net book value					
At the end of the year	73,332	–	–	35,518	108,850
At the start of the year	78,221	–	–	16,923	95,144

All of the above assets are used for charitable purposes.

13 Debtors

	2020 £	2019 £
Contract Debtors	597,647	158,883
Prepayments	28,106	39,838
Accrued Income	101,772	217,560
Other debtors	3,942	3,417
	731,467	419,698

Notes to the financial statements

For the year ended 31 March 2020

14 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	111,762	45,754
Other taxes and social security	142,064	232,018
Pension creditor	92,188	42,128
Pension liability – one year	11,499	11,164
Deferred income (note 15)	182,750	180,666
Accrued expenses	144,157	152,888
Funds held in trust – Psychological Therapies Alliance	365,294	782,459
Other creditors	1,387	–
	1,051,101	1,447,077

15 Deferred income

Deferred income comprises of funds received in advance for contract work not yet completed.

	2020 £	2019 £
Balance at the beginning of the year	180,666	163,536
Amount released to income in the year	(180,666)	(163,536)
Amount deferred in the year	182,750	180,666
Balance at the end of the year	182,750	180,666

16 Creditors: amounts falling due after one year

	2020 £	2019 £
Pension Trust (Falling due in more than 1 year but not more than 2 years)	11,844	11,499
Pension Trust (Falling due in more than 2 years but not more than 5 years)	32,112	36,608
Pension Trust (Falling due in more than 5 years)	–	10,848
	43,956	58,955

17 Provisions for liabilities

Provisions for liabilities comprises provision for future premises major repair work.

	2020 £	2019 £
Balance at the beginning of the year	114,400	114,400
Charge for the year	–	–
Provision utilised during the year	–	–
Provision reversed during the year	–	–
Balance at the end of the year	114,400	114,400

Notes to the financial statements

For the year ended 31 March 2020

18a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	108,850	-	108,850
Net current assets	563,205	-	12,279	575,484
Provision for liabilities	(114,400)	-	-	(114,400)
Defined benefit pension asset / (liability)	(43,956)	-	-	(43,956)
Net assets at 31 March 2020	404,849	108,850	12,279	525,978

18b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	95,144	-	95,144
Net current assets	635,952	-	6,363	642,315
Provision for liabilities	(114,400)	-	-	(114,400)
Defined benefit pension asset / (liability)	(58,955)	-	-	(58,955)
Net assets at 31 March 2019	462,597	95,144	6,363	564,104

19a Movements in funds (current year)

	At 1 April 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2020 £
Restricted funds:					
Education & Employment	-	318,463	(314,909)	-	3,554
Wellbeing & Recovery	4,305	94,628	(92,862)	-	6,071
LGBTQ	2,058	106,704	(106,108)	-	2,654
Total restricted funds	6,363	519,795	(513,879)	-	12,279
Unrestricted funds:					
Designated funds:					
Fixed Assets	95,144	-	13,706	-	108,850
Total designated funds	95,144	-	13,706	-	108,850
General funds	462,597	2,342,440	(2,400,188)	-	404,849
Total unrestricted funds	557,741	2,342,440	(2,386,482)	-	513,699
Total funds	564,104	2,862,235	(2,900,361)	-	525,978

The narrative to explain the purpose of each fund is given at the foot of the note below.

19b Movements in funds (prior year)

	At 1 April 2018 £	Income & gains £	Expenditure & losses £	Transfers £	At 1 April 2019 £
Restricted funds:					
Advocacy & Advice	-	19,500	(19,500)	-	-
Education & Employment	125	393,513	(389,333)	-	4,305
Wellbeing & Recovery	913	91,787	(92,700)	-	-
LGBTQ	-	18,788	(16,730)	-	2,058
Total restricted funds	1,038	523,588	(518,263)	-	6,363
Unrestricted funds:					
Designated funds:					
Maternity Fund	14,535	-	-	(14,535)	-
Fixed Assets	94,121	-	1,023	-	95,144
Total designated funds	108,656	-	1,023	(14,535)	95,144
General funds	466,816	2,305,313	(2,324,067)	14,535	462,597
Total unrestricted funds	575,472	2,305,313	(2,323,044)	-	557,741
Total funds	576,510	2,828,901	(2,841,307)	-	564,104

Purposes of restricted funds**General Fund**

The general fund represents the accumulated net surpluses of the charity which have neither been restricted by conditions imposed by donors, nor have been designated by the Board of Trustees for specific purposes. The general fund represents the accumulated net surpluses of the charity which have neither been restricted by conditions imposed by donors, nor have been designated by the Board of Trustees for specific purposes.

Fixed Assets Fund

This fund represents the net book value of fixed assets purchased using general funds. Fixed asset purchases will be added to, and depreciation will be charged against the fund.

Restricted Funds

The charity receives restricted income from a large number of donors and it is not practical to disclose the opening balances, movements, transfers, and closing balances on every individual restricted fund. Restricted funds are disclosed in aggregate for each source except where the donor requires disclosure of a specific restricted fund in which case the details are included below.

Purposes of restricted funds (continued)

Education & Employment

We have a variety of innovative education and employment services to develop clients skills including Aim4Work and Well@Work. The education services improve skills English, Maths and English for Speakers of another language, as well as Information Communication technology.

