

REGISTERED COMPANY NUMBER: 02193270 (England and Wales)  
REGISTERED CHARITY NUMBER: 1007625

REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025  
FOR  
LEEDS MIND  
(A COMPANY LIMITED BY GUARANTEE)



Thomas Coombs Limited  
Statutory Auditor  
Chartered Accountants  
3365 The Pentagon  
Century Way  
Thorpe Park  
Leeds  
West Yorkshire  
LS15 8ZB

**LEEDS MIND**

**CONTENTS OF THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST MARCH 2025**

---

	<b>Page</b>
<b>Reference and Administrative Details</b>	1
<b>Report of the Trustees</b>	2 to 11
<b>Report of the Independent Auditors</b>	12 to 15
<b>Statement of Financial Activities</b>	16
<b>Balance Sheet</b>	17
<b>Cash Flow Statement</b>	18
<b>Notes to the Cash Flow Statement</b>	19
<b>Notes to the Financial Statements</b>	20 to 36
<b>Detailed Statement of Financial Activities</b>	37 to 38

---

## LEEDS MIND

### REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31ST MARCH 2025

---

#### TRUSTEES

Kathryn Lupton	Chair
Jen Murgatroyd	Vice Chair
Sarah Bronsdon	(resigned 7 <sup>th</sup> October 2024)
David Gee	(resigned 5 <sup>th</sup> June 2024)
Cheryl Astley	
Rebecca Lasseko	(resigned 29 <sup>th</sup> October 2024)
Luke Barrett	
Aysha Akram	(resigned 15 <sup>th</sup> October 2024)
Tracy Commons	(appointed 20 <sup>th</sup> June 2024)
Michael Gartside	(appointed 20 <sup>th</sup> June 2024) (resigned 5 <sup>th</sup> August 2024)
Heather Gibson-Simpson	(appointed 20 <sup>th</sup> June 2024)
Caroline McGrath	(appointed 20 <sup>th</sup> June 2024)
Blane Watson	(appointed 20 <sup>th</sup> June 2024)

#### COMPANY SECRETARY

Lucy Hancock

#### SENIOR LEADERSHIP TEAM

The members of the Senior Leadership Team as of 31<sup>st</sup> March 2025 were:

Lucy Hancock	Chief Executive
Eloise Bell	Director of People, Culture and Governance
Andrew Lowe	Finance and Resources Manager
Ian Chapman	Business Development Director
Ayesha Alves-Hey	Operations Director

#### REGISTERED OFFICE

Clarence House  
11 Clarence Road  
Horsforth  
Leeds  
West Yorkshire  
LS18 4LB

#### REGISTERED COMPANY NUMBER

02193270 (England and Wales)

#### REGISTERED CHARITY NUMBER

1007625

#### AUDITORS

Thomas Coombs Limited  
3365 The Pentagon  
Century Way  
Thorpe Park  
Leeds  
LS15 8ZB

#### BANKERS

Unity Trust Bank  
Nine Brindley Place  
Birmingham  
B1 2JB

**LEEDS MIND**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31ST MARCH 2025**

---

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 31 March 2025, the annual report is also prepared to meet the requirements for a Directors' report and Financial Statements for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their Financial Statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

**Reference and Administrative Details**

The Charity Information page forms part of this report.

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

#### OBJECTIVES AND ACTIVITIES

##### Objectives and Activities

Leeds Mind is a registered charity. The charity's objectives as set out in the Memorandum and Articles of Association are to promote the preservation of good mental health, to enable people experiencing mental health difficulties to recover and to increase understanding of mental health. The area of benefit is Yorkshire.

The aims, objectives and activities of the charity are reviewed regularly, and achievements assessed. When reviewing these and in planning future activities, the Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. The organisational strategy, launched in June 2022, ran for three years from 2022 to 2025, and has been extended for an additional year whilst the new strategy is being developed. This strategy sets out four strategic pillars; We Connect Minds: bringing people together to make change in our communities; We Support Minds: delivering life-changing support; We Change Minds: speaking out and making mental health everyone's business; Together, we are Leeds Mind: working together to become a more inclusive and sustainable organisation. The third year of our strategy has been one of significant change, seeing changes at Board and Senior Leadership level and continued volatility in external environment.

