

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR YEAR
ENDED 31st MARCH 2022**

**Company Registration Number 02659442
Charity Number 1006759**

Thomas Coombs Limited
Statutory Auditor
Chartered Accountants
3365 The Pentagon
Century Way
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West Yorkshire
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YORK MIND (INCORPORATING OUR CELEBRATION) LTD
31ST MARCH 2022
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YORK MIND (INCORPORATING OUR CELEBRATION) LTD

31ST MARCH 2022

Reference and administration details

TRUSTEES

D Ellis -Chair
P Yeomans -Vice chair
R Weston -Treasurer (resigned 1st December 2021)
G Hughes - Treasurer (from November 2021)
R Mulryne (resigned 31st March 22)
N Wood
I Smith
D Brown (resigned 1st April 21)
Y Okyere-Whalley (appointed 1st February 2022)
S Tosney (appointed 1st April 2022)
S Taylor (appointed 1st April 2022)
J Potter (appointed 21st July 2022)

CHIEF EXECUTIVE A Scott

REGISTERED OFFICE Highcliffe House
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York
YO30 6PB

REGISTERED COMPANY NUMBER 02659442

REGISTERED CHARITY NUMBER 1006759

INDEPENDENT AUDITORS Thomas Coombs Limited
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Kent
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HSBC UK
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York
YO1 8XS

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

31ST MARCH 2022

Report of the trustees

OBJECTIVES AND ACTIVITIES

Main activities

The purpose of the charity is 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 requiring advice or treatment. It is also to promote the study of and research into mental health disorder and emotional or mental distress and to obtain and make records of and disseminate to the public the useful results of such research and to educate the public in matters relating to mental health.

York Mind deliver a range of community mental health services to children young people and adults. In this financial year this has included Advocacy, Mentoring, Counselling, Training, Coaching and Peer Support and a range of activities for young people from aged eight.

Public benefit statement

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. York Mind's charitable purpose is enshrined in its objects 'the relief of people who are suffering or who have suffered from mental illness and in particular but not so as to limit the generality of the foregoing, the provision of education, training and rehabilitation facilities to enable them to earn their living and develop their full potential as members of society'. The trustees ensure that this purpose is carried out for the public benefit by delivering services that are valued by our members at zero or low cost for clients living within York and the surrounding areas.

Contribution made by volunteers

Although York Mind have a paid staff team, our work could not happen as effectively without the contribution of volunteers who support us in a range of ways. This includes our Counsellors and Mentors, many of whom give hours of their time on a weekly basis to offer 121 support to children, young people and adults, volunteers who support our group work, much of which cannot run by one person alone, and volunteers who support our fundraising on a one-off basis or through regular community events. Finally, a word on our Trustees who all give their time freely and generously and offer invaluable support and direction for the whole organisation but particularly the senior leadership team and the Chief Executive Officer.

Volunteers in our direct service provision contributed 1481 hours over the year

ACHIEVEMENTS AND PERFORMANCE

Summary

This year saw York Mind stabilising their new hybrid delivery model and staff being increasingly competent at moving between having to work from home and face to face delivery in a quieter office environment. We were impacted by how wider society view this model of work and many staff were concerned about the external pressures faced by friends, family and people accessing our service who were being asked to return to pre-Covid normality without the benefits or dis-benefits being quantified.

In terms of service delivery, our long standing relationships with funders and commissioners felt very valuable this year. It allowed commissioners to seek waivers on contracts that would have otherwise ended at a time when statutory providers were understandably focused on other things.

Over the last two years, York Mind have achieved a financial surplus above what we might have expected. Trustee made a decision that they would like to see these monies invested in the organisation and exciting plans have been put in place for an expansion of our services particularly those services with a dual purpose of supporting more of the community with their mental health whilst bringing in unrestricted income from corporate supporters to ensure the sustainability of the organisation.

A significant amount of the Senior Leadership time has been invested in the new emerging health structures, the Integrated Care System (ICS). Locally, this has generated a significant amount of work including the partnership working involved in planning and distributing the Community Mental Health Transformation funds.

Each of our services has provided a detailed update on their work and its impact

OUR SERVICES

Action to Inclusion (ATI)

Action Towards Inclusion (ATI) is a multi-agency project led by Better Connect. It is funded by the European Social Fund and National Lottery Community Fund.

ATI is specifically funded to work with people who are unemployed or economically inactive and not currently working, who would like to get a job or move closer towards employment. York Mind provides individualised 1:1 keyworker support to individuals and helps them to identify and overcome barriers to searching for and accessing employment or education. The support that we provide is person-centred and specifically tailored to address each individual's needs, barriers and goals.

New developments this year

We had been expecting the project to end in June 2022, but additional funding has been obtained by Better Connect from the current funders. ATI will now finish in June 2023, with client engagement ending in March 2023.

With the extension there have been some changes to the enrolment and outcome profiles, which make it particularly challenging to work with people who are unemployed (rather than economically inactive) when they join the programme. Four out of five unemployed participants are expected to be in employment by the time they leave ATI. The outcome targets for economically inactive participants are considerably less rigorous, and we confidently expect to meet or exceed these.

Since returning to the office after the pandemic we have provided clients with a choice of in-person or remote keyworker sessions, which allows greater flexibility and access to the service. We had planned to do this during the lockdown period, and it has been working well.

Intended developments for next year

Continue key working with appropriate individuals and supporting them to achieve their stated employment goals.

Continue to work towards achieving the enrolment and outcome targets set by Better Connect.

Explore further opportunities to support this client group after ATI has ended, either through another project with Better Connect or some other way.

How the service benefits the public

The benefits are different for each person who engages with the service. People typically identify their transferable skills, develop their confidence, create/update their CV, and identify the type of work they would like to do. Some people undertake training or decide to volunteer as a precursor to paid employment. Some choose to go to university, retrain, or return to their former studies. Some decide to set up their own business rather than working for an external employer. Sometimes people leave ATI with a 'job for now' alongside a longer-term career plan that they wish to pursue over the coming years.

Most participants identify the benefits of receiving personalised keyworker support, and many value setting and completing weekly actions as a means to achieve their stated goals.

Some participants have received project funding for work-specific clothing, specific business tools, computers, or specialist interventions. Some have benefited from attending training courses, counselling sessions, or other interventions provided by different ATI partners or elsewhere within York Mind.

Training

The primary purpose of York Mind Training in line with organisational strategy is to deliver high quality learning to local businesses, statutory, charity and educational bodies. Training also aims to meet organisational values including empowering businesses to proactively support the mental well-being of their employees and to champion the conditions/knowledge that enable people to be and do well.

The Year Reviewed

As the issues presented by the pandemic continued, Line manager training proved particularly popular during this period, with businesses in particular reporting that their managerial grades were struggling with boundaries and taking on the problems of staff struggling due to Covid-19. Feedback from these courses was overwhelmingly positive, with managers feeling empowered and more confident in identifying issues and signposting onto appropriate services. In addition our own York Mind suicide prevention course was, in these difficult times, in high demand and attracted much praise and recognition. One delegate comment below:

Can I just thank you so much for the suicide prevention training last week, it was brilliant. It definitely helped me understand things better and to not be afraid. I even ended up in a deep conversation with my daughter about things as she has come out of an abusive relationship and currently living back at home .. so thank you !

On the corporate side of the service we completed a contract for five, 2-day Mental Health First Aid cohorts to a food processing company, who were experiencing high levels of staff absence through mental ill health and had tragically lost a staff member to suicide. The feedback from senior management was excellent and has resulted in the company establishing tiered support for staff through their team of newly trained first-aiders.

Finally, the financial year saw the service train 1,515 individuals and income amounted to £53,673, which was over the expected target.

Developments from our last report.

- Incorporating the Cademy system to make billing more efficient, especially for our public courses.
- Mental Health First Aid Refresher has been added to our suite of courses and been delivered five times thus far.
- We have recruited a co-ordinator to assist with administration across the York Mindworks (CWS) brand.

