

Company number: 2643905

Charity Number: 1006927

Mind in Tower Hamlets and Newham

Report and financial statements
For the year ended 31 March 2022

Mind in Tower Hamlets and Newham

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Mind in Tower Hamlets and Newham

Reference and administrative information

For the year ended 31 March 2022

Company number 2643905 – incorporated in the UK

Charity number 1006927 – registered in England and Wales

Registered office and operational address 13 Whitethorn Street
London
E3 4DA

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Angela Shannon	Chair (appointed 5 May 2021), Chair of HRGSC (Stood down as Chair of HRGSC 15 July 2021)
John Whitehead	Chair HRGSC (appointed 15 July 2021)
Ajay Aggarwal	Vice Chair
Jonathan Rae	Treasurer
Nick Aellen	
John Whitehead	
Holly Taylor	
Dimitrios Goumenos	
Fernan Flores	
Lisa McLean	
Jane Oldfield	
Stephanie Rogers	(appointed 5 May 2021)
Max Woolfson	(appointed 5 May 2021)
Asif Dhanani	(appointed 4 August 2021)

Company Secretary Michelle Kabia

Key management personnel	Michelle Kabia	Chief Executive Officer
	Rehana Abbasi	Finance Manager
	Shahan Islam	HR and Governance Director
	Joanna Boldeau	Operational Director
	Fiona Scaife	Operational Director
	Edmund Glynn	Operational Director (resigned 26 November 2021)
	Linsley Benjamin	Operational Director (appointed 22 November 2021)
	Shelu Miah	Operational Director (appointed 1 February 2022)

Mind in Tower Hamlets and Newham

Reference and administrative information

For the year ended 31 March 2022

Bankers

National Westminster Bank
PO Box 10862
180 Shoreditch High Street
London, E1 6HY

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditors
Invicta House
108-114 Golden Lane
London EC1Y 0TL

Mind in Tower Hamlets and Newham

Trustees' Annual Report

For the year ended 31 March 2022

The Trustees present their report and the audited financial statements for the year ended 31 March 2022.

Reference and administrative information set out on pages 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Foreword by Chair and CEO

We are delighted to present our Annual Report for 2021–2022 on behalf of the Board of Trustees of Mind in Tower Hamlets and Newham (“MITHN”).

As part of the national Mind federation, MITHN transforms lives through operating a range of mental health support, talking therapy, advocacy and employment services in Tower Hamlets, Newham, Redbridge, and Havering. We have supported over 8,000 people during the last 12 months representing a 38% increase in client contacts. Our work has a direct impact on our clients as well as their friends, families, colleagues and the wider community.

In 2021, as the world entered the second year of the pandemic, we saw an increase in demand for mental health services. To meet this need we expanded our talking therapies, employment, and mental health services, along with our community advocacy and information and advice projects. We delivered a number of new services in Redbridge and across North–East London and have developed an alliance with local Minds to meet the wider regional demands for mental health.

Financially, the charity has had another year of growth and achievement across all of our services. To ensure our organisation remains sustainable and resilient we have further developed our Strategic Plan to ensure our ability to tackle new and emerging issues facing our sector. This includes the response to Mental Health Transformation Agenda, the development of the North–East London Integrated Care System (North–East London Health and Care Partnership) as set out in the new legislation passed by government and the dissolution of the CCG, our ongoing response to the Covid–19 pandemic and the consequence of financial pressures as a result of the war in Ukraine and the ongoing Brexit issues.

Like many health and social care organisations we are facing significant pressures in staff recruitment, retention and offering a work–life balance for our team. We are collaborating with staff around issues such as workplace wellbeing, hybrid working and continuous professional development opportunities for our staff.

We launched our strategy towards becoming an anti–racist and anti–discrimination organisation in September 2021 and have continued to work with staff, clients, and local providers to develop culturally competent, accessible, and inclusive services for our local community. We are working with Mind in Haringey on an exciting research project with the Advancing Mental Health Equality research project and have developed a steering group with local organisations, community leaders and people with lived experience. The aim is to design and test models of support for people from ‘seldom heard’, racialised and marginalised communities, where the urgency and need for mental health support is great. We listened to our clients’ experiences of Health Inequalities in Tower Hamlets and Newham and shared their stories and experience with local decision makers in the NHS and within the Local Authority.

As always, we could not have delivered any of our services without the dedication, commitment and passion of our team and partners. We are hugely proud of the achievements of our senior

Mind in Tower Hamlets and Newham

Trustees' Annual Report

For the year ended 31 March 2022

leadership team, staff, peer leaders and volunteers who have worked harder than ever to meet the changing needs of our clients and remained creative, innovative, and enthusiastic throughout a challenging year.

We continue to be grateful to our commissioners, funders, and partners for enabling us to support even more people facing mental health concerns. We have been delighted with the level of support from our corporate sponsors, local fundraisers and community who have supported our fundraising events throughout the year.

Finally, we want to thank our advisors and Trustees for giving us their time, support, and expertise over the last 12 months.

We look forward to continuing our great work in the coming year.

Warm regards



Angie Shannon
Chair



Michelle Kabia
CEO

Objectives

To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorder or conditions of emotional or mental distress (with due consideration to gender, race, sexuality, age, culture and disability) requiring advice or treatment in the London borough of Tower Hamlets, the London borough of Newham, and surrounding boroughs (Redbridge, Havering, Barking and Dagenham), in association with Mind (the National Association for Mental Health) and in accordance with the aims and objectives of Mind.

Public Benefit Statement

The Trustees consider that they have complied with Section 17 of the Charities Act 2011 with regards to the guidance on public benefit published by the Charity Commission.

The Trustees review the aims, objectives, and activities of the charity each year. This report considers the charity's achievements and its outcomes in the reporting period. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and Performance

The charity's main activities are described below. All its charitable activities focus on the development of services for clients who suffer mental health distress and/or emotional needs residing in Tower Hamlets and Newham and neighbouring boroughs. These charitable activities are undertaken to further Mind in Tower Hamlets and Newham's charitable purposes for the public benefit.

During the year working with Mind, the London boroughs of Tower Hamlets, Newham, Havering and Redbridge, and other partner agencies, we campaigned to challenge discrimination and reduce stigma around mental health.

Covid-19 and Hybrid Working Arrangements

In line with the UK Government directives and the end of Covid-19 Restrictions, our organisation reverted to normal operations with staff returning to office-based delivery from 19 July 2021. The pandemic has radically changed where, how, and when staff work. We know that choice and flexibility are important to staff and that what works for some will not work for others. We want to support our staff to do their best work, have a good work life balance, work flexibly whilst staying

connected and being able to carry out their role. As a result, we took this opportunity to introduce hybrid working arrangements for roles which can be delivered through hybrid working. The framework for hybrid working was implemented in February 2022, and eligible staff are now working from the office and remotely.

Policy Review

Our organisation has seen many changes in this past year, which has changed our culture, working environment and organisational expectations. This has resulted in a review of a number of policies, in particular HR related policies and health and safety policies. The following policy documents have seen the most significant changes:

- Code of Conduct
- Disciplinary/ grievance procedures
- Complaints Policy
- Professional Code of Ethics

Our Services

The charity's main activities are outlined below. All its charitable activities focus on the development of services for clients who have mental health distress and/or emotional needs residing in the London boroughs of Tower Hamlets, Newham, Redbridge, and Havering and the surrounding North East London boroughs.

During the year, we have amended our governing documents to widen our geographic reach to include Redbridge and surrounding areas. These charitable activities are undertaken to further Mind in Tower Hamlets and Newham's charitable purposes for the public benefit.

Support Services

Connecting Communities – Tower Hamlets Recovery and Wellbeing Service

The Connecting Communities Service is the first point of access for residents of Tower Hamlets to access community mental health support, advice, and information and supports people to navigate through their mental health. We offer opportunities for people to explore connectedness and hope and to identify meaning and empowerment. The service is a part of the wider Recovery and Wellbeing Services funded through the local authority. During 2021–2022, the service supported over 2,000 clients to access local services, support and attend a programme of activities and groups in partnership with local providers, including: Co–Create, St Hilda's, and the Recovery College. We deliver our service collaboratively with people who have lived experience, local community organisations and our team. Our key focus through our co–production hub has been to work with our clients and support them to have a greater voice and influence over the care they receive and how services are designed, developed and delivered.