During the year to 31 March 2025, the following services were delivered: Workforce Wellbeing Training including help for employers and anti-stigma work, Employment support, Financial Wellbeing, Lived Experience/Peer Support (including cultural diversity, LGBTQIA+, Neurodiversity) Counselling, Befriending, Suicide Bereavement Services, Self-Harm, Creative Arts, Young People's support. Leeds Mind is a strategic partner in the Leeds community based mental wellbeing service, Live Well Leeds and citywide social prescribing service, Linking Leeds.

The Employment Service, WorkPlaceLeeds, is an IPS model, externally audited against Fidelity standards by IPS GROW. The IPS model is a globally recognised approach to helping people with mental illness find and maintain paid employment, working on the principle that anyone who is interested in employment should be supported to find it regardless of diagnoses. The IT training suite has been part of this service for many years, however during the year due to loss of funding the service closed with the space repurposed for open plan working. The Employment Service is commissioned by the West Yorkshire Integrated Care Board with whom we work closely. Leeds City Council, historically part funded the service; this funding was withdrawn during the year. The employment service has undergone procurement in the last year with contract extended whilst the process is completed. Leeds Mind has entered this procurement in partnership with the newly formed Leeds Community Mental Health Alliance alongside Touchstone, Northpoint and Barca. We will continue develop the alliance model over the coming year.

Our Peer Support and Lived Experience Services offer a range of workshops, courses, support and activity groups to help people develop skills to better manage their mental health. We have lived experience services working alongside the community mental health teams and mental health rehabilitation and recovery units delivering a range of therapeutic 121 and group interventions. Our lived experience services are delivered by a staff team and volunteers who have their own lived experience of mental health difficulties. Our expanded peer support provision includes leading a successful partnership under the mental health community transformation programme, funding for which now comes under the Leeds Community Mental Health Alliance model with the contract being extended in line with the procurement process. The Leeds Mind Peer Support offer also includes support for neurodiverse and LGBTQIA+ communities funded separately by grants/trusts.

We deliver the Leeds Suicide Bereavement Service, and the West Yorkshire Suicide Bereavement Service which includes the Kirklees Family service. These are postvention services delivered by staff who have lived experience of suicide. The service works with all people who have been affected by suicide in their lives. These services received contract extensions during the year.

Our Counselling Service offers one to one support through a low-cost route or through private practice. The aim of the private practice sessions is to fund the low-cost sessions. The service is delivered by volunteer and paid counsellors all offering a person-centred approach. During 2024-25, a new model was piloted for the Counselling service to improve sustainability. The revised model is proving successful and has now been embedded.

Leeds Mind has delivered support to young people through Youth in Mind, which built on our delivery of the previous THRU peer support service. The Youth in Mind Service provided a trauma informed approach to support, and was fully coproduced with young people leading the delivery and design of the service. The service has continued to be successful over the year.

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

Our consortium services comprise of the social prescribing service, Linking Leeds and a community wellbeing service, Live Well Leeds. The Linking Leeds service offers people the opportunity to improve and enhance their day to day lives by connecting them to groups and services within their local community. Leeds Mind is a lead delivery partner in the city-wide service Linking Leeds which is led by Inspire North was in its final year of delivery during this year and was successfully recommissioned for a further 5 years.

Live Well Leeds service is led by Touchstone with Leeds Mind as a strategic partner delivering one to one and group work across the city for people with a range of mental health difficulties. This service has also been recommissioned during the year.

Overall, external financial volatility has continued to impact statutory funding sources significantly affecting third sector organisations deeply. The change of Government part way through the year added to general instability and uncertainty, also recognising this may bring new opportunities for the sector and the organisation. Whilst Leeds Mind has continued to be affected by statutory funding cuts, we have been significantly affected by the Government changes to National Insurance and the Real Living Wage adversely impacting our budget for the coming year. We have navigated the loss of continuation funding for specific projects within the year and voluntary income has remained a challenge. Despite these obstacles, we have mobilised new services in the year including funding for a new city wide over 50s Befriending service, a self harm project Stepping Stones and Arts and Minds, a community focussed arts and wellbeing offer.

Performance reports are provided on a regular basis to service commissioners, demonstrating how the funds are used to make a difference to people using our services. The focus is on recovery and community engagement, and there are regular reviews on the best tools to measure client journeys. The Outcome Star, Work Star and the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) are key measurement tools. For some provision, we report social impact measures to better demonstrate the value of services.

Our workplace wellbeing training offer has continued to grow. We deliver the accredited Mental Health First Aid and bespoke courses to improve the mental health and wellbeing to a wide range of organisations. This includes suicide prevention training and Menopause awareness training. We are pleased with developments in training over the last year and look forward to continuing this.