Future Developments

Future plans for 2022/2023 include:

- We have already begun to use freelancer professionals to deliver Mental Health First Aid in order to meet the greater demand and generate income.
- In conjunction with new staff recruited as part of the wider York Mindworks project, this year will be all about generating more new business – using existing contacts but networking for new clients.
- We envisage a refreshment of our course resources will continue at a greater pace with the recruitment of a new coordinator.

Conclusion

As at 9th August 2022, the Training service continues to prosper. We are currently over-target in income terms. There is also the excitement of being part of the new York Mindworks offer and taking our new services to existing and future customers.

York Advocacy Hub

York Advocacy Hub

For April 2021 to March 2022 the York Advocacy Hub provided six advocacy services to residents of York, all funded by City of York Council.

- Independent Mental Capacity Act advocacy – We provide advocacy to people who have been assessed as lacking capacity to make decisions around safeguarding, serious medical treatment and long term accommodation.
- Generic advocacy – Providing help to people with additional needs such as mental health, learning disabilities or substance misuse issues around a range of issues such as accessing housing, social care or health services, help to access welfare benefits advice, making a complaint etc.
- NHS complaints advocacy – We provide advocacy to those who want to make a formal NHS complaint, and help them take their complaint to the public health ombudsman if needs be

- Care Act Advocacy – We help people who have substantial difficulty in being involved in their social care decisions to take more of a role in their social care assessment, planning and review and ensure the care they're provided is personalised and as they would wish it
- Independent Mental Health Advocacy – We work with people who are sectioned under the mental health act to help them appeal their section, understand their care and treatment and support them to ensure their rights are upheld whilst in hospital.
- Relevant Person's Representative- We work with people who have been deprived of their liberty – usually within a care home or health setting. These are people who have been assessed as lacking capacity around being able to make a decision about where they live. We visit them every eight weeks to ensure they have appropriate care and treatment and that their deprivation is not overly restrictive.

In 2021-2022, we received 1253 referrals for advocacy support. This is a mix of one off telephone advocacy and triage appointments in our offices, alongside longer term casework. This represented a decrease of 17.4% on last year's figures. There's a variety of reasons for the decrease. Ranging from staff shortages across all providers from which we receive our referrals to client's case work taking much longer due to delays and lack of placements and care packages, necessary for discharge. Demand for advocacy across all streams continues to be high, and we have seen an increase in referrals at a percentage increase of 31.36%, since the start of the contract, year 1 to year 5.

IMHA support has continued to be provided at Stockton Hall.

Both senior advocates commenced the Independent Advocacy Qualification (IAQ) which is a requirement of our main funder, the City of York Council (CYC), who contract us to deliver statutory advocacy within the City of York. One of the seniors were signed off in June and the other seniors sign off should be this month. One advocate commenced the care act IAQ element, in addition to her IMHA IAQ, which was signed off in July. One other advocate has commenced her IAQ.

Service Developments

During this year, we had one advocate go on a period of adoption leave and another go on maternity leave. We successfully recruited to cover both these roles. We further recruited a dual diagnosis advocate for a new project we've been commissioned to deliver for one year, we also further recruited to one part time and one full time advocate posts to fill vacancies. Our project support worker left their role, and we restructured this role, to better meet the needs and demands of the service, and this role was picked up internally within the team under the title Referral Coordinator. This has been a beneficial change for the service. We further restructured the leadership of the team, with one service manager and the internal recruitment of two senior advocates, who line manage one half of the team of advocates each. This again has been a significantly positive progression for the service. The service is now fully staffed.

The team are working really well in delivering their caseloads, and as a result statutory waiting lists remain low and we are meeting our standard operating procedure turnaround times.

We have concentrated on improving and developing quality this year, alongside skilling up advocates to deliver more strands of advocacy. Previously, advocates would specialise in one or two areas of advocacy but this meant that clients then had to have more than one advocate and this could mean long waiting times. Advocates are delivering training to their peers which offers them a developmental opportunity, as well as up-skilling staff.

With the reductions in COVID restrictions, advocates have been able to recommence the majority of their face to face work with clients and attend care homes and hospitals. There has continued to be some remote meetings, and tribunal and hospital manager's hearings remain remote also. This hybrid way of working has meant advocates can attend more meetings for the benefit of clients, but where possible we prioritise in person support. This year we also ceased use of our offices at Clarence Street,

using Highcliffe House as a base and continued home working, thus reducing costings for the service. Every Thursday, the advocates prioritise in person team meetings or peer support sessions, to maintain team morale.

Advocates also attended the virtual advocacy conference in November, this was the second year that it has been held virtually and all advocates were able to attend a variety of sessions to increase their understanding of a variety of issues. We also had the opportunity to attend an advocacy conference in person in Preston, which offered the opportunity to meet advocates from across the country, and gain from that wider experience.

Future Developments

We are re-developing our self-advocacy services for people with learning disabilities with the view to raising awareness about what self-advocacy is and this will be delivered either online or in-person. The LD forum has convened again with continued traction being gained.

We have had two student social workers on placement with the team during this year, which was successful, and we hope to continue our work with the universities to offer professional development of future practitioners.

We have been commissioned to deliver a year's pilot of a dual diagnosis advocacy service, supporting clients to access drug and alcohol services and mental health support. We've recruited to the post and have begun delivery and promotion of the service.

We've delivered advocacy awareness training to Foss Park staff, Mill Lodge Inpatient CAHMS staff and hospital social workers. Awareness raising remains a priority and we continue to offer and roll out delivery across all referral source services.

Following the introduction of the Use of Force Act, advocates attended training to understand the application of this legislation, we are in the process of liaising with services likely to be implicated by this Act, and look to ensure the rights of our clients are upheld in relation to this important piece of legislation.

We have as an ongoing piece of work, looking to improve our Lamplight system to better support the service, and effectively case record.

We worked hard in June, to obtain the QPM, which is a requirement of the CYC contract, we received exceptional feedback about the advocates and the work they do, from both the QPM assessor and the clients that took part in speaking with the assessor.

We have set up a steering group comprising of members of varying backgrounds and different experiences with advocacy, ranging from nothing at all to previously accessing advocacy themselves. These sessions will be bi-monthly and it is hoped that the members will feedback on various aspects of the service in order for us to ensure the service is accessible.

We are in our sixth year of contract funding, with the tendering process likely to commence in November 2022. It is likely we will need to look at a re-tender for the advocacy contract in 2022-23. We remain optimistic that we will be granted the funding to continue and take great pride in the service we deliver, always striving to improve and maintain consistent and exemplary service delivery.

Service Benefits

The advocacy service ensures that all the relevant legislation around mental health inpatients, mental capacity act law, care act law, NHS complaints etc. is upheld and where this is not, challenge where necessary.

Advocacy gives a voice to the most vulnerable, and our advocates help people appeal their section, stay within their own home, ask for leave, apply to the Court of Protection, access mental health

services, get care services they want, make complaints and have their human rights upheld to name just a few of the benefits our clients have received this year with the help of an advocate.

Our advocates work with people from those who cannot speak at all, to those who can self-advocate but whose mental health is such that they really need the advocate alongside to support them.

Activities

From April 2021 to March 2022, we successfully delivered two early intervention and prevention activity programmes to residents of York, aged 18 +; the Mental & Wellbeing Activities Programme (Spartacus) and the York Mind activities programme (Bob). Through

Throughout these programmes, we worked with 9 partner organisations, delivered 45 different activities, which are ongoing weekly, or delivered throughout the year, supported 7 people into volunteer opportunities and processed 556 referrals.

New Developments this year

This year, we developed a programme to include new activities with partners such as Better York offering activities such as Nordic Walking, Aqua Activity and Climbing, as well partnering with Dandelion Arts, a home based activity for those who are either isolated through fear of Covid or home bound due to illness. Creating art work which is then made into cards for school children to send to residential homes or care homes. This has proved a very popular activity.

We have made connections with Foss Park Hospital to provide access to our Sunday Coffee Club as a way for informal patients to attend a group, and therefore provide support and integration to further groups, for when they are discharged from the hospital. This has proved very helpful to the patients and ensured they are not isolated.

How the service benefits participants

Participants provide feedback regularly through resilience questionnaires and verbal feedback. Real life change is captured through case studies quarterly. We have continued to respond to need, making changes to our planned schedule to deliver additional groups where activities have been oversubscribed.