The main elements that the service delivers are:

- Mental Health Navigation – providing advice, information, and support to connect with local resources.
- Housing and Welfare Benefits – providing housing support for people with mental health to navigate through housing issues, repairs and housing and benefit applications. The key focus of the team is to ensure that people have financial stability and independence to thrive.
- Co-produced Groups and Activities – the service provides weekly groups and activities, structured around the five ways to wellbeing. Over 50% of the groups are delivered by peer leaders who have been trained by our LEAP project.
- Get Active Get Involved – provides opportunities for people who access the services to co-design and co-deliver services and to influence borough-wide mental health and wellbeing strategies and services.

Mums Matter

Our Mums Matter service is delivered in Tower Hamlets, Newham and Redbridge providing support through a six-week CBT based programme which supports women in the perinatal period to develop strategies and to practice self-care through mindfulness and meditation techniques. The project connects new mums with each other through peer support. We have trained mums to be peer supporters and to co-facilitate the structured programme. We have transformed to digital delivery during the pandemic through our partnership with Mind, where we led on sharing good practice and redesigning the digital programme which was shared across other delivery agents involved with the Mums Matter programme. We were able to increase one-to-one support and visibility. Following the great work achieved this has led to further funding being received in Redbridge as part of the strategic alliance to offer this project to Redbridge communities. In 2021–2022 we provided support for almost 150 mothers, through workshops such as the structured course, mindfulness, and social activities. We have trained two of the women who accessed the service to co-facilitate the project with us.

Counselling

We offer talking therapies within both Tower Hamlets and Newham. We deliver our counselling services in partnership with East London Foundation Trust and Newham local authority. In Tower Hamlets we offer brief counselling, bereavement counselling, early bereavement support, and employment support for clients accessing the service. In Newham we offer the Newham Bereavement Service and the Newham Talking Therapy Service which delivers brief counselling. We deliver over 7,000 hours of counselling every year to over 1,100 individuals.

Newham Bereavement Service

The Newham Bereavement Service is commissioned by London Borough of Newham and provides a range of bereavement services including early bereavement, complex bereavement support, bereavement support for people with learning disabilities and autism. The service is accredited by the British Association for Counselling and Psychotherapy (BACP) and is delivered by paid and volunteer counsellors. In 2021–22 this service supported 380 people to cope with grief and loss by providing one-to-one and group counselling sessions.

New Horizons

The funding through City Bridge Trust has enabled MITHN to set up the New Horizons service to work with people struggling with their mental health and at risk of homelessness to develop a mechanism of peer support when they need it the most. We have supported 51 clients to develop their network of peer support in Tower Hamlets and have improved access to services through 1:1 coaching and peer support groups. We have developed 11 people with lived experience of mental health and homelessness to co-facilitate groups with MITHN and partner organisations. We have developed a network of peer support groups including culturally specific support at local day centres and hostels.

Community Suicide Prevention Hub

The Suicide Prevention Community Hub – Safe Connections offer remote access for support for people who are facing suicidal thoughts and who are not accessing mental health services. The Community Hub operates across the North East London boroughs Barking and Dagenham, City of London, Hackney, Havering, Newham, Redbridge, Tower Hamlets, and Redbridge. We have formed an alliance with these local Minds, known as Mind in East London. Since the launch of the Service in September 2021, we have successfully supported over 50 people to reduce the risk of suicide and connected with over 500 local businesses, organisations, and faith centres to increase the awareness of support for people facing suicide.

Community Projects

LEAP

The Leap Project, funded through the Big Lottery Reaching Communities Fund, has continued to support people throughout the pandemic and shone a bright light of hope following lockdown. During 2021–2022 we trained over 60 people with lived experience of mental health to become leaders in their communities and to co-produce innovative groups. Peer leaders have taken a lead role in tackling health inequalities within Tower Hamlets, Newham and Redbridge, while being a support system for each other through the challenges of 2021–2022. The LEAP project and peer leaders have been at the forefront of transforming the delivery of our services and challenging for change within their local communities.

Advocacy Services

Our advocacy services are delivered in the community, care homes and within mental health units and other hospital settings, enabling people to have a voice and to be involved in, and influence, decisions being made about their treatment and support. The service enables people to secure their rights, safeguard individuals, obtain access to the services they believe they need, and to make informed decisions.

Our advocacy services include the Newham Adolescent Advocacy Service, the Newham NHS Complaints Advocacy Service, the Independent Mental Health Advocacy Service in Tower Hamlets, and the Havering Integrated Advocacy Service. This also includes the statutory provision of Independent Mental Health Advocacy under the Mental Health Act, community advocacy, Advocacy under The Care Act, and Independent Mental Capacity Advocacy – both of which support

individuals who do not have capacity to make, or who would have difficulty in making certain key decisions. In addition, we support individuals to ensure that the choice for social services to decide where someone may live, has been made in their best interests and to ensure that their wishes, feelings, and values are represented.

As part of North East London Foundation Trust's (NELFT) Transformation plan, we provide an independent voice in raising concerns and issues by advocating on behalf of people who are inpatients in the Sunflowers Court in Goodmayes Hospital.

We achieved the Quality Standard for Advocacy (QPM) and we have been commended for the quality of our provision across all our services. The advocacy service supported nearly 1,500 individuals over the last year including 288 people detained under the Mental Health Act, with 104 young people receiving advocacy, as well as supporting over 400 Newham residents to access the NHS complaints process.

Employment / Advice and Information

Employment Services

The impact of the pandemic on people in Tower Hamlets, Newham, and Redbridge, continues to be felt with job insecurity, potential redundancy and economic disadvantage. We are committed to working with our clients to increase their wellbeing and career opportunities through enabling access to and success in paid employment through the development of social enterprise, training, placement, and supported employment.

- In partnership with ELFT we deliver the Individual Placement and Support (IPS) employment service in Newham. IPS is an evidence-based model that places people who receive support from statutory mental health services into paid employment in line with their career preferences. The service is integrated with the statutory mental health service with a manager and six employment specialists, each of whom are embedded in clinical community teams. In 2021-22 this service has worked with 195 people and supported 72 people into paid work in and around Newham. This consists of a diverse range of job roles, including health care assistant, peer support worker, HR advisor, IT specialist, pharmacist and warehouse worker.
- In 2021-22 The Tower Hamlets Talking Therapies Employment Service achieved the internationally recognised Matrix Standard for its quality of work. Integrated within the Tower Hamlets Talking Therapy Service, this large team of 10 employment advisors supports clients with common mental health issues to recover through accessing employment support and advice. Working in partnership with East London Foundation Trust and the government's Department of Work and Pensions and the Work & Health Unit we are making a real impact on clients' opportunities to sustain employment or access new opportunities with the team's support. In 2021-22 we supported 732 people in their recovery through successful engagement with them. Following our intervention 378 people were successful in returning to or retaining their employment. A total of 354 people were supported to find work. People who were supported to succeed ranged from senior executives to first time job seekers and included those who are long term unemployed.

- We worked in partnership with Working Well Trust to deliver the Upskill project in Tower Hamlets, which provides support to adults with mental health issues in Tower Hamlets to move forward in their careers through accessing voluntary work, education, training, or paid employment. In 2021–22 this project supported 240 Tower Hamlets residents with mental health issues. 100 people successfully accessed training or education, 50 successfully accessed voluntary work, and 16 were supported into paid employment.

Strategic Planning

Mind in Tower Hamlets and Newham operate within a 5-year strategic plan that is drawn up with the involvement of staff, Trustees, clients, and commissioners. In April 2019 we launched our strategic plan for the period 2019–2024. We continue to review our strategic objectives and organisational values, in light of recent events. The political, economic, social, technological, legal and environmental ('PESTLE') landscape has changed considerably since our last strategic plan. In March 2022, we held a strategic refresh event with Senior Leaders and Trustees using PESTLE analysis to identify factors that may affect our strategic decision making. Following the event, we will continue conversations with staff and review our strategic plan.

We are focused on delivering services where we have the expertise and capabilities to benefit those with mental health issues in Tower Hamlets, Newham, and neighbouring boroughs. Our broad experience and record for delivering high quality services is enabling us to broaden our reach both geographically and through development of new services. This is often in collaboration with other delivery partners whose expertise and capabilities complement our own and we now have 18 active partnerships. We have successfully bid for and secured funding to develop and expand the peer leadership programme across the borough of Redbridge. We will continue to develop peer led services, services which are co-produced and designed by and for people with mental health issues and embed co-production principles across all our work. We continue to prioritise services that focus on wellbeing, building resilience, promoting mental health recovery and more recently work around health equity amongst marginalised communities. This has been aided through additional funding that support inclusion and diversity programmes.