We are an active member of Forum Central, the alliance of all voluntary sector organisations in Leeds as well as a range of other networks across West Yorkshire. We are also the Mindful Employer lead for Leeds and coordinate an active network of employers in the city with the aim of fostering positive attitudes to mental health in the workplace.

At National Mind, the focus has been on development of the Federation Sustainability Strategy and opportunities for local Minds to work together. We have been active contributors to Federation First and hosted a visit from the National Mind team during the year.

#### **Staff and volunteers**

We would like to record our thanks to the highly skilled staff team who show so much dedication and commitment to their work and to Leeds Mind, particularly given the challenging financial and operational landscape. The team have shown resilience, shared values and a commitment to improving mental health for all.

We are also very fortunate to work with around 80 excellent and committed volunteers, in addition to our Trustees. They are active in various roles around the organisation particularly in our Befriending, Lived Experience, Counselling, groups and events. Without their continued support it would not be possible to continue to offer the same high level of service.

During 2024-25, we have implemented changes as a result of an organisation-wide review to support to infrastructure and fill key senior leadership positions. Our People and Culture team have undertaken significant work, including continuing to strengthen our recruitment processes, reviewing and updating performance review processes, building our online HR system (Evalu-8) and developing an internal comms strategy, including our People and Culture and Trustee SharePoint pages. Leeds Mind has robust recruitment processes, including the use of Disclosure and Barring Service checks for staff and volunteers.

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

#### STRATEGIC REPORT

##### Achievements and performance

##### Charitable activities

The last year has seen significant change at Leeds Mind, with changes at Senior leadership and Board level. We recruited our new Chair, Kathryn Lupton, in October 2024 supported by Vice Chair, Jen Murgatroyd, and appointed a new Treasurer, Blane Watson. Completing the organisation review at Senior Leadership Team level, we recruited a new Business Development Director, Ian Chapman, and a new Operations Director, Ayesha Alves-Hey following Rhys Toone's departure in January 2025

Our core projects have been property and sustainability, rolling our existing strategy to enable us to consolidate progress ahead of developing our new strategy for 2026 onwards. We have made considerable progress against our strategic objectives developing our culture through a values-led approach and were awarded as one of the UK's Great Places to Work in March 2025. We have focussed on diversifying our workforce, commitment to inclusion, race equity and accessibility to reflect and meaningfully engage the communities we are working with. We have moved forward in these areas over the course of the year, with increasing proportions of those accessing services from culturally diverse (25%), LGBTQIA+ (20%) and neurodiverse communities (33%), with the biggest increases in access from people in areas of deprivation (54% from deciles 1-3).

Board development has also been a priority for Leeds Mind. Alongside the Chair and Treasurer, we have had several new Trustees join the Board, who have brought diverse experience and specialist expertise. We have held regular Away Days and other activities to strengthen Trustee engagement, and prioritised effective onboarding processes. We have also undertaken a review of our governance, reconfiguring our committee structure to reduce duplication and enable strategic focus. Our actions to further strengthen Board development are set out in a Board Development Plan, which was approved at our Board meeting in March 2025 and serves as a 'live' plan.

Whilst reduction in funding has reduced capacity in some services including our young people and financial wellbeing services, we have seen increases in others. In 2024-2025, we supported 8719 people with some of our services seeing significant percentage increases - including the West Yorkshire Suicide Bereavement Service (27% increase), and (16%) Counselling (40%).

In 2024-2025, 1 in 4 of the people accessing our support were aged 25 or under. This is in line with our strategy to support children and young people, and partly thanks to our Youth in Mind support service. Money & Me, our pioneering mental health and financial wellbeing service was extended during this year and ended in March 2025 due to lack of funding. We have been able to incorporate some of the learning into our workplace wellbeing offer.

Our mental health training and counselling services have continued to grow, with a range of training and courses being offered, and the Counselling service now financially sustainable, generating an income of £59,199.

Our influencing and anti-stigma work has continued most notably with the great success of our Mindful Employer conference focussed on mentally health workplaces for all with a varied programmes and over 200 delegates we have continue to prioritise the importance of workplace inclusion and wellbeing. We also had the opportunity under the new labour government to host a ministerial visit and round event with Leeds Mind staff, people who use our service and senior ministers to discuss young people, mental health and barriers to employment.

Feedback from our Clients and commissioners continues to be positive. Most of our clients said they would recommend Leeds Mind to family and friends. Feedback from clients in 2024/25:

"I was nervous I would be judged or feel like I wouldn't belong, but since I have joined, I feel like I am part of the community and every evening I attend I always feel happy" (Youth in Mind client).