1) Clients who have attended our Peer Support Group have found this extremely helpful and progressive. Also, those who attended the York Mind Book Group have now formed their own group to continue their support for each other and interests.

2) Feedback for all groups run in 2021 - 2022 has been excellent. Feedback included clients stating that Sunday Coffee Club gave clients a place to come on one of the loneliest days of the week, meeting people in a similar position and being able to interact with other in sociable activities. Managing Anxieties which gave clients the opportunity to learn from a facilitator who could give real life examples of how to manage panic attacks, and Wellbeing Peer Support which gave clients a chance to have a weekly check in with each other learning helpful techniques from each other.

3) Introducing a home based activity through dandelion arts has given access to activities for those who are isolated or home bound.

4) Through attending groups such as arts and crafts, managing anxieties and confidence and resilience, we have seen an increase in resilience, reduced isolation and increased confidence. The

groups provide people with a space to share openly, whilst connecting with each other around an activity or interest, rather than having their mental health as the focal point.

Intended developments for next year

Looking into 22/33, we will be delivering a slightly reduced offer due to the end of the 5 year grant. We will continue to deliver the partnership programme, with a smaller number of partners. We are currently working closely with Friends of St Monica's Hospital to develop an expansion of the activities programme in Easingwold.

Young Peoples Mentoring

The Young Peoples Mentoring Service for 2021-2022 provides free access to mentoring for 8-18 year olds. We focus on personalised strategic interventions: setting goals based around ownership and empowerment, normalising communication about mental health and giving young-people the skills to re-engage with activities and interests, their families and their friendship groups. We match young people with a York Mind volunteer mentor, providing up to 6 months once weekly sessions. The service is funded by Children in Need and Winter Pressures Funds.

The majority of delivery has remained in line with the previous year, although we have this year experienced more flux in session delivery due to the changing Covid19 restrictions. From entirely remote delivery last year we have re-introduced face to face as the first option for clients. This transition presented some challenges in relation to mentor recruitment, training and retention: face-to-face is more time and travel intensive for volunteers, and mentors are starting to move out of York due to inflated cost of living: and we ran 2 recruitments to cover this. Our client demographics and needs are also changing. We have observed a small but sustained increase in referrals of 8-10 year olds and neurodiverse young people. Our 11-18 clients presented more serious mental health challenges such as disordered eating, sustained self-harm and/or suicidal thoughts, and the service has supported an increased number of young people exploring their sexuality and gender identity. We supported mentors by providing them with increased check-ins and pastoral time with the coordinator.

Moving forward we are to introduce extended mentor training for younger and neurodiverse clients. The service will extend its resources and mentor's skillsets to support clients with eating disorders and self-harm. We piloted new recruitment processes in January 2022 which successfully focused on assessing and developing communication skills between applicants in addition to usual interview outcomes. This process worked well and going forward our recruitment and training will blend the traditional and new model.

"My mentor had loads of different techniques – which I have used when I feel like I am getting angry"

"My mentor showed me that I wasn't alone. I thought I was weird for thinking how I did - but I have learnt that my feelings aren't weird or bad"

Feedback and evaluations from both clients and mentors demonstrate that mentors have continued to meet mentees expectations despite the increase in levels of need and more chaotic home environments etc. Our young people ask for support improving their resilience to challenging school environments, family situations and peers. Young people consistently rate the mentoring service as excellent, very good or good. All mentees who attended an initial session completed a minimum of 3 months mentoring, with a number continuing to access the support more longer term. Our evaluation

framework captures that mentees identify having developed more strategies for resilience and felt being better able to maintain their emotional wellbeing.

Client Liaison – the entry point to York Mind

The Client Liaison Officer (CLO) post was a new post when I started with York Mind 01/12/2021.

The aim of the role is to be the first point of contact for and provide 1-1 support to people who make contact with York Mind.

I liaise with referrers to reduce inappropriate referrals and to signpost those referrals to other services and offer 1-1 support to service users who are not sure what services they want or are in very complex situations.

Using the CLO triage assessment I aim to support service users to identify and prioritise their needs, identify agencies or projects, either internal or across York, that can support their needs and then support them in referring to and accessing these services.

Within the role I hold a small caseload of service users that require more than 1 triage session. Casework is undertaken with ongoing client consent, for example, to contact and refer to other services, like Survive, or to contact the area mental health team on their behalf to discuss their referral or their current care. The case work is very much based on the individual need and what the service user wants support with and generally requires 4-8 sessions.

Working closely with the teams within York Mind has raised a need this position has expanded to meet. When one of the service users attending a group was really struggling with their health and suicidal feelings it became clear to the Activities Co-ordinator that this person was finding the groups difficult and the group facilitator did not have the time the client needed within the group to support their present needs. I was asked if I could contact the service user to talk to them and explore what support they had and what was needed.

he service user said they found this extra level of support really helpful. I talked to them about how they were feeling and gave them emergency contact information, contacted the Crisis Team and area mental health team and advocated on their behalf with the area mental health team, fostering an understanding of the impact their physical health was having on their mental health. This resulted in a change of their mental health practitioner so they were more comfortable and confident in accessing this support.

I continue to support service users that are struggling when accessing groups and activities and have also extended the offer to support those between groups or waiting for professional support, offering continued contact to prevent feelings of isolation and a place to come, chat and be listened to as well as get advice and information.

At present I am supporting 4 people on this 1-1 basis with 2 others accessing this aspect of the CLO service if and when they need the support. Since starting the role 16 people have accessed 1-1 intensive CLO support and I have responded to 290 referrals and queries from the website, answer phone or walk in's, contacting people by phone, email and SMS offering 1-1 support, assessment and information about the services we offer at York Mind and advice and information about services across York.

Thriving at Work

The Service

The vision for the project is:

'Inclusive, accessible and healthy workplaces that increase productivity and create an environment where all employees can thrive'.

This programme is part-funded by the Department for Work and Pensions and the European Social Fund. It is supported locally with match-funding.

The project has a particular focus on supporting inclusive workplaces that can unlock the potential of staff who are neurodiverse, disabled or experience mental health challenges.

York Mind is one of the specialist delivery partners. Our Mental Health offer includes:

- 1-2-1 in-work coaching and support for individuals who self-identify with experiencing mental health challenges.
- Mental Health awareness courses
- Lunchtime learning webinars - providing accessible mental health information for workplaces

New developments this year

The service offer was developed from concept from 1st April 2021. A key part of this was developing the processes to ensure the smooth running of the service both to the client and to the reporting requirements both internally and externally.

Content development of the Learning Lunches naturally emerged to support the mental health and wellbeing challenges identified for workplaces, as they themselves transitioned through the stages of the Covid-19 pandemic.

The coaching 1:1 support offered by our in-house Wellbeing Coach built upon the learnings of the Staying OK project which took place during Sept 2020-April 2021.

Intended developments for next year

The intention is to demonstrate how York Mind can offer a professional and compassionate service delivering upon all the requirements of the project and potentially securing more funding for an extension. This was achieved and funding has been secured until December 2022.

The project also aims to provide further potential to evidence the power of coaching to proactively support individual's mental health and wellbeing. The intention is to offer greater breadth of support to more individuals particularly in the workplace. The learnings from which will shape the development of the Corporate Wellbeing Services strategy.

How the service benefits the public?

The awareness training has been very well received, supporting organisation to develop their understanding of Mental Health and specifically to further support individuals at work. This in-person training has brought people together from different industries enabling greater sharing, increased knowledge and open discussions which provide an opportunity to challenge stigma and make change.

The 1:1 coaching support continues to get excellent feedback and real results against people's personal objectives. Some behavioural change examples include:

- Having open conversations and asking for support with their manager about their mental health.
- Having increased confidence to engage in conversation about areas that are of concern.
- Changing their role or job.
- Being more aware and acting upon the need to have coping strategies to manage their own wellbeing whilst at work.