Becoming an anti-racist organisation

As a result of the disproportionate impact of Covid-19 on the BAME community staff, the murder of George Floyd and the Black Lives Matter Movement Trustees agreed to develop our strategy towards becoming an anti-racist organisation. This strategy was launched in September 2021. Our action plan holds the organisation to account and monitors our progress towards our ambition. We have developed a model of 'Community In-reach Access and Engagement', which ensures that as an organisation we are listening to our communities who are not represented in traditional mental health services and working with them as allies to ensure they have improved access, experiences, and outcomes.

We were awarded the Equality and Diversity Excellence award from Mind in 2020 which is great recognition of the work that we are currently doing. However, we recognise that this work is ongoing. We will continue to monitor our progress against our commitments and set new goals as

part of the review process. We understand that this is a live document and that there is more work to be done with culturally diverse communities to further reduce the barriers they may face in accessing our services. To date progress has been achieved at a good pace and we have largely accomplished our actions against our commitments.

Becoming an anti-racist organisation is not a tick box activity for us. We know that this is not an easy task, but we are committed to developing a clear strategy. Our vision is that being an anti-racist organisation will be embedded in our systems, policies and practices, recruitment, staff management and client work. We are committed as leaders within mental health to continue to develop services and support that does not limit people of colour to ensure that they have equity in accessing mental health services.

Over the last 12 months we have:

- Continued the 'listening campaign' with staff about the impact of racism on their lives and work.
- Developed a model of in-reach to provide increased information, access and engagement to communities that experience discrimination and stigma.
- Explored faith-based models of peer support.
- Worked closely with Mind in Haringey on the Advancing Mental Health Equality project led by the Royal College of Psychiatry.
- Set up a partnership steering group with local organisations and community leaders to design and test models of support for seldom heard from communities.
- Initiated a review of our Equality and Diversity Policy which will be replaced with an Equality, Diversity, and Inclusion ('EDI') Policy. We will be delivering training to staff with leadership roles to encourage a greater understanding and application of the policy document in practice.
- Reviewed the skills base of our Board of Trustees and commenced a targeted recruitment process to increase EDI expertise on the Board.
- Continued to monitor and assess our achievements against the action plan, stemming from this work.

Strategic Objectives

Our Strategic Objectives are:

Objective 1 – Our Services: Seamless Quality across the Board

We deliver services of the highest quality and provide support to those that need us the most.

To achieve this, we:

- Maintain our quality marks and standards and explore new areas to achieve standards in.
- Expand the geographical reach of our current services where possible.
- Develop new, innovative services to meet the needs of our clients.
- Become a specialist in employment for mental health.
- Increase the services we offer to young people.
- Review and improve how we measure our impact.

Objective 2 – Our Voice: Challenging Clichés

We champion an authentic voice in mental health conversations.

To achieve this, we:

- Enable our clients to share their experiences with others and wider society.
- Improve our online presence and digital outreach.
- Engage with national campaigns.
- Work with local organisations to reduce stigma and discrimination.
- Explore the potential to do targeted work to reduce stigma in different communities.

Objective 3 – Our Clients: Empowerment for All

We support empowerment for all clients across all aspects of our organisation.

To achieve this, we:

- Embed co-production across all our work and services.
- Provide integrated support for people facing multiple disadvantages.
- Develop our Peer Support and Peer Leadership models.
- Conduct more outreach into 'hard to reach' communities and demographics.
- Review and improve how we use feedback.

Objective 4 – Our Network: Collaboration equals Success

We nurture and expand our network from formal partnerships to engagement with local organisations. We will also become a centre of excellence for volunteering.

To achieve this, we:

- Increase the scope and effectiveness of our partnership working.
- Take a strong role in the development of the London Mind network.
- Map and engage with a wider range of local organisations.
- Create a volunteering strategy and become a centre of excellence for volunteering.

Objective 5 – Our Capacity: Sustainable Growth

We grow our organisation sustainably to reach more people who need our help.

To achieve this, we:

- Maintain our financial health and diversify our income sources.
- Build a strategic alliance with Havering Mind.
- Maximize the wellbeing and effectiveness of our team.
- Develop our digital capacity and strategy.
- Improve our working environment.

Click on this link to read our Strategic Plan in full

<https://view.pagetiger.com/MITHN-Strategic-Plan-2019-24/MITHN-Strategic-Plan-2019-24>

New Strategic Projects

Pears Fund

As a response to our journey towards becoming an anti-racist and anti-discriminatory organisation and through our partnerships with the local communities in Tower Hamlets, Redbridge and Newham we were funded for 18 months through the Pears Racial Equity Fund facilitated by National Mind to set up and deliver "Safe Spaces" for BAME Muslim Women.

We have successfully partnered with six local mosques and faith centres in Tower Hamlets, Redbridge and Newham and trained eight peer leaders to lead the facilitation of the weekly safe spaces. The project has supported over 100 women to have a greater voice and increase access and engagement with services in their locality. This project has enabled us to reach seldom heard and racialised communities as well as improve our clients access to services.

Tower Hamlets Transition Project

Through our ongoing service delivery within Tower Hamlets through the Connecting Communities Service, we were asked to support the local commissioners and adult social care service to support clients who were impacted by the closure of Prichard Road Day Service. We have supported over 40 people to transition into alternative day service provision and to connect with local community services. We have collaborated with clients to explore ways to maintain their mental health and wellbeing following the closure of the day service.

Redbridge Support Time Recovery Workers

As part of the wider mental health transformation agenda in Redbridge we were asked to develop 7 support time recovery workers to support the NELFT services during the transition of services. The team have been working in partnership with NELFT to support the multidisciplinary locality-based Mental Health and Wellness Teams (MHW Teams) holding responsibility for promoting a recovery model of care by providing assessments, delivering support, and meeting the needs of clients.

Redbridge Peer Support

We successfully tendered for a new service in Redbridge delivering peer support for people accessing NELFT mental health services. Our peer support workers, a key component to the mental health transformation programme, are working in an integrated way within the neighbourhood teams across Redbridge to provide a recovery focused support service for people experiencing common and severe mental health issues. Funded from November 2021 to November 2023, our team have been trained to utilise their own lived experience of mental health issues to work effectively alongside clients in an equal partnership on their journey towards independence and recovery. Our work here involves:

- Delivering both case management i.e., one-to-one and community led groups.
- Offering practical support alongside more intensive psycho-social support and key-working for clients and carers.
- Supporting the development of peer-led activities and groups – championing social inclusion and recovery.

Our growing partnership with NELFT in Redbridge has resulted in an additional post in the borough, the rapid peer support worker funded by the Health Technology Assessment grant provided by the National Institute of Health Research (NIHR) for 12 months. The project involves examining digital interventions for suicide in those experiencing a mental health crisis (the RAPID study) and started in April 2022.

Workplace Wellbeing training for small businesses

We have been awarded a grant from Tower Hamlets Council to deliver a range of mental health training sessions for small/micro businesses within Tower Hamlets. The aim is to deliver training to small organisations within the borough to educate and destigmatise mental health and create strong in-house processes of support for as many organisations as possible. The primary outcome from this initiative is to develop mental health awareness and support organisations to develop a workplace wellbeing strategy supporting people facing mental health in the workplace.

Clare House Support Service

We have worked closely with Clarion Housing to provide rapid and immediate support for their local tenants in housing crisis to provide wellbeing support and access to peer support, therapy, and wellbeing groups.

Volunteers

Mind in Tower Hamlets and Newham works with a large number of volunteers. This includes the Trustees who volunteer their time to oversee the strategic direction of the organisation and ensure that we are delivering services in line with our objectives and charitable purpose. Trustees devote a considerable amount of their time each year to attend meetings and to support the organisation.

We encourage people with lived experience of mental health to volunteer. This opportunity can support clients with their recovery as well as enabling them to regain confidence and skills that enable them to get back into employment. We can work with between 12–15 volunteers with lived experience at any one time. These volunteers may support the design, development and delivery of groups and activities, planning support services with staff, facilitating service user led groups and peer support groups.

Our counselling service model includes volunteer counsellors on placement as well as paid clinical counsellors. This service works with approximately 40 volunteer counsellors on placement, each providing four hours of counselling per week. This represents approximately 8,000 hours of volunteer support which equivalent to over 6 FTE staff.