"My worker gave me hope and self-belief and a positive outlook. I cannot thank him and WorkPlace Leeds enough" (WorkPlace Leeds client).

"Open Minds hasn't only made a positive difference to my life, but it has saved my life" (Peer Support Open Minds client).

This was the third year of our strategic plan 2022 - 2025 and our business planning and priorities were based around our four strategic objectives:

**1. We connect Minds** - bringing people together to make change in our communities.

##### We have done this by:

- Working with more than more than 8,700 people across Leeds and West Yorkshire.

---

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

- Connecting socially isolated people aged over 50 with like-minded volunteers
- Delivering our services in a range of community locations increasing people accessing support from areas of deprivation
- Improved accessibility in our recruitment processes and policies
- Developed our Race Equity Steering Group and action plan
- Developing our partnerships through consortium services
- Establishing a new alliance partnership bringing together our Employment Support and Peer support services working in community mental health transformation into wider partnership offer.

#### **2. We Support Minds** - delivering life-changing support

We have done this by:

- Supporting over 250 people through counselling
- Supported over 500 people with lived experience/peer support
- Expanding our West Yorkshire lived experience delivery with Stepping Stones Self Harm service
- Supported over 220 people through creative arts therapies
- Providing responsive financial wellbeing to support people with the cost-of-living crisis
- Continued to deliver young people's support, securing new funding for young women, girls and non-binary people
- Increased representation across priority groups, including culturally diverse groups, neurodiversity, LGBTQIA+
- Supported over 1000 people with our suicide bereavement support and launched a peer support group for young people to impacted by suicide

#### **3. We Change Minds** - speaking out and making mental health everyone's business

We have done this by:

- Increased our mental health training offer and delivered to over 1,700 people
- Elevating lived experience voices particularly least heard voices for example through our Barbers project videos tackling the health inequalities faced by men from South Asian, African and Caribbean backgrounds
- Nurturing relationships with corporate and community supporters, continuing to build on the success of live streaming gaming event and events programme
- Influencing and raising our profile via campaigns including Mental Health Awareness Week, World Suicide Prevention Day, Children's Mental Health Awareness Week and Leeds Mind Multicoloured Monday.
- Increasing our Charity of the Year corporate supporters
- Hosting a city wide Mindful Employer conference focussed on Mentally Health Workplaces for All.
- Influencing coproduced approaches to mental health support through our Young People's Steering Group and Impact group.,
- Hosting a ministerial visit with new government ministers and senior leaders from the Departments of Health and Social Care and Work and Pensions
- Working closely with our commissioners to develop new models for commissioned services

#### **4. Together, we are Leeds Mind** - working together to become a more inclusive and sustainable organisation

We have done this by:

- Reviewed our strategy, laying the foundations for developing our next strategy
- Awarded as one of the UK's Great Places to Work
- Completing the organisation review process with revised infrastructure and core sustainability projects such property
- Implemented our new approach to pay
- Improved our Performance Management and Development processes
- Appointed a new Chair of Trustees and trustees to increase diversity of experience on our Board
- Reviewed our systems onboarding a new CRM system
- Grown our service offer securing income and developing new services for example Arts and Minds, Open Minds

#### **Support for Leeds Mind**

We are delighted that so many individuals and organisations have chosen to make Leeds Mind the beneficiary of their fundraising. The donations enable us to progress projects which otherwise we could not fund and support our programme of activities led by volunteers.

Leeds Mind could not exist without funding from our commissioners, trusts, individual donors, companies and other associations and we are grateful all for their support for our vital work.

---

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

#### STRATEGIC REPORT

##### Achievements and performance

##### Fundraising

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities. Fundraising is defined as 'soliciting or otherwise procuring money or other property for charitable purposes. All amounts raised through fundraising in the year are presented within 'Donations and legacies' which includes donations from individual supporters, corporate supporters and legacies. We are extremely grateful to everyone who has donated or participated in events.

Leeds Mind does not use professional fundraisers, commercial participators or third parties to fundraise on our behalf. The day-to-day management of all income generated is managed internally by the staff team who act under authority delegated by the Trustees.

The charity is voluntarily bound to be regulated by the Fundraising Regulator and pays the appropriate levy. Leeds Mind complies with the Code of Fundraising Practice set out by the Fundraising Regulator.