Peer Support

1-2-1 Peer Support has been provided in collaboration with the Pathway to Recovery support service (for individuals resident in the central and northern sector of York) since October 2022. This unique service takes an empowering approach, promoting individual choice, needs, and wishes. It matches individuals who have been either informally or formally resident within Foss Park Hospital with peer supporters with relevant lived experience of mental health. Peer supporters receive 1-2-1 peer support training (currently via the Cellar Trust; we also wish to develop our own suite of training as we move into the second year), are DBS checked, and are also regularly supervised via 1-2-1 and group supervision sessions. The latter allows for the group to learn from each other; this is also facilitated online via Flock.

Referrals for the service currently come from the Pathway to Recovery team (consisting of two social prescribers and a team of social workers). It was anticipated that we might receive 40 referrals in the first year and we are well on target to achieve, and even exceed, this. When matched with a peer supporter, an individual client will receive up to 16 hour-long sessions (numbers may vary, however, due to periods spent back in the hospital or other circumstances beyond the client's control – we have also initiated a final "catch-up" session at the end of the contact in order to avoid the "cliff edge" otherwise presented by ending the support). Sessions generally take place out in the community (and never in individuals' own homes). They might involve meeting for coffee, taking part in joint exercise or other such activities, or researching employment opportunities and/or mental health resources.

At the present moment (with further appointments due to be made in early September), there are ten peer supporters on casual contracts, offering anything from one session a week to a full week's worth of sessions (also including, of course, travel to and from sessions, writing up time, and supervision). Developments for the second year of the project include revising the contract to provide a minimum number of hours for all peer supporters (thus ensuring that a minimum number of clients can be supported at any point in time) and introducing a senior peer supporter to provide mentoring for new supporters and to contribute to the development of the Mental Health Hub in York.

Since the first session delivered in mid-October, there have been approximately 380 sessions offered to clients (and approximately 320 delivered). Six of 39 clients have completed their sessions and all feedback received to date has been positive (marked as excellent in all categories by all those completing feedback to date – clearly setting a high bar for future feedback!). Feedback includes such comments as: **“It has been a pleasure to know [my peer supporter]. She has been an absolute star with me. It has been amazing to know her”** and **“It has been really helpful to have someone to speak to and help maintain good mental health into the future.”** Another client stated that he valued **“having [support from] someone who had been through it. Not a yes person.”** He **“feels now he [he has] things to look forward to.”**

Young People’s Counselling

The Young People’s counselling service is funded by the City of York Council (CYC). It provides free access to counselling support for Young people who are a resident of the City and not studying at University. The service is primarily based at 30 Clarence Street with some delivery also taking place at Highcliffe House. Following an initial first contact appointment, individuals are offered access to 6 once weekly counselling sessions. In response to client need additional sessions may be agreed between the young person and the counsellor, though the service remains time-limited. York Mind began delivery of the service in January 2019 and has been successful in securing extended funding, currently up until June 2022.

The service benefits young people through offering an impartial and confidential space to talk to a trained person about anything that is causing young people distress, and help them work towards solutions that are right for them and their situation. This may include making sense of their own thoughts, learning new ways of dealing with situations or helping them identify what wider support they need around them.

A key focus this year has been transitioning the service back to 100% in-person delivery following the lifting of all lockdown restrictions. This has been directly in response to young people’s expressed preference, although remote sessions continue to be offered as an option. This flexibility has proven beneficial specifically for enabling young people to continue to access sessions when they are unable to make it in person due to illness or when navigating competing demands on their time such as exam revision etc.

The service has historically been aimed at young people aged 16 to 25. In January Winter Pressures funding facilitated a pilot service which extended support to the younger age range of 13 to 15. This offer includes access to both Humanistic and Art based therapy. The pilot is proving successful and has encouraged discussions with CYC for supporting the permanent expansion of the service to young people aged 12 to 25.

“Counselling helped me to reach my goals and overcome so much, which at first I thought was impossible.”

“I felt the in-depth exploration of feelings has led me to be more confident about where I am mentally and how I feel.”

“[I] felt so much at ease from the point of the First Contact. Thank you so much for your help, I am very grateful. I felt lost and didn’t know how to support myself. You’ve given me the confidence and techniques to be able to help myself.”

Engagement has remained high throughout the year with over 359 young people referring into the service, 239 of who then decided to access support. Overall the service delivered a total of 1391 sessions, supporting 245 young people to move on from the service. Clients continuously rate the service as being 'Excellent' or 'Good', with the majority either fully or partially meeting their agreed goals and stating that they would recommend the service to others.

Wellbeing Education Return

The current service

- The project is run over 3 days a week and the training delivery has taken shape, due to the demands of Staff Wellbeing in Schools and College's needs, as a direct result of the Covid -19 Pandemic.
- Offers supports to City of York- Primary, Secondary and Specialist schools
- The project provides 6 Training Modules and additional support & consultation to schools /colleges across the city, to strengthen support in Staff Wellbeing, with the aim to reduce decline in mental and health and wellbeing.
- The training has been tailored to adapt to the key concerns from the LA, staff, SLT and Headteacher feedback and the overall need for education to embed wellbeing holistically, as a whole school approach.

We have seen the following demand and themes emerging over the year

- Increasing need for Head teacher Support
- Increasing need for how Governors can support their Head teachers more effectively
- Current and effective staff resources for in-house use
- Increased support around staff Compassion Fatigue
- Increased support around Long Covid and returning to work
- Increased support around Early Career teacher (ECT)

We have delivered

- More 1-1 support
- Delivered to smaller audiences to enable more quality conversations to be had, to equip establishment change, on a more deeper and sustainable level
- Initiated joined up working alongside 'School Wellbeing Services' and the 'Wellbeing in Mind Team'
- The two new Wellbeing Teams influenced project delivery. Initially these teams were focussing on the similar objectives, just on a bigger scale due to staff capacity and funding. This led me to refine the training to prioritise 'Staff Wellbeing' as this was not the new teams 'primary focus, but the demand for support was high.
- Develop and pilot Headteacher Support Training
- Increase of wellbeing embedded in staff meeting agendas

- Increase in Wellbeing Leads within Primary and Secondary schools
- Increase in Wellbeing Leads/SLT upskilling in mental health
- Increase in Wellbeing surveys undertaken and then used to devise and implement policies and procedures

- Increase in Environmental changes made i.e) respite/timeout areas in staff rooms, helpline /support numbers visible in toilets and on newly devised wellbeing boards.
- Increase in Wellbeing libraries/resource corners in staff rooms
- Increase in Wellbeing pledges made
- Up to date resource/notice boards with helplines
- Increase in staff away days/activities
- Increase in 'Buddy' systems set up for new or vulnerable staff members
- An increase in evening marking policies amended
- Increase in Head teachers being more mindful of staff regularly working late
- Staff Wellbeing Menu's devised for social prescription
- Increase in staff being encouraged to have a walk at lunch time or to 'step away from their desk'
- More confidence fed back around signposting to support staff needs
- An increase in SLT feeling more equipped to be able to manage staff members becoming unwell at work
- Wellbeing talks being delivered in staff meetings/inset days
- 5 Internals Referrals to 'Thriving at work' coaching made
- 'Thriving at work' being included in 'Wellbeing Wednesday's' news bulletin
- Headteacher attending Mental Health first aid training
- ECT 's taking part in training.
- Mind WAP 's being used as a support tool
- Consultancy around how to change school Wellbeing ethos and how to prioritise staff wellbeing more effectively

'Thank you so much for sharing the Training Menu, it is wonderful that such support is available and I will definitely be looking to book in' (Ralph Butterfield- Headteacher)

Achievements against objectives set

- Refresh strategy to ensure that changes resulting from Covid that impact on those with mental ill-health are fully reflected in our future plans

Our strategy has been refreshed and now combines two of our objectives whilst adding a new objective which has a focus on the socio-economic causes of mental health and how our work can mitigate these

Work has also begun on new values and how we embed these to support the decisions we make strategically and operationally.

- Progress our work with communities who do not currently access York Mind and other mental health services to ensure barriers are removed and communities themselves are supported to deliver what is needed

Individual services have seen an increase in people of colour and financially deprived communities accessing our services. However, as a result of aiming to measure this, we have identified that our monitoring processes (mainly our database) are in need of a review and a consistent approach.