Kickstart Apprenticeship Programme

In July 2021, we took on two new starters from the Government funded Kickstart programme to provide administrative support. We are pleased to report that contracts of employment have been offered to both staff allowing us to retain them as our employees beyond their six-month placement end date.

Following the success of the first round of this programme, we subsequently applied for and were awarded an additional five Kickstart apprentices who joined us in February 2022. All five apprentices have been allocated to different services and have settled in well to their role.

This service offers young people access to work and the opportunity to build up their CV and explore potential roles in the community once they have completed their apprenticeship. We are working closely with the apprentices to support them to access ongoing paid work.

Protection of vulnerable people and other members of the public

Mind in Tower Hamlets and Newham are committed to supporting vulnerable people and protecting members of the public. We are a local community mental health resource and offer information, advice, and guidance to anyone who contacts us. We are committed to ensuring that local people access the right support at the right time and offer a signposting or navigation service to people if we do not deliver the support that they are requesting. We have a strong commitment to vulnerable people and have embedded excellent safeguarding policies and practices so that we are responsive to those who are most vulnerable and can offer the right support to meet their complex needs.

Financial Review

In the financial year 2021/22, Mind in Tower Hamlets and Newham had a total income of £3,045,094 (2021: £2,494,568), representing a 22% increase in income. Total expenditure of £2,883,361 (2021: £2,351,122) increased by 23%. This resulted in an operating surplus for the year of £161,734 (2021: surplus of £143,446).

The pension fund updates resulted in a gain of £59,205 (2021: £0). The overall pension liability has reduced by £87,010 to £20,281 (2021: £107,291). Expenses have been added for the next three years on top of the annual deficit contributions, 2022: £8,259 (2021: £0) and £17,269 in the next two years. We have been instructed not to accrue for these future expenses. This results in the total liability over one year being £13,546 (2021: £80,140).

These adjustments have resulted in a total surplus of £220,939 for the year (2021: £143,446).

Our unrestricted funds have increased by £246,310 to £606,004 (2021: £359,694). We have designated a total of £273,285 (2021: £197,406), of which £148,285 (2021: £197,406) cover the depreciation of our fixed assets which are not covered by restricted funds and £125,000 (2021: £0) of these are designated allowances for potential costs identified. This leaves general unrestricted funds at £332,719 (2021: £162,288).

We remain vigilant about the organisation's expenditure and running costs to ensure that we can deliver our services in a financially secure manner, whilst continuing to grow unrestricted funds. Both our strategic plan and our operational business plan are ambitious about growth and the delivery of high-quality service to our clients.

We are committed to continually reviewing and improving our financial regulations policy, procedures and accounting systems and are confident that the information within the system is accurate and transparent and therefore provides management, Trustees, and stakeholders with a clear view of our financial health.

Going Concern

As a result of continued expansion of services and careful cost control the charity has realised an increased operating surplus in the current year, strengthening financial resilience. The Trustees regularly review operational budgets and cash flow projections alongside operational and financial risks in order to ensure that the charity remains financially robust and to assess the charity's ability to meet its liabilities as they fall due and to continue to trade as a going concern. The charity benefits from good visibility of contracted income for the large majority of the services it provides which assists this exercise.

The continuing improvement in financial performance and reserves once again supports the preparation of these accounts on a going concern basis. Additional detail of the reserves position in the context of the reserves policy is provided below.

Since the period end, the Trustees have considered the impact of the Covid-19 pandemic on its operations and funding position. Both have remained robust throughout the Covid-19 pandemic as the charity rapidly shifted to services being provided remotely as well as securing additional funding to support the transition required and to expand its services to start to address the mental health impacts of the pandemic.

We remain committed to reviewing our strategy and operational planning to enable us to develop new services with a firm funding base whilst continuing to control our operating costs. Mind in Tower Hamlets and Newham has seen significant growth in the recent years and is operating with a solid foundation of secured funding. Trustees are committed to continuing to develop the service and to ensure that the organisation offers services that are of a high quality and offer added value to our clients. Trustees are aware of their need to maintain a close review of income and expenditure as well as have strong strategic plans for the future.

Further assessment of the charity's going concern position in note 1d).

Reserves Policy

Mind in Tower Hamlets and Newham is acutely aware of the need to sustain its viability in the medium to long term. As a result of continued expansion of services and careful cost control the charity has realised an increased operating surplus in the current year, enhancing the reserves position, guided by the reserves policy.

The Trustees consider it prudent to maintain an unrestricted level of reserves which will enable it to fulfil its contractual obligations. They are committed to building sufficient unrestricted reserves

to cover a 25% fall in the contribution of contracted income to central operating costs for a period of two years, plus an allowance for any other unforeseen expenditure required to maintain MITHN's operations (e.g. uninsured repairs and maintenance work to the buildings operated by MITHN).

Based on the budget for 2022/23 the Trustees have calculated a reserves target (as described above) of £457,999 to cover 25% shortfall in central costs of c. £915,999 pa for two years plus £40,000 being the Trustees' assessment of a reasonable allowance for other unforeseen expenditure – totalling £497,999.

We designated reserves of £125,000 relating to identified potential additional expenditure to the Charity in the future. These are added back in the calculation of the reserves for comparison with the reserves target.

As explained above, if we exclude the pension liability which will not crystallise at a single point but can be paid over the next 5 years and add back the designated reserves mentioned above, our unrestricted funds would be £471,265 (2021: £242,429). This is equivalent to 95% of the above reserves target. The Trustees are mindful of continuing to enhance the reserves position towards this target when making decisions on allocation of operational surplus generated.

Principal Risks and Uncertainties

We review organisational risks in a structured way to ensure that we identify risks and take action to eliminate or mitigate the impact of risks that the charity is exposed to. This approach is focused on our comprehensive risk register which reviewed and updated on a quarterly basis, first by the senior management team and then by the Finance Sub-committee (of Trustees) and the HR and Governance Sub-committee (of Trustees) before a final review and ratification by the Board of Trustees.

This review includes the following key steps:

1. Checking for completeness of the risks included on the risk register to ensure that all relevant risks are captured
2. Recording the impacts of the risk on the charity and the mitigations already in place to address the risks
3. Scoring all risks based on likelihood of the impacts of the risk being realised, and the severity of those impacts, taking into account the mitigants in place
4. Determining whether further mitigating actions are required to limit the potential impacts of the risk on the charity to ensure that the charity remains resilient.

The key risks which the charity has been actively managing through this process during the period are:

Staff recruitment and retention

Staff recruitment and retention remain a key risk for our charity alongside many other health and social care providers. Potential applicants are keen to explore remote working options and we have experienced challenges in recruiting experienced workers at the current remuneration. As a charity we have introduced a hybrid model of working with limited remote working for staff, however, we are required to deliver many of our services face-to-face and respond to the needs of local communities.

We regularly benchmark our jobs against local providers and work hard to ensure that we remain competitive and an employer of choice in our sector. We have revised our terms and conditions as well as our commitment to staff training and continuous professional development.

Cashflow and debtor management

Debtors were higher at year end than the previous year. This was due to new services being set up towards the end of the financial year and there being a delay in funders raising Purchase Orders to enable them to commit payments. This was a short term impact and at 31 March 2022, all the debtors outstanding at 31 March 2022 had been paid. Recoverability of debtors is reviewed at the quarterly Finance Sub-committee meetings.

Elevated Inflation

Like many other organisations, the charity is exposed to cost pressures during this period of elevated inflation. The senior management team and Board of Trustees have reviewed the financial resilience of the charity in this context. The charity has relatively low exposure to energy and rental costs but staff salaries do make up a significant proportion of its costs. Salaries are generally linked to the NJC scale which includes annual inflationary uplifts. The charity takes into account affordability when determining how to apply NJC inflationary uplifts. As part of its standard forecasting processes, the charity has modelled an additional high-inflation scenario to test the financial resilience of the charity. This was factored into the going concern assessment.

Plans for the Future

The Trustees and the CEO have developed a 5-year strategic plan and an annual Operational Plan covering the development of new services, fundraising and disciplined control of costs in running the organisation. We are committed to exploring new funding opportunities, building our service area, and expanding services across the North East London Integrated Care Systems (ICS) over the next 12 months.

We will be reviewing our strategic objectives for the remaining years in response to changes implemented by Mind to their strategy as well as changes that have occurred within the mental health environment. The review was initiated in March 2022, with a strategic refresh event consisting of Board members and senior staff and will continue throughout the year.