We have not received any complaints in relation to our fundraising practice for the year under review.

##### Financial review

##### Financial Position

Total income for the year was £3,682,279 (2024: £3,500,346), an increase of 5%. Movement is mainly due to increases in revenue from services, training delivery and counselling.

Expenditure in the year has increased to £3,683,961 (2024: £3,598,168). The increase of £85,793 represents a year-on-year increase of 2.4% and is for new investment to replace our operational CRM along with higher IT costs for Microsoft software releases. Additional salary costs are attributable to the 24-25 pay award.

Overall Leeds Mind made a small deficit for the year of £1,682 (2024: deficit of £97,822).

##### Principal Funding Sources

The main funding sources are the NHS in Leeds through the West Yorkshire Integrated Care Board (ICB) and Public Health within Leeds City Council (LCC). Leeds Mind works closely with its commissioners and is grateful for their continuing support in a very difficult financial climate. We are also fortunate to have some funding support through grants and trusts.

##### Fixed Assets and Investments

The movements in fixed assets during the year are set out in note 10 to the financial statements. The Trustees have agreed that temporarily surplus funds should be invested in short term low-risk accounts with the highest possible rates of interest in the current climate. All investments are held in cash and there are no long-term investments (over 12 months). Cash balances are reviewed by the Finance Committee regularly.

##### Reserves policy

Leeds Mind maintains an unrestricted cash reserve to cover any potential funding shortfall between the costs identified in the annual budget and the corresponding fundraising target for the year, the potential costs of staff notice and redundancy for a majority of staffing, the costs of leases on equipment, and any other short-term liabilities.

For 2025 the unrestricted reserves requirement in case of close down is calculated as £847,252. As of 31 March 2025, Leeds Mind held £1,148,877 comprising £1,639,857 of current assets offset by £490,980 in current liabilities.

In the event of closedown, Leeds Mind would cover all other closedown costs through liquidation of fixed assets in particular the Clarence House and De Lacey House buildings. This is expected to realise sufficient cash to cover all remaining liabilities. Leeds Mind maintains sufficient cash at the bank to cover unrestricted reserves, restricted funds and deferred credit liabilities.

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

#### STRATEGIC REPORT

##### Plans for the Future

This has been the final year of our strategy 2022-2025 and is underpinned by an annual business plan.

Our strategic plan 2022-2025 sets out our objectives under four strategic pillars and forms the basis for business planning across Leeds Mind. The main objectives for 2025/26 are set out below:

**1. We Connect Minds** - bringing people together to make change in our communities.

##### We will do this by:

- Using our equality data to inform workforce our inform cultural and workforce development
- Progress our Race Equity Action Plan
- Working collaboratively with local Minds in Yorkshire to improve sustainability and access to Mind mental health support.
- Developing partnerships across the Yorkshire region and increase our corporate partners and supporters
- Work closely with Community Mental Health Transformation to improve the user experience

**2. We Support Minds** - delivering life changing support.

##### We will do this by:

- Implementation of a new internal communications plan
- Improve our impact reporting to better demonstrate the support we provide
- Secure our core service contracts to provide stability for people access our services and our team
- Prioritise our delivery to communities most affected by poor mental health
- Developing our competency framework to enable talent management and recruitment
- Listening to our impact group to inform organisational development

**3. We Change Minds** - speaking out and making mental health everyone's business.

##### We will do this by:

- Implementing a new communications strategy
- Promoting our workplace wellbeing offer through training and hosting the Mindful Employer network
- Building on our collaboration with stakeholders and partners to secure existing and develop new services.
- Sharing client stories and least heard experiences to demonstrate the value of lived experience
- Working closely with our voluntary sector partners and statutory commissioning/policy makers to influence and improve the mental health system

**4. Together, we are Leeds Mind** - working together to become a more inclusive and sustainable organisation.

##### We will do this by:

- Creating a new organisational strategy to set the direction from 2026 onwards
- Implementing a new Business Development strategy
- Developing our approach to AI through developing our approach to digital
- Focussing on Board development and new trustee onboarding
- Improving our cyber security through training and accreditation.
- Implementing a new client case management system and reviewing existing systems to bring infrastructure efficiency
- Progressing the property options appraisal
- Reviewing our wellbeing strategy and staff support offer to improve staff retention and absence.

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Governing document

Leeds Mind was founded in 1972. The company is incorporated under The Companies Act as a company limited by guarantee and is governed by a memorandum and articles of association which outline the objects and powers of the company. The company is a registered charity