- Ensure our existing services, many of which are in the final year of their funding are able to continue and are developed to their full potential

We have successfully maintained all our existing projects over this year and increased our provision with a particular focus on Peer Support for people leaving secondary mental health services. Additional 1 year waivers were received on several projects allowing funders, particularly those in the statutory sector, an additional year to delay with the fallout from Covid.

Plans for the following years

- To implement our exciting plans for recruitment of staff to a new Corporate Wellbeing Service and to roll out a new adult one to one offer.
- To review and improve the quality of our data capture and management and move to a system that allows us to use this data more effectively
- To make progress on a move into supported housing by working in partnership with another provider

FINANCIAL REVIEW

The financial results of the Charity are shown in the annexed financial statements. The total surplus for the year ending 31st March 2022 was £119,194. With this surplus added to our opening balance of £677,268, the total funds held are £796,462.

Overall income in the year was £1,198,678 (2021: £1,129,098). £189,676 was from general fundraising, £58,260 from our training and counselling activities, £55,504 from Doncaster Mind as part of our shared senior management agreement, £102,383 from grants and donations restricted for specific areas of our work, £792,838 from contracts and restricted grants funding activities which we applied for as part of our charitable activity and £17 in investment income.

Overall expenditure for the year was £1,079,483 (2021: £958,279). £47,227 of this was spent on raising funds and £1,032,257 on providing charitable activities.

£51,828 has been transferred from unrestricted funds to designated funds to reflect funds received from BW Memorial Fund which have been ringfenced. A further £132,590 has been transferred from unrestricted funds to designated funds reflect funds ringfenced to fund staff salaries from unrestricted funds in the next financial year.

Reserves Policy

We review our reserves policy on an annual basis taking into account future activities, the opportunities available to the Charity and the potential risks to which it might be exposed.

Unrestricted free reserves at the end of the financial year were £363,476.

York Mind aims to hold a free reserve that will enable an orderly closure of the charitable company in such an eventuality.

The Trustees have agreed that that the funds should still be able to meet the costs of continuing to run our entire service for between two and four months. In addition, the Trustees consider it prudent that the charity should also be able to meet its contractual obligations and any costs of closure (including redundancy costs) allowing for an orderly wind down of service and so as not to have a sudden and adverse impact upon services.

The trustees have agreed a target range of free reserves of between £246,000 and £450,000. Our level is within this range.

The trustees, together with the senior management team, are looking at projects which could make use of the surplus free reserves available. One idea is to resource a post to assist with the identifying and signposting of appropriate services due to the increased demand we are experiencing due to the impact of Covid.

Investment Policy

In accordance with the Memorandum of Association, the trustees have the power to make such investments as they see fit. With short term fluctuations in cash flow due to timing of grant income and the uncertainties of the stock market, we have maintained our existing investment policy of investing the money in an easy access deposit account that offers a competitive and consistent rate of return during the year. However, in view of the recent period of low interest rates, which has resulted in lower than usual investment income, we are continuing to look for better ways to invest the excess funds in order to yield a greater return.

Risk Management

The trustees, on a regular basis, reviews the principal risks and uncertainties faced by the charity in its day to day operations. The trustees have established policies, systems and procedures to mitigate those risks identified.

The Risk Register continues to be reviewed and updated by the Finance and Risk Subcommittee which is led by the treasurer together with a trustee appointed to lead our development of our approach to Risk.

The trustees continue to look to improve the assessment of external risks; the definition of our risk policy; review of both risks and controls. This is giving the trustees the confidence that the identifying of risks happens in a timely fashion, and meaningful controls are implemented.

Key and material risks continue to be reviewed at board level, and we have maintained our best practice of ensuring all projects complete individual risk assessments.

STRUCTURE, GOVERNANCE & MANAGEMENT

Legal and Administrative details

The organisation is a charitable company limited by guarantee, incorporated on 31st October 1991 with registered company number 02659442 and registered as a charity on 6 December 1991, registration number 1006759. The principal and registered office is Highcliffe House, Highcliffe Court, York, YO30 6BP.

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. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

Method of recruitment and appointment of trustees

Members of the Board are trustees for the purpose of Charity Law and Directors for the purposes of Company Law. Members are elected annually and meet a minimum of 6 times per year. The Board aims to be reflective of both the needs of the service users and the needs of managing a charity. We aim, wherever possible, to attract Board members who have either personal experience of mental-ill health or who have relatives and/or friends with these experiences.

The Board have undertaken a skills audit which has identified any relevant gaps in experience and in representation of communities who do not currently access our services.

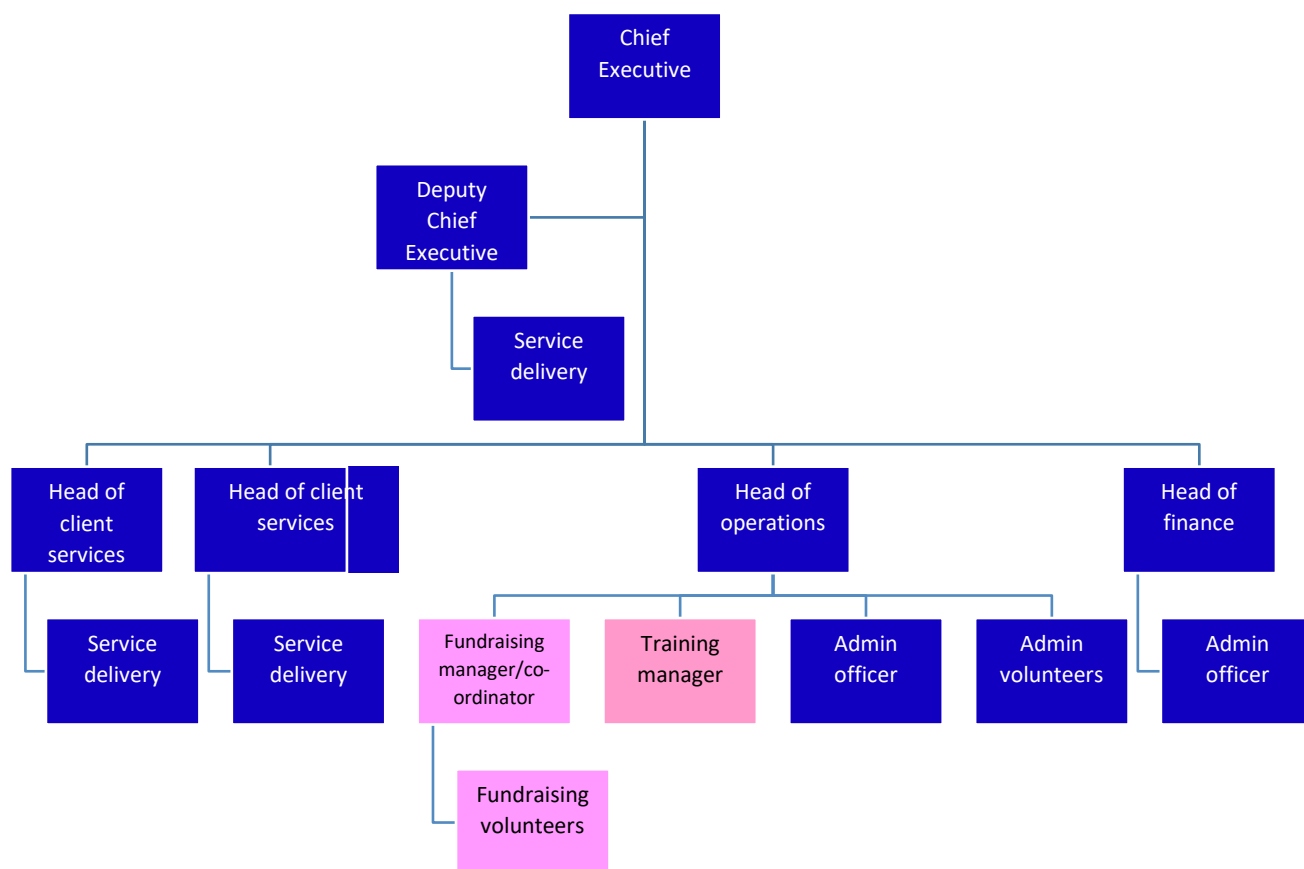
The Board have spoken directly to voluntary organisations who engage well with marginalised communities in order to shape our recruitment and ensure that it is welcoming. Alongside new guidance from national Mind, we hope to recruit new Trustees in 21/22.