Structure, Governance and Management

Governing Document

Mind in Tower Hamlets and Newham ("MITHN") (the word 'Limited' being omitted by licence from the Department of Trade) is incorporated as a company limited by guarantee and not having a capital divided by shares.

The organisation is a charitable company limited by guarantee, incorporated on 6 September 1991, and registered as a charity on 6 March 1992. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Charity Governance Code

In July 2017, a group of charity and governance associations introduced the new Charity Governance Code as a practical tool to help Trustees achieve high standards of governance, recognising that good governance in charities is fundamental to success, contributing to our charity achieving its objectives for the benefit of all stakeholders.

The Trustees and management have benchmarked Mind in Tower Hamlets and Newham's governance standards against the recommended practices included within the Charity Governance Code. In February 2020, the Charity Commission introduced changes to the code to add principles related to integrity and equality, diversity and inclusion. These have been incorporated into the assessment plan and will be reviewed and assessed by Trustees and senior staff.

Overall, the Trustees are satisfied that the governance standards of the charity are appropriate for its scale, complexity, and charitable purposes, but identified several areas where enhancements to the governance approach would benefit the operation of the charity. An action plan is being implemented to address these points, consistent with the Trustees' commitment to continuous improvement of governance standards guided by the Charity Governance Code and other standards and requirements, including those of the Charity Commission.

Recruitment and Appointment of Trustees

The approach to recruitment and appointment of Trustees is set out in our Articles of Association. The honorary officers: The Chair, Vice-Chair, and the Treasurer, as well as other Trustees, are elected at the Annual General Meeting by the members of MITHN. The Chair, Vice-Chair and Treasurer can only serve for one year and then must seek re-election at the AGM. The recruitment process is set out in our Trustee recruitment policy and includes the stages listed below:

- Skill and Equality, Diversity and Inclusion (EDI) monitoring audit
- Role description
- Identifying potential Trustees
- Selection process

Trustees' Annual Report

For the year ended 31 March 2022

● Induction

In 2019 we developed our HR and Governance Sub-Committee comprising of a Chair and Trustee members to support the development of our organisation and our governance. This committee continues to grow in strength and meets four times a year. The Trustee appraisal process has now been embedded, with all Trustees being allocated a Trustee appraisee to support their individual development and role. The Trustee succession plan has been produced and highlights those Trustees who are able to take on key roles in the event of an emergency situation. The committee continues to scrutinise risk in relation to HR and Governance matters.

The Board of Trustees has the power to appoint additional Trustees as it considers fit to do so. The Trustee skills audit and EDI monitoring data provides insight to board requirements in the recruitment of future Trustees to ensure that the required skills, diversity, experience and expertise are in place amongst Board membership.

The Trustees in office in the year are set out on page 1. The Trustees have no beneficial interest in the company other than as members. The Trustees are also directors of the company. All the Trustees are members of the company and guarantee to contribute £1.00 if the company is wound up.

The Trustees do not have 'hands on' involvement in MITHN's activities and the Board delegates day-to-day responsibility to the CEO, Michelle Kabia, who in some instances will delegate to other members of the senior management team.

All Trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.

Trustee Induction and Training

The induction and training of Trustees is set out in the charity's Trustee Recruitment Policy. All Trustees are provided with an induction pack and have a one-to-one induction meeting with the HR and Governance Director. All potential Trustees attend a number of Board meetings before being elected to the Board.

As part of their induction new Trustees are encouraged to visit the organisation's projects and to meet the staff. As part of the skills audit, the training needs of new Trustees are built into a training programme. The progression of new Trustees is monitored by the Chair or other nominated Trustee, to ensure that they:

- Are fully aware of their role and responsibilities
- Are informed about the organisation to meaningfully input into discussion
- Identify and address training needs

All Trustees are informed of external training opportunities during the year. Charity Commission updates and news are also provided to them. All Trustees are also invited to register onto the Mind Open Hub Trustee Newsletter and subscribed to Civil Society News to receive regular circulation of their monthly bulletin.

Related Parties and Relationships with Other Organisations

Mind in Tower Hamlets and Newham is affiliated to National Mind. We are committed to working in partnership with other providers. This has been a significant strategic aim and we are now working with eighteen different organisations to deliver our services. Examples of the partnerships are: Working Well Trust – Upskill, ELFT – Newham and Tower Hamlets Talking Therapies, Newham IPS service and Community Barnet – NHS complaints advocacy in Newham, Redbridge Peer Support Services in partnership with NELFT.

Remuneration Policy for Key Management Personnel

Mind in Tower Hamlets and Newham set its pay and remuneration in line with the National Joint Council Local Government Salary Scale. Staff are generally appointed at the appropriate scale point related to their experience. All staff have an induction and probation period at the start of their employment and an annual appraisal which outlines their performance against their key objectives in their job description.

Statement about Fundraising Practice

Mind in Tower Hamlets and Newham have established a Fundraising Strategy which works alongside our Strategic Plan and our Operational Plan.

Our fundraising strategy aims to address how we will achieve our strategic development targets and the budgeted fundraised annual income. We are committed to diversifying our income and developing our services to new communities as well as expanding our area of benefit.

Diversification of Income

To meet the objectives of our strategic plan, we are committed to diversifying our income streams, scoping and taking advantage of alternative sources of funding so that we can continue to maintain quality services for our clients, and continue to generate services that our clients are telling us they want and need. To do this, we:

- Explore non-statutory funding opportunities.
- Increase our local fundraising activities to raise income such as sponsorships and events.
- Secure new contract funding where appropriate.
- Develop significant partnerships to build on our successful tendering.
- Raise the profile of the organisation via social networking.
- Increase corporate sponsorship and development of local business links.

Ethical Fundraising

We are committed to ethical fundraising, ensuring that we do not accept donations or support from companies who are in direct conflict with our aims. We have an Ethical Fundraising policy that will support this strategy and be embedded into any fundraising activities.

Mind in Tower Hamlets and Newham's approach to fundraising is to use internal staff and volunteers where appropriate. We do not use external fundraisers currently but would consider this where they have additional expertise and can carry out fundraising work more cost-effectively.

We are members of the Fundraising Standards Board (FRSB) and comply with their code of fundraising practice. We have not received any complaints about fundraising during the year. The Chief Executive Officer and Finance Manager monitor the fundraising activities undertaken by third parties on a day-to-day basis while a fundraising sub-group monitor these periodically.

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of Mind in Tower Hamlets and Newham for the purposes of company law) are responsible for preparing the Trustees' annual 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable 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 charitable company's auditors are unaware.

Trustees' Annual Report

For the year ended 31 March 2022

- 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 auditors are aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2022 was 14 (2020: 16). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and have expressed their willingness to continue in that capacity.

The Trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The Trustees' annual report has been approved by the Trustees on 8 November 2022 and signed on their behalf by



Angie Shannon
Chair

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham

Opinion

We have audited the financial statements of Mind in Tower Hamlets and Newham (the 'charitable company') for the year ended 31 March 2022 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 of 31 March 2022 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 enough and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham

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.

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.

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham

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 based on these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

Independent auditor's report

To the members of

Mind in Tower Hamlets and Newham

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission, or misrepresentation.

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.

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)

14 November 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Mind In Tower Hamlets and Newham

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

For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	Restated 2021 Total £
Income from:							
Donations and legacies	2	27,415	-	27,415	30,525	-	30,525
Charitable activities							
Support Services	3a	1,521,465	199,849	1,721,314	1,165,090	208,261	1,373,351
Community Projects	3b	-	86,200	86,200	-	84,065	84,065
Advocacy Projects	3c	463,836	-	463,836	404,790	-	404,790
Employment, advice & information	3d	697,560	34,471	732,031	557,164	33,723	590,887
Investment income		67	-	67	201	-	201
Other income		14,232	-	14,232	10,749	-	10,749
Total income		2,724,575	320,520	3,045,095	2,168,519	326,049	2,494,568
Expenditure on:							
Charitable activities							
Support Services	4	1,431,397	219,314	1,650,711	995,764	238,017	1,233,781
Community Projects	4	-	90,013	90,013	-	56,350	56,350
Advocacy Projects	4	493,387	-	493,387	470,382	-	470,382
Employment, advice & information	4	612,687	36,564	649,251	553,561	37,048	590,609
Total expenditure		2,537,470	345,891	2,883,361	2,019,707	331,415	2,351,122
Net income / (expenditure) for the year	5	187,105	(25,371)	161,734	148,812	(5,366)	143,446
Net income / (expenditure) before other recognised gains and losses		187,105	(25,371)	161,734	148,812	(5,366)	143,446
Pension adjustment		59,205	-	59,205	-	-	-
Net movement in funds		246,310	(25,371)	220,939	148,812	(5,366)	143,446
Reconciliation of funds:							
Total funds brought forward as previously		295,903	258,348	554,251	210,882	263,714	474,596
Prior year adjustment	20	63,791	-	63,791	-	-	-
Total funds brought forward as restated		359,694	258,348	618,042	210,882	263,714	474,596
Total funds carried forward	17	606,004	232,977	838,981	359,694	258,348	618,042

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 17 to the financial statements.