Wellbeing & Recovery

We lead the City and Hackney Wellbeing Network, with seven partners focusing on mental health wellbeing, physical health, social networks, daily living skills.

LGBTQ

We have secured a contract to develop, deliver and evaluate a culturally competent programme aimed at supporting the emotional and mental health needs of the LGBT community. This Government commissioned research in this area to seek to reduce the health inequalities of the LGBT community.

20 Operating lease commitments payable as a lessee

Amounts receivable under non-cancellable operating leases are as follows for each of the following periods

	Equipment 2020	2019	Property 2020 £	2019 £
Less than one year	6,060	2,420	92,500	65,000
One to five years	-	-	345,096	260,000
Over five years	-	-	-	47,500
	6,060	2,420	437,596	372,500

21 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.

22 . FRS 102 – SECTION 28

ACCOUNTING DISCLOSURES

SCHEME: TPT Retirement Solutions – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2017. This valuation showed assets of £794.9m, liabilities of £926.4m and a deficit of £131.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 31 January 2025:	£11,243,000 per annum	(payable monthly and increasing by 3% each on 1st April)
---------------------------------------	-----------------------	--

Unless a concession has been agreed with the Trustee the term to 31 January 2025 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2014. This valuation showed assets of £793.4m, liabilities of £969.9m and a deficit of £176.5m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2016 to 30 September 2025:	£12,945,440 per annum	(payable monthly and increasing by 3% each on 1st April)
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From 1 April 2016 to 30 September 2028:	£54,560 per annum	(payable monthly and increasing by 3% each on 1st April)
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities. Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is Calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31 March 2020 (£s)	31 March 2019 (£s)	31 March 2018 (£s)
Present value of provision	55,455	67,271	111,952

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period Ending 31 March 2020 (£s)	Period Ending 31 March 2019 (£s)
Provision at start of period	67,271	111,952
Unwinding of the discount factor (interest expense)	852	1,792
Deficit contribution paid	(11,164)	(14,427)
Remeasurements - impact of any change in assumptions	(1,504)	615
Remeasurements - amendments to the contribution schedule	-	(32,661)
Provision at end of period	55,455	67,271

INCOME AND EXPENDITURE IMPACT

	Period Ending 31 March 2020 (£s)	Period Ending 31 March 2019 (£s)
Interest expense	852	1,792
Remeasurements – impact of any change in assumptions	(1,504)	615
Remeasurements – amendments to the contribution schedule	-	(32,661)
Contributions paid in respect of future service*	*	*
Costs recognised in income and expenditure account	*	*

*includes defined contribution schemes and future service contributions (i.e. excluding any deficit reduction payments) to defined benefit schemes which are treated as defined contribution schemes. To be completed by the company.

ASSUMPTIONS

	31 March 2020 % per annum	31 March 2019 % per annum	31 March 2018 % per annum
Rate of discount	2.53	1.39	1.71

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

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ADDITIONAL INFORMATION

FOR THE PERIOD ENDING 31 March 2020

COMPANY: MIND City and Hackney

SCHEME: TPT Retirement Solutions - The Growth Plan

The following schedule details the deficit contributions agreed between the company and the scheme at each year end period:

DEFICIT CONTRIBUTIONS SCHEDULE

Year ending	31 March 2020 (£s)	31 March 2019 (£s)	31 March 2018 (£s)
Year 1	11,499	11,164	14,427
Year 2	11,844	11,499	14,859
Year 3	12,199	11,844	15,305
Year 4	12,565	12,199	15,764
Year 5	10,785	12,565	16,237
Year 6	-	10,785	16,724
Year 7	-	-	17,226
Year 8	-	-	8,872
Year 9	-	-	-
Year 10	-	-	-
Year 11	-	-	-
Year 12	-	-	-
Year 13	-	-	-
Year 14	-	-	-
Year 15	-	-	-
Year 16	-	-	-
Year 17	-	-	-
Year 18	-	-	-
Year 19	-	-	-
Year 20	-	-	-

The company must recognise a liability measured as the present value of the contributions payable that arise from the deficit recovery agreement and the resulting expense in the income and expenditure account i.e. the unwinding of the discount rate as a finance cost in the period in which it arises.

It is these contributions that have been used to derive the company's balance sheet liability.

FRS 102 - SECTION 28

DISCLAIMER

Please note that TPT Retirement Solutions is not authorised to provide advice to your organisation and the use of this tool by your organisation does not constitute advice.

This FRS102 on-line tool has been developed, in conjunction with Jardine Lloyd Thompson, to help you complete your statutory accounts and the documents you create using the tool are intended for your organisation's use only; you should consider taking appropriate advice in this respect.

This FRS102 on-line tool assumes deficit contributions are in line with the schedule detailed in the 'Deficit Contributions Schedule'. If actual deficit contributions over the accounting period are different then the disclosures will need to be adjusted accordingly. Where there is a change in the deficit contribution obligations (e.g. following agreement to a new recovery plan after a valuation), it assumes the change is effective at the end of the accounting period.

Neither Jardine Lloyd Thompson nor TPT accepts any liability in respect of the use of this on-line tool or for its use for any other purpose.