Trustee induction and training

Each new trustee is welcomed by the Chair and, following an informal interview, given a formal induction which includes details of relevant training. Each trustee meets with the Chief Executive Officer and is encouraged to tour the office and meet all staff members, who provide useful information regarding the services we are currently delivering. Prospective trustees are also given a brief information pack and are invited to attend two trustee meetings after which time a decision is made from both sides as to whether they wish to proceed. Our information pack currently consists of the following information:

- Current Trustees' Annual Report
- Charity policies and procedures
- Staff handbook
- Current strategy documents
- Minutes of the two previous trustee meetings

Organisational structure



The Trustee Board is responsible for governance, policy and strategic direction.

Day-to-day responsibility for running York Mind is delegated to the Chief Executive Officer.

Key management personnel remuneration

Remuneration for the CEO and Senior Management Team, which includes the deputy CEO and heads of departments, is decided by Trustees. A benchmarking exercise is undertaken using information regarding average salaries for similar sized charities, vacancies in other Local Mind associations and in charities within the same geographical region.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of York Mind for the purposes of company law) are responsible for preparing the Report of the Trustees 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;

- state whether applicable accounting standards 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The auditors, Thomas Coombs Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 9th December 2022 and signed on the board's behalf by:



.....
D Ellis-Trustee

YORK MIND (INCORPORATING OUR CELEBRATION) LTD
31ST MARCH 2022
REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS

Opinion

We have audited the financial statements of York Mind (Incorporating Our Celebration) Ltd (the 'charitable company') for the year ended 31st March 2022 which comprise Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in

the financial statements themselves. 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' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 [strategic report and the]³ directors' 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- We identified the laws and regulations applicable to the charity through discussions with management, and from our commercial knowledge of the sector.
- We focused on specific laws and regulations which we considered may have a direct material effect on the accounts of the operations of the Charity, including the Charities Act 2011.
- We assess the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence.
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships.
- Identified and tested journal entries and identified any significant transactions that were unusual or outside the normal course of business.
- Investigated the rationale behind significant or unusual transactions.
- Challenged assumptions and judgements made by management in determining significant accounting estimates.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed audit procedures which included, but were not limited to:

- Agreeing financial statements disclosures to underlying supporting documentation.
- Discussions with management of known or suspected instances of non-compliance with laws and regulations
- Reading the minutes of meetings of those charged with governance.
- Reviewing correspondence with HMRC, relevant regulators including the Charities Commission and the charity's legal advisors where relevant.

At the completion stage of the audit, the engagement partner's review included ensuring the team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance of laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement relating to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and->

[guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx](#). 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.

A handwritten signature in black ink that reads "Christopher James Darwin". Below the signature, the words "Chartered Accountant" are printed in a small, sans-serif font.

Christopher Darwin (Senior Statutory Auditor)
for and on behalf of Thomas Coombs Limited
Statutory Auditor Chartered Accountants
3365 The Pentagon
Century Way
Thorpe Park
Leeds
West Yorkshire
LS15 8ZB
Date: 9th December 2022

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2022

	Note	Unrestricted Funds £	Designated Funds	Restricted Funds £	Total 31 March 2022 £	Total 31 March 2021 £
Income and endowments from:						
Donations and legacies	3	189,676	-	102,383	292,059	380,079
Charitable activities	5	113,764	-	792,838	906,601	748,948
Investments	4	17	-	-	17	71
Total income		303,457	-	895,221	1,198,678	1,129,098
Expenditure on:						
Raising funds	6	47,227	-	-	47,227	60,974
Charitable activities		163,846	-	868,411	1,032,257	897,305
Total expenditure	6	211,072	-	868,411	1,079,483	958,279
Net Income		92,384	-	26,810	119,194	170,819
Transfers between funds	14	(104,646)	184,418	(79,772)	-	-
Net movement in funds	14	(12,262)	184,418	(52,962)	119,194	170,819
Reconciliation of funds:						
Total funds brought forward		494,170	-	183,098	677,268	506,449
Total funds carried forward		481,908	184,418	130,136	796,462	677,268

The Statement of Financial Activities includes all gains or losses recognised in the year.

All income and expenditure derives from continuing activities.

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

BALANCE SHEET AT 31 MARCH 2022

Company Registration Number: 02659442

		2022		2021	
	Note	£	£	£	£
Fixed assets:					
Tangible assets	9		118,432		137,174
Current assets:					
Debtors	10	80,108		47,035	
Cash at bank and in hand		652,943		541,302	
		733,052		588,337	
Liabilities:					
Creditors: Amounts falling due within one year	11	(55,022)		(48,243)	
			678,030		540,094
<i>Net current assets</i>			678,030		540,094
Total net assets			796,462		677,268
The funds of the charity:					
Restricted	14		130,136		183,098
Unrestricted	14				
Tangible Fixed Assets		118,432		2,293	
Free Reserves		363,476		491,877	
Designated funds		184,418		-	
			666,326		494,170
Total charity funds	15		796,462		677,268

The financial statements were approved and authorised for issue by the Board on 9th December 2022.
Signed on behalf of the board of trustees by:



.....
D A Ellis-Chairperson

The notes on pages 23 to 31 form part of these financial statements.

YORK MIND (INCORPORATING OUR CELEBRATION) LTD
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022		2021	
		£	£	£	£
Net cash provided by / (used in) operating activities	17	118,191		128,143	
Cash flow from investing activities:					
Purchase of tangible fixed assets		(6,550)		(15,749)	
		<hr/>		<hr/>	
Change in cash and cash equivalents in the year			111,641		112,394
Cash and cash equivalents at beginning of the year			541,302		428,908
			<hr/>		<hr/>
Cash and cash equivalents at end of the year	17		652,943		541,302
			<hr/> <hr/>		<hr/> <hr/>

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 ACCOUNTING POLICIES

a) Basis of preparation

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

b) Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis.

Like many other voluntary and not for profit organisations the annual income of the charity is dependent on the renewal, recurrence or identification of new sources of short term income. Within the 12 months period following the approval of the financial statements a number of significant grants will reach the end of their contract term. Importantly if a contract is not renewed it would be expected that associated staff would transfer to a third party providing those services going forward.

The trustees have considered the expected level of income and associated costs together with the level of reserves over the 12 months from approval of the financial statements and concluded that the charity will be able to continue in operation and as such the going concern basis of accounting is appropriate.

c) Fixed assets

Fixed assets are stated at cost less accumulated depreciation.

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Freehold land	- Nil
Freehold building	- 4% straight line
Building Maintenance	- 10% straight line
General and computer equipment	- 20% to 33.33% straight line
Furniture and fittings	- 20% straight line
Kitchen equipment	- 20% straight line
Production equipment	- 20% straight line

d) Income recognition

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

e) Donations and grants

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

When donors specify that donations and grants given to the charity must be used in the future accounting periods, the income is deferred until those periods.

When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants are for a particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when received.

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES (continued)

f) Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise the costs associated with attracting voluntary income.