Mind In Tower Hamlets and Newham

Balance sheet

Company no. 2643905

As at 31 March 2022

	Note	£	2022 £	£	Restated 2021 £
Fixed assets:					
Tangible assets	10		381,262		452,406
			381,262		452,406
Current assets:					
Debtors	11	407,215		109,115	
Cash at bank and in hand		383,448		322,540	
			790,663	431,655	
Liabilities:					
Creditors: amounts falling due within one year	12	(319,399)		(185,879)	
Net current assets			471,264		245,776
Total assets less current liabilities			852,526		698,182
Creditors: amounts falling due after one year	14		(13,546)		(80,140)
Total net assets	16		838,981		618,042
The funds of the charity:	17				
Restricted income funds			232,977		258,348
Unrestricted income funds:					
Designated funds		273,285		197,406	
General funds					
Excluding long term pension liability		346,265		242,428	
Long term pension liability		(13,546)		(80,140)	
General funds including long term pension liability		332,719		162,288	
Total unrestricted funds			606,004		359,694
Total charity funds			838,981		618,042

Approved by the trustees on 8 November 2022 and signed on their behalf by



Angie Shannon
Chair



Jonathan Rae
Treasurer

Statement of cash flows

For the year ended 31 March 2022

Reconciliation of net expenditure to net cash flow from operating activities

	2022	Restated 2021
	£	£
Net Income / (expenditure) for the reporting period (as per the statement of financial activities)	161,734	143,446
Depreciation charges	78,944	70,529
Dividends, interest and rent from investments	(67)	(201)
Decrease/(increase) in debtors	(298,100)	(75,696)
(Decrease)/increase in creditors	66,926	(11,806)
Gains from pension valuation	59,205	-
Net cash generated from / (used in) operating activities	68,642	126,272

	Note	2022		2021
		£	£	£
Cash flows from operating activities				
Net cashflow generated from/(used in) operating activities		68,642		126,272
Cash flows from investing activities:				
Dividends, interest and rents from investments		67		201
Purchase of fixed assets		(7,800)		(142,059)
Net cash used in investing activities		(7,733)		(141,858)
Change in cash and cash equivalents in the year		60,909		(15,586)
Cash and cash equivalents at the beginning of the year		322,540		338,127
Cash and cash equivalents at the end of the year		383,448		322,540

1 Accounting policies

a) Statutory information

Mind in Tower Hamlets and Newham is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Open House, 13 Whitehorn Street, London, E3 4DA.

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.

c) Public benefit entity

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

d) Going concern

The trustees, with the support from management, have worked on new service developments to sustain the charity for the future and build up reserves. This has resulted in the charity realising a larger surplus than the prior year, continuing the trend of improving financial performance and resilience. However, the trustees acknowledge that the current level of reserves remains below the target level per the charity's reserves policy. The trustees remain focused on maintaining the medium term financial sustainability of the charity, including through ensuring that operating costs remain within budget limits.

The trustees review the budgets, forecasts, cash flow projections and risk associated with forecast income streams while considering the going concern assumption. Following this review, and noting that the charity does not have any financial borrowings, the trustees consider that there are no other material uncertainties about the charity's ability to continue as a going concern.

e) Income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with SORP & FRS 102. All incoming resources are included in the Statement of Financial Activities when there is entitlement to receive them, it is probable that the income will be received and that the amount can be measured reliably.

Grants and donations are recorded in the period in which they are received or the Charity is entitled to the income. Any donations tied to a particular purpose are credited to restricted reserves.

Income from revenue grants and other grants are credited to the Statement of Financial Activities when received or receivable. Where unconditional entitlement to grants receivable is dependent on fulfilment of conditions within the Charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

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

f) Gifts and services in kind

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In the case of donated fixed assets, a designated fund is created reflecting the book value of the asset, which is then reduced over the useful economic life of the asset in line with its depreciation.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

The value of services provided by general volunteers has not been included in the Statement of Financial Activities.

g) 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.

h) 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 general funds are donations and other incoming resources received or generated for the charitable purposes. The General fund has to provide for the net deficit of any activities that have inadequate income of their own and for the central operating costs of the charity.

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

1 Accounting policies (continued)

i) 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. Resources expended include attributable VAT which cannot be recovered as Mind In Tower Hamlets and Newham is not currently VAT registered. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs associated with delivering the main objectives of the charity and include both the direct cost and support cost relating to these activities.
- Support costs are those costs incurred which are not directly an output of the charitable activity.
- 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) 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 basis of the total direct project's cost.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. 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.

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:

- | | |
|---------------------------|-------------|
| • Long leasehold premises | 45 years |
| • Fixtures & equipment | 25% on cost |
| • Computer equipment | 25% on cost |

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.

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.

o) Pensions

The charity operates two pension schemes, the first being a multi – employer pension scheme on behalf of its staff. It is not possible to separately identify the assets and liabilities of participating employers on a consistent and reasonable basis.

The charity has recognised its committed liability for past service deficits for this scheme and these are noted as a liability on the balance sheet and as a long term pension liability reserve. This scheme is now closed to new members.

The second is a defined contribution scheme with Aviva, where the charity has no liability other than to pay the defined contributions as they fall due.

Mind In Tower Hamlets and Newham

Notes to the financial statements

For the year ended 31 March 2022

2 Income from donations and legacies

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Donations and fundraising	27,360	-	27,360	30,495	-	30,495
Membership subscriptions	55	-	55	30	-	30
Total Income from donations and legacies	27,415	-	27,415	30,525	-	30,525

3 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Pears Fund	-	39,685	39,685	84,906	70,005	154,911
Clare House	27,373	-	27,373	-	-	-
Our Voice (Diversity and Inclusion), City Bridge	-	49,200	49,200	-	-	-
LBTH Infection Control	-	25,647	25,647	-	-	-
One place East	-	18,995	18,995	-	-	-
Safespace Café	573	5,000	5,573	-	-	-
Muslim Forum	1,000	4,000	5,000	-	-	-
Suicide Hub	130,998	-	130,998	-	-	-
STR Workers	118,939	-	118,939	-	-	-
Redbridge Peer Support Workers	58,259	-	58,259	-	-	-
Workplace Wellbeing	30,000	-	30,000	-	-	-
Transition project (day care closure)	25,563	-	25,563	-	-	-
London Borough of Newham – Counselling Newham	54,264	-	54,264	52,466	-	52,466
East London NHS Foundation – Talking Therapies	296,327	-	296,327	294,239	-	294,239
London Borough of Tower Hamlets – Connecting Communities	596,614	-	596,614	596,614	-	596,614
New Horizon – City Bridge	-	36,600	36,600	-	6,100	6,100
Mums Matter	-	20,722	20,722	-	26,690	26,690
Newham Bereavement Service	146,480	-	146,480	128,241	-	128,241
Connector Fund	-	-	-	-	25,710	25,710
Capital Investment, Café	-	-	-	-	79,756	79,756
Other income from support services projects	35,075	-	35,075	8,624	-	8,624
a) Sub-total for support services	1,521,465	199,849	1,721,314	1,165,090	208,261	1,373,351
Big Lottery – LEAP	-	86,200	86,200	-	84,065	84,065
b) Sub-total for Community Projects	-	86,200	86,200	-	84,065	84,065
East London Foundation trust – Adolescent Advocacy	33,310	-	33,310	32,410	-	32,410
London Borough of Tower Hamlets – IMHA	206,488	-	206,488	206,488	-	206,488
London Borough of Havering – Havering Advocacy	126,583	-	126,583	125,892	-	125,892
Community Barnet – Complaints Advocacy	40,000	-	40,000	40,000	-	40,000
Redbridge Advocacy (Sunflower Court)	57,455	-	57,455	-	-	-
c) Sub-total for advocacy projects	463,836	-	463,836	404,790	-	404,790
London Borough of Tower Hamlets – Upskill	-	34,471	34,471	-	33,723	33,723
NHS Newham CCG – IPS Newham NHS England	227,532	-	227,532	192,936	-	192,936
East London NHS Foundation – IAPT Employment	470,028	-	470,028	364,228	-	364,228
d) Sub-total for Employment, advice and information	697,560	34,471	732,031	557,164	33,723	590,887
Total income from charitable activities	2,682,861	320,520	3,003,381	2,127,044	326,049	2,453,093