Expenditure on Charitable Activities includes the costs incurred by the charity in the delivery of the activities and services for its beneficiaries. It includes costs that are directly attributable to specific activities and the indirect costs necessary to support them. Management, Finance and Admin Support costs are apportioned to activities on the basis of time spent by staff on those activities. Premises and Office Costs are apportioned to activities based on the premises they occupy and the activities they supported.

g) Fund accounting

Funds held by the charity are either:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purpose.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

h) Pensions

Employees of the charity are entitled to join a defined contribution 'money purchase' scheme. The charity contribution is restricted to the contributions disclosed in note 7. The costs of contributions are recognised in the year that they are payable.

i) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently measured at their settlement value.

j) Taxation

The charity is exempt from corporation tax on its charitable activities.

k) Leases

Rentals payable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

2 LEGAL STATUS OF THE CHARITY

York Mind (incorporating Our Celebration) Ltd is regulated by the Charities Commission (1006759), limited by guarantee and is registered in England & Wales. The address of the registered office and principle place of business is York Mind (incorporating Our Celebration) Ltd, Highcliffe House, Highcliffe Court, York, YO30 6BP. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

3 DONATIONS, GRANTS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Donations and Fund Raising	132,679	310	132,989	195,732
BW Memorial Fund	51,828	-	51,828	4,841
Other income	3,670	456	4,126	9,764
Grants receivable				
Julia and Hans Rausing Trust	-	-	-	46,500
Kavli Trust	-	-	-	25,000
City of York Council - Activities	-	32,085	32,085	32,085
Vale of York CCG - Mentoring 13 -18 yrs	-	29,225	29,225	17,113
City of York Council - Wellbeing in Schools	-	37,037	37,037	7,813
Masonic Charitable Foundation	-	-	-	7,500
Two Ridings Foundation	-	3,270	3,270	6,542
National Mind	-	-	-	5,500
Co-op Local Community Fund	-	-	-	1,790
Covid Appeal	-	-	-	19,900
Charles Brotherton Trust	250	-	250	-
Norman Collinson Charity Trust	1,250	-	1,250	-
	<u>189,676</u>	<u>102,383</u>	<u>292,059</u>	<u>380,079</u>
2022	<u>189,676</u>	<u>102,383</u>	<u>292,059</u>	<u>380,079</u>
2021	<u>229,426</u>	<u>150,654</u>	<u>380,079</u>	

4 INVESTMENT INCOME

	2022 £	2021 £
Bank interest receivable	<u>17</u>	<u>71</u>

5 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Charitable Activities Income				
City of York Council - Advocacy Hub	-	329,477	329,477	329,477
City of York Council - Duak Diagnosis	-	15,000	15,000	-
City of York Council - Activities	-	80,000	80,000	80,430
City of York Council - Young People Counselling	-	80,000	80,000	80,000
Your Consortium - Action towards Inclusion	-	38,446	38,446	37,328
Your Consortium - Thriving at Work	-	14,961	14,961	-
National Lottery - Staying OK	-	-	-	19,000
Department of Health - Creative Lives	-	10,000	10,000	18,750
Department of Health - Suicide prevention	-	30,133	30,133	-
York Carers Centre - Carers Counselling	-	16,000	16,000	16,000
City of York Council - Creative Lives	-	20,000	20,000	12,500
Vale of York CCG - Creative Lives	-	20,000	20,000	12,500
City of York Council - CHC Advocacy	-	-	-	12,159
Big Lottery - Awards For All	-	1,660	1,660	9,140
National Mind - Staying OK	-	-	-	7,770
National Mind - Systems Change	-	64,250	64,250	-
BBC Children in Need - 13-18 Mentoring	-	10,034	10,034	7,466
Mid & North Yorkshire Citizens Advice	-	5,609	5,609	3,189
BBC Children in Need - Mindfulness	-	-	-	2,940
BBC Children in Need - 13-18 Peer Support	-	-	-	833
York CVS-Adult Peer Support	-	50,000	50,000	-
Training	55,320	-	55,320	49,338
Doncaster Mind	55,504	-	55,504	37,283
Counselling	2,940	2,988	5,928	7,495
City of York Council - Benefits Advocacy	-	-	-	-
Advocacy	-	4,280	4,280	5,351
	<u>113,764</u>	<u>792,838</u>	<u>906,601</u>	<u>748,948</u>
2022	<u>113,764</u>	<u>792,838</u>	<u>906,601</u>	<u>748,948</u>
2021	<u>91,396</u>	<u>657,552</u>	<u>748,948</u>	

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

6 TOTAL EXPENDITURE

Basis of Allocation	Costs of Raising Funds		Charitable Activities			Total 2022	Total 2021	
	Organisation	Fundraising	Restricted Projects	Unrestricted Projects	Governance			
Costs charged directly to activities								
Staff costs (incl training & recruitment)	Direct	-	26,230	600,878	89,671	-	716,780	669,920
Beneficiary & volunteer expenses	Direct	-	173	4,693	4	-	4,870	3,535
Activities & Course costs	Direct	-	10,078	90,519	11,149	26	111,772	68,359
Trustee expenses & training	Direct	-	-	-	-	321	321	750
Auditor's fees	Direct	-	-	-	-	6,890	6,890	4,000
Depreciation	Direct	-	-	10,065	15,227	-	25,292	23,423
Support costs allocated to activities								
Management, Finance & Admin	Staff time	-	7,040	117,547	6,708	25,808	157,103	138,612
Premises costs (incl. Utilities)	Activity	-	1,840	16,438	4,595	788	23,660	33,272
Office costs	Activity	-	1,866	28,271	1,757	903	32,797	16,409
2022		-	47,227	868,411	129,110	34,735	1,079,483	958,280
2021		2,554	58,420	784,607	88,655	24,044	958,280	

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

7 EMPLOYEE INFORMATION

The aggregate payroll costs of the Charitable Company for the period are as follows:

	2022 £	2021 £
Gross salaries	743,945	691,301
Social security costs	51,473	47,472
Pension	47,990	44,454
Total staff salaries	843,408	783,227

The trustees received no remuneration.

The trustees received no expenses during the year (2021: £nil).

Average number of employees for the period

	No	No
Number of management staff	6	6
Number of other staff	39	34
	45	40

No employees received emoluments in excess of £60,000.

The total remuneration paid in 2022 to key management personnel was £213,693 (2021 £204,792)

8 NET INCOME

	2022 £	2021 £
Net Income for the year are stated after charging:		
Depreciation	25,292	23,423
Current Audit Fees	5,214	3,750
Non- Audit Fees	936	250

9 TANGIBLE FIXED ASSETS

	Freehold property £	Building maintenance £	General & computer equipment £	Furniture fittings & production £	Total £
COST					
At 1 April 2021	319,624	32,995	34,199	12,699	399,516
Additions	-	-	6,550	-	6,550
Disposals	-	-	(2,663)	-	(2,663)
At 31 March 2022	319,624	32,995	38,086	12,699	403,403
DEPRECIATION					
At 1 April 2021	220,433	17,929	13,573	10,406	262,342
Charge for the year	9,785	2,298	11,742	1,467	25,292
On Disposals	-	-	(2,663)	-	(2,663)
At 31 March 2022	230,218	20,227	22,652	11,873	284,971
NET BOOK VALUE					
At 31 March 2022	89,405	12,768	15,434	826	118,432
At 31 March 2021	99,190	15,066	20,626	2,293	137,174

Included in Freehold property is land valued at £75,000 (2021 £75,000)

All fixed assets are used for charitable purposes.