Mind In Tower Hamlets and Newham

Notes to the financial statements

For the year ended 31 March 2022

4a Analysis of expenditure (current year)

	Charitable activities						2022 Total £	Restated 2021 Total £
	Support services £	Community Projects £	Advocacy Projects £	Employment, advice & information £	Support costs £	Governance costs £		
Staff costs (Note 6)	1,070,867	62,688	361,321	515,942	212,899	-	2,223,716	1,864,426
Direct costs	190,536	6,366	34,913	15,949	13,240	-	261,004	130,986
Premises costs	16,545	-	2,000	-	20,716	-	39,261	47,264
Office and supplies costs	70,241	5,628	11,119	6,780	127,748	-	221,516	194,057
Depreciation	-	-	-	-	78,944	-	78,944	70,529
Consultancy	21,373	-	-	-	23,565	-	44,938	32,560
Audit remuneration	-	-	-	-	-	13,120	13,120	11,300
Governance Cost	-	-	-	-	-	862	862	-
	<u>1,369,562</u>	<u>74,682</u>	<u>409,353</u>	<u>538,670</u>	<u>477,113</u>	<u>13,982</u>	<u>2,883,361</u>	<u>2,351,122</u>
Support costs	273,145	14,895	81,641	107,432	(477,113)	-	-	-
Governance costs	8,005	436	2,393	3,148	-	(13,982)	-	-
Total expenditure 2022	<u>1,650,711</u>	<u>90,013</u>	<u>493,387</u>	<u>649,251</u>	<u>-</u>	<u>-</u>	<u>2,883,361</u>	<u>-</u>
Total expenditure 2021 restated	<u>1,214,390</u>	<u>57,328</u>	<u>478,545</u>	<u>600,859</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,351,122</u>

Mind In Tower Hamlets and Newham

Notes to the financial statements

For the year ended 31 March 2022

4b Analysis of expenditure (prior year)

	Charitable activities						Restated
	Support services £	Community Projects £	Advocacy Projects £	Employment, advice & information £	Support costs £	Governance costs £	2021 Total £
Staff costs (Note 6)	815,899	40,273	370,239	439,809	198,206	-	1,864,426
Direct costs	85,609	303	7,719	24,104	13,251	-	130,986
Premises costs	13,145	-	2,000	19,591	12,528	-	47,264
Office and supplies costs	61,665	3,318	5,122	-	123,952	-	194,057
Depreciation	-	-	-	-	70,529	-	70,529
Consultancy	888	2,237	-	-	29,435	-	32,560
Audit remuneration	-	-	-	-	-	11,300	11,300
	977,206	46,131	385,080	483,504	447,901	11,300	2,351,122
Support costs	231,348	10,921	91,165	114,467	(447,901)	-	-
Governance costs	5,837	276	2,300	2,888	-	(11,300)	-
Total expenditure 2021 restated	1,214,390	57,328	478,545	600,859	-	-	2,351,122

Notes to the financial statements

For the year ended 31 March 2022

5 Net expenditure for the year

This is stated after charging:

	2022 £	Restated 2021 £
Depreciation	78,944	70,529
Operating lease rentals:		
Photocopier	1,387	1,387
Auditor's remuneration (excluding VAT):		
Under accrual from prior year	1,901	260
Audit	9,750	9,200
	<u>9,750</u>	<u>9,200</u>

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

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	1,972,186	1,643,799
Social security costs, ER NIC	174,118	147,952
Employer's contribution to pension schemes	77,412	66,557
Pension movement	-	6,117
	<u>2,223,716</u>	<u>1,864,426</u>

1 employee earned (excluding national insurance and employer pension contributions) between £80,000 and £90,000 during the year (2021: 1 between £80,000–£90,000).

The total employee remuneration including pension contributions and national insurance of the key management personnel was £184,482 (2021: £197,582).

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

One trustee expenses paid or reimbursed in the year were £55 (2021: £nil) for travel.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 No.	2021 No.
Support Services	40	31
Community Projects	2	3
Advocacy Projects	12	12
Employment, advice & information	17	14
Support	6	5
Governance	1	1
	<u>78</u>	<u>66</u>

8 Related party transactions

There are no related party transactions to disclose (2021: none) other than those already disclosed in note 6. There were Trustee donations of £748 (2021: £360), these were paid without conditions.

9 Taxation

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

10 Tangible fixed assets (Restated)

		Long leasehold premises £	Fixtures and equipment £	Computer equipment £	Total £
Cost					
At the start of the year as previously stated		895,202	85,618	76,640	1,057,460
Prior Year Adjustment	20	-	85,055	-	85,055
At the start of the year as restated		895,202	170,673	76,640	1,142,515
Additions in the year		-	-	7,800	7,800
Disposals in the year		-	-	-	-
At the end of the year		895,202	170,673	84,440	1,150,315
Depreciation					
At the start of the year as previously stated		580,786	37,235	50,824	668,845
Prior Year Adjustment	20	-	21,264	-	21,264
At the start of the year as restated		580,786	58,499	50,824	690,109
Charge for the year		22,023	36,524	20,397	78,944
Eliminated on disposal		-	-	-	-
At the end of the year		602,809	95,023	71,221	769,053
Net book value					
At the end of the year		292,393	75,650	13,219	381,262
At the start of the year restated		314,416	112,174	25,816	452,406

All of the above assets are used for charitable purposes.

11 Debtors

	2022 £	2021 £
Trade debtors and accrued income	385,252	87,286
Prepayments	21,963	21,829
	407,215	109,115

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	55,142	34,550
Taxation and social security	46,534	41,538
Pension contributions creditor	965	761
Defined benefit pension liability (note 15)	7,389	27,151
Accruals	31,470	16,813
Deferred income (note 13)	177,899	65,066
	319,399	185,879

13 Deferred income

Deferred income totalling £178k represents funding received prior to the financial year end relating to services to be delivered in the period commencing 1 April 2022 from Redbridge Adv (Sunflower Court) £29.2k, LEAP £29.0k, Transition project £2.8k, Workplace wellbeing £14.2k, Pemberton Barnes £8.0k, Clare House £5.5k, Pears Fund £39.0k, LBTH Infection control £6.5k and Redbridge Peer Support £43.7k.

	2022 £	2021 £
Balance at the beginning of the year	65,066	69,420
Amount released to income in the year	(65,066)	(69,420)
Amount deferred in the year	177,899	65,066
Balance at the end of the year	<u>177,899</u>	<u>65,066</u>

14 Creditors: amounts falling due after one year

	2022 £	2021 £
Defined benefit pension liability	13,546	80,140
	<u>13,546</u>	<u>80,140</u>

The Pensions Trust advised in the last triennial valuation that MITHN are required to make annual contributions of £15,648 from April 2022 (2021: £27,151 from April 2021) with further payments set out in note 15 until August 2025, giving MITHN a total liability of £20,281 (2021: £107,291). Annual expenses have been included in the pension contributions this year of £8.3k (2021: 0).

15 Pension schemes

SCHEME: TPT Retirement Solutions – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 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.

15 Pension schemes (continued)

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. 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 2022 to 31 January 2025:		£3,312,000 per annum	Payable monthly
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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 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 30 September 2025:		£11,243,000 per annum	(payable monthly and increasing by 3% each year 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 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Present value of provision (discounted)	20,281	107,291	127,125

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2022 (£s)	Period ending 31 March 2021 (£s)
Provision at start of period	107,291	127,125
Unwinding of the discount factor (interest expense)	619	2,857
Deficit contribution paid	(27,151)	(26,360)
Remeasurements – impact of any change in assumptions	(466)	3,669
Remeasurements – amendments to the contribution schedule	(60,012)	–
Provision at end of period	<u>20,281</u>	<u>107,291</u>

15 Pension schemes (continued)

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2022 (£s)	Period ending 31 March 2021 (£s)
Interest expense	619	2,857
Remeasurements – impact of any change in assumptions	(466)	3,669
Remeasurements – amendments to the contribution schedule	(60,012)	–
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.

	31 March 2022 % per annum	31 March 2021 % per annum	31 March 2020 % per annum
Rate of discount	2.35	0.66	2.53

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.

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

The non-discounted payments will be:

Year ending	31 March 2022 (£s)	31 March 2021 (£s)	31 March 2020 (£s)
Year 1	7,389	27,151	26,360
Year 2	7,389	27,965	27,151
Year 3	6,157	28,804	27,965
Year 4	–	24,724	28,804
Year 5	–	–	24,724
Year 6	–	–	–
Year 7	–	–	–
Year 8	–	–	–
Year 9	–	–	–
Year 10	–	–	–
	20,935	108,644	135,004

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	148,285	232,977	381,262
Net current assets	346,264	125,000	-	471,264
Long term liabilities	(13,546)	-	-	(13,546)
Net assets at 31 March 2022	332,718	273,285	232,977	838,981

16b Analysis of net assets between funds (prior year restated)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	197,406	255,000	452,406
Net current assets	242,428	-	3,348	245,776
Long term liabilities	(80,140)	-	-	(80,140)
Net assets at 31 March 2021	162,288	197,406	258,348	618,042

17a Movements in funds (current year)

	At 1 April 2021 Restated £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Pears Fund	-	39,685	(39,685)	-	-
Our Voice (Diversity and Inclusion), City	-	49,200	(49,200)	-	-
LBTH Infection Control	-	25,647	(25,647)	-	-
One place East	-	18,995	(18,995)	-	-
Safespace Café	-	5,000	(5,000)	-	-
Muslim Forum	-	4,000	(4,000)	-	-
New Horizon – City Bridge	-	36,600	(36,600)	-	-
Mums Matter	-	20,722	(20,722)	-	-
Big Lottery – LEAP	3,348	86,200	(89,548)	-	-
LBTH – Upskills	-	34,471	(34,471)	-	-
Building fund	255,000	-	(22,023)	-	232,977
Total restricted funds	258,348	320,520	(345,891)	-	232,977
Unrestricted funds:					
Designated funds:					
Maintenance and Renewals	-	-	-	40,000	40,000
IT Support costs	-	-	-	15,000	15,000
NJC Uplifts beyond 2%	-	-	-	55,000	55,000
Staff contingency costs	-	-	-	15,000	15,000
Fixed asset funds	197,406	7,800	(56,921)	-	148,285
Total designated funds	197,406	7,800	(56,921)	125,000	273,285
General funds					
Excluding long term pension liability	242,428	2,716,775	(2,480,549)	(132,389)	346,265
Long term pension liability	(80,140)	59,205	-	7,389	(13,546)
Total general funds	162,288	2,775,980	(2,480,549)	(125,000)	332,719
Total unrestricted funds	359,694	2,783,780	(2,537,470)	-	606,004
Total funds	618,042	3,104,300	(2,883,361)	-	838,981

17b Movements in funds (prior year)

	At 1 April 2020	Income & gains	Expenditure & losses	Transfers	At 31 March 2021 Restated
	£	£	£	£	£
Restricted funds:					
Mums Matter	–	26,690	(26,690)	–	–
Connector Fund	–	25,710	(25,710)	–	–
Big Lottery – LEAP	–	84,065	(80,717)	–	3,348
LBTH – Upskills	–	33,723	(33,723)	–	–
Capital Investment Café	–	79,756	(79,756)	–	–
New Horizon	–	6,100	(6,100)	–	–
Mind MH Coronavirus Support	–	70,005	(70,005)	–	–
Building fund	263,714	85,055	(8,714)	(85,055)	255,000
Total restricted funds	263,714	411,104	(331,415)	(85,055)	258,348
Unrestricted funds:					
Designated funds:					
Fixed asset funds	117,161	44,080	(48,890)	85,055	197,406
Total designated funds	117,161	44,080	(48,890)	85,055	197,406
General funds					
Excluding long term pension liability	194,895	2,124,439	(2,049,755)	(27,151)	242,428
Long term pension liability	(101,174)	–	(6,117)	27,151	(80,140)
Total general funds	93,721	2,124,439	(2,055,872)	–	162,288
Total unrestricted funds	210,882	2,168,519	(2,104,762)	85,055	359,694
Total funds	474,596	2,579,623	(2,436,177)	–	618,042

Purposes of restricted funds:

Pears Fund. This project is a racial equity fund and supports the delivery of our anti racist strategy. The project works with BAME Muslim women to create safe spaces to talk about mental health and have access to mental health support services. The project mainly funds salaries.

Our Voice (Diversity and Inclusion). This grant allowed MITHN to develop our model inreach access and engagement for seldom heard communities in Redbridge and was part of our strategic objective to becoming Mind in Redbridge. This project has ended March 2022.

LBTH Infection Control. Funding was provided by LBTH for 1. Infection control – to put in place COVID-19 infection prevention and control measures, including those to support the resumption of services and 2. Rapid testing – to operationally deliver lateral flow testing.

One Place East. Funded Mum's matter in Redbridge and in-reach into diverse communities and develop people with mental health as peer leaders.

Safespace Café – Clarion Futures awarded a grant of £5k to enable us to open the cafe outside of normal working hours.

Newham Muslim Forum. This fund enabled us to develop a partnership with the Newham Muslim Forum, and build our connections within the Muslim Community. £4k of this fund was paid over to them and £1k allocated to us for management charges.

New Horizons. City Bridge have funded a post to support a peer led service in Tower Hamlets, improving access to health provision and reduce the risk of homelessness. All funding goes on direct costs i.e. salaries and wages

Mums Matter – This project works with Mums who are struggling with their mental health in the peri-natal period to build resilience and developing strategies to manage and improve their mental health, with a strong emphasis on peer support. All funding goes on direct costs i.e. salaries and wages.

Purposes of restricted funds (continued)

LEAP project – Reaching Communities (Big Lottery) funded the LEAP project offering Peer Leadership Training opportunities as well as establishing a wide range of Peer Led groups across Tower Hamlets, Newham and Redbridge.

Upskill – In partnership with Working well Trust, we deliver the Upskill project that promotes access to work and supports people into training, work experience and work placements. All funding goes on direct costs i.e. salaries and wages.

Building fund – the balance above represents the long leasehold premises purchased by a restricted capital grant.

Purposes of designated funds

Fixed assets funds represents the net book value of the tangible fixed assets acquired using unrestricted funds.

Maintenance and Renewals funds include costs that may be incurred for maintenance of premises operated by the charity.

IT Support costs includes provisions for purchase of additional/replacement IT equipment

NIC Uplifts we have budgeted for 2% inflationary uplift on salaries. If a higher level is awarded, we have designated funds to cover the additional cost.

Staff contingency funds include provisions for additional staff costs that could occur in the year e.g. maternity cover, long term sickness absence etc

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases are as follows for each of the following periods

	Equipment	
	2022	2021
	£	£
Less than one year	2,728	1,387
One to five years	2,599	2,774
	<hr/>	<hr/>
	5,327	4,162
	<hr/> <hr/>	<hr/> <hr/>

19 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.

20 Prior year adjustment

Reserves position

	Unrestricted	Restricted	Total
		31-Mar-21	
	£	£	£
Funds previously reported	295,903	258,348	554,251
Fixed Asset Adjustment			
Capitalisation of Fixed assets	85,055	–	85,055
Depreciation for 2020/21	(21,264)	–	(21,264)
Funds restated	359,694	258,348	618,042
Net movement in funds			
	Unrestricted	Restricted	Total
		31-Mar-21	
	£	£	£
Net movement in funds previously reported	85,021	(5,366)	79,655
Fixed Asset Adjustment			
Capitalisation of Fixed assets	85,055	–	85,055
Depreciation for 2020/21	(21,264)	–	(21,264)
Net movement in funds restated	148,812	(5,366)	143,446

Prior year figures have been restated in relation to capitalisation of items purchased in 2020/21 for the cafe. Restricted funds were received in 2020/21 for the cafe works and the funds were fully spent in 2020/21. The items purchased in 2020/21 were expended but should have been capitalised. As a result of the prior year adjustment, these items have been capitalised as fixed assets and removed from expenditure. Depreciation has been charged in accordance with the accounting policy.