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

10 DEBTORS					2022	2021
					£	£
Debtors in the ordinary course of activities					40,581	1,363
Prepayments and accrued income					39,528	45,672
					<u>80,108</u>	<u>47,035</u>
11 CREDITORS: Amounts falling due within one year					2022	2021
					£	£
Creditors in the ordinary course of activities					20,519	10,525
Other Creditors					22,471	17,662
Accruals and deferred income					12,032	20,055
					<u>55,022</u>	<u>48,243</u>
12 DEFERRED INCOME						
	Balance at	New Additions	Amount Released			Balance at
	31 March 2021					31 March 2022
	£	£	£			£
	<u>7,464</u>	<u>168,258</u>	<u>(173,222)</u>			<u>2,500</u>
13 LEASE AGREEMENTS					2022	2021
					£	£
Minimum lease payments under non-cancellable operating leases fall due as follows:						
Within one year					1,075	5,165
Between one and five years					1,613	2,688
					<u>2,688</u>	<u>7,853</u>
14 RESTRICTED FUNDS						
	Balance at	Movement in resources				Balance at
	1 April 2021	Incoming	Outgoing	Transfers		31 March 2022
	£	£	£	£		£
Building Project	99,190	-	-	(99,190)		-
Technology	19,793	-	(10,065)	(9,728)		-
Building Maintenance	15,066	-	-	(15,066)		-
Activities Programme - 'S'	15,475	80,233	(91,986)			3,722
Young People's Mentoring	11,177		(11,448)	271		-
Young People's Drop In	9,713			(9,713)		-
Young People's Creative Lives - Other funders	4,821	40,000	(39,201)			5,620
Young People's Creative Lives - DoHSC	-	10,000	(10,000)			-
Action Towards Inclusion	2,500	38,446	(41,649)	703		-
Young People's Awards For All	2,064		-	(2,064)		-
Co-op Local Community Fund	1,790	1,660	(6,755)	5,095		1,790
BBC Children in Need - Mindfulness	790					790
Counselling	719	21,495	(22,580)	366		-
Activities Programme - 'B'	-	32,085	(32,911)	826		-
Advocacy	-	332,309	(367,158)	34,849		-
BBC Children in Need - Mentoring	-	10,034	(11,692)	1,658		-
Young People's Counselling and Mentoring (Winter Pressures)	-	29,225	(5,600)			23,625
Carer's Counselling	-	18,988	(18,988)			-
Citizen's Advice Bureau (Selby)	-	5,609	(6,212)	603		-
CYC Young People's Counselling	-	80,000	(86,819)	6,819		-
Adult One-One	-	12,128	(13,301)	1,173		-
Adult Peer Support	-	50,360	(22,772)			27,588
Thriving at Work	-	14,961	(18,587)	3,626		-
Wellbeing Education Return	-	37,037	(18,447)			18,590
Mind's LMGF Co-op Resilience Programme-Systems Change	-	64,250	(30,759)			33,491
Dual Diagnosis Advocacy	-	15,000	(80)			14,920
Social Work Students	-	1,400	(1,400)			-
	<u>183,098</u>	<u>895,221</u>	<u>(868,411)</u>	<u>(79,772)</u>		<u>130,136</u>

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

RESTRICTED & UNRESTRICTED FUNDS (continued)

14 UNRESTRICTED FUNDS

	Balance at	Movement in resources		Transfers	Balance at
	1 April 2021	Incoming	Outgoing		31 March 2022
	£	£	£	£	£
Maintenance and Equipment	1,636	-	-	-	1,636
Fixed Assets	656	-	(15,226)	86,191	71,621
Free Reserves	491,877	303,457	(195,846)	(190,837)	408,651
Designated funds	-	-	-	184,418	184,418
	<u>494,170</u>	<u>303,457</u>	<u>(211,072)</u>	<u>79,772</u>	<u>666,326</u>

Transfers:

Material transfers are as follows:

Activities Programme - Young People's Mentoring £271, Action Towards Inclusion £703, Counselling £366, Activities Programme -'B' £826, Advocacy £34,849, BBC Children in Need - Mentoring £1,658, Citizen's Advice Bureau (Selby) £603, CYC Young People's Counselling £137, Adult One-One £1,173 and Thriving at Work £3,626 were transferred to account for the allocation of centralised costs.

The building project represents the net book value of Highcliffe House and capital work funded by the Lottery grant and restricted donations. £99,190 has been transferred to the general fund to reflect that these funds have been spent.

Technology Fund was for laptops and other IT equipment funded from a number of grants including Clothworkers, Morrison's Community Fund, National Mind and other small grants. £9,728 has been transferred to the general fund to reflect that these funds have been spent.

The building maintenance fund is work carried out on maintaining Highcliffe House which is funded by restricted donations and grants. £15,066 has been transferred to the general fund to reflect that these funds have been spent.

Transfers to designated funds:

£51,828 has been transferred from unrestricted funds to designated funds to reflect funds received from BW Memorial Fund which have been ringfenced.

£132,590 has been transferred from unrestricted funds to reflect funds ringfenced to fund staff salaries from unrestricted funds in the next financial year.

Purposes of restricted funds

During the year, the charity received specific grants restricted to the funding of the following projects:

City of York Council provide funding for a mental health activities programme,

Your Consortium for the Action Towards Inclusion project,

Dept of Health, York City Council and York CCG provided funding for the Creative Lives project

York CCG and Children in Need for Young People's Mentoring

Kavli Trust has funded a drop in service for young people. This is currently suspended due to Covid. £9,713 has been reallocated to other young people counselling services.

Big Lottery's Awards For All is funding for the Young People's Service strategy. £2,064 has been reallocated to other young people counselling services.

Co-op Local Community Fund is for a young people's project which has been delayed due to Covid.

BBC Children in Need funding for Mindfulness courses run during the pandemic.

Counselling funding is provided through the receipt of regular gifts, charges for the service and funding from City of York Council for the Young People's Counselling.

City of York Council provide funding for statutory advocacy provision and also for the the dual diagnosis project.

City of York Council provide funding for the Wellbeing Education Return project.

Mind provided a systems change programme including a website and podcast for young people within the City of York.

Counselling was provided for young carer's being supported by the Young Carer's Centre.

Thriving at Work aims to support people to thrive at work through diversity training and 1-2-1 in-work coaching.

Citizen's Advice Bureau is for mental health support for clients in the Selby area

Adult Peer Support is a partnership project to provide early input to support timely and supported discharge, linking with community support. This is being delivered in partnership with TEWV NHS Trust.

Fund balances represent balances carried forward on multi-year projects and projects.

Purposes of unrestricted funds

The maintenance & equipment fund is to enable the charity to develop a long term fund for the maintenance of the building and replacement of major items of equipment. This fund has now been discontinued and no new charges are made to it. The balance of the fund relates to the fixed assets in the fund.

There are some fixed assets that have been funded by and used by the fund raising team.

The general fund represents the free funds of the charity which are not designated for a particular purpose.

The Trustees are currently reviewing the on-going restrictions around the restricted funds with a capital nature. Once the restrictions are fulfilled the relevant funds will be transferred to general unrestricted funds.

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets	Other net assets	Total
Activities Programme - 'S'	-	3,722	3,722
Young People's Creative Lives	-	5,620	5,620
Co-op Local Community Fund	-	1,790	1,790
BBC Children in Need - Mindfulness	-	790	790
Young People's Counselling and Mentoring (Winter Pressures)	-	23,625	23,625
Adult Peer Support	-	27,588	27,588
Wellbeing Education Return	-	18,590	18,590
Mind's LMGF Co-op Resilience Programme-Systems Change	-	33,491	33,491
Dual Diagnosis Advocacy	-	14,920	14,920
Restricted Funds	-	130,136	130,136
Maintenance and Equipment Fund	5,554	(3,918)	1,636
Designated funds		184,418	184,418
General Fund	112,879	367,393	480,272
Unrestricted Funds	118,432	547,894	666,326
	118,432	678,030	796,462

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RELATED PARTY TRANSACTIONS

No transactions with related parties were undertaken such as are required to be disclosed under Financial Reporting Standards.

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**RECONCILIATION OF NET INCOME TO NET CASH FLOW
FROM OPERATING ACTIVITIES**

	2022 £	2021 £
Net Income for the reporting period	119,194	170,819
Depreciation charges	25,292	23,423
Decrease/(increase) in debtors	(33,073)	-
Increase/(decrease) in creditors	6,778	-
Net cash provided by (used in) operating activities	118,191	194,241

ANALYSIS OF CASH AND CASH EQUIVALENTS

	2022 £	Movement £	2021 £
Cash in hand	652,943	111,641	541,302
Total cash and cash equivalents	652,943	111,641	541,302

YORK MIND (INCORPORATING OUR CELEBRATION) LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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COMPARATIVE SOFA

	Unrestricted Funds £	Restricted Funds £	Total 31 March 2021 £
Income and endowments from:			
Donations and legacies	229,425	150,654	380,079
Charitable activities	91,396	657,552	748,948
Investments	71	-	71
Total income	320,892	808,206	1,129,098
Expenditure on:			
Raising funds	60,974	-	60,974
Charitable activities	112,698	784,607	897,305
Total expenditure	173,672	784,607	958,279
Net Income	147,220	23,599	170,819
Transfers between funds	(822)	822	-
Net movement in funds	146,398	24,421	170,819
Reconciliation of funds:			
Total funds brought forward	347,772	158,677	506,449
Total funds carried forward	494,170	183,098	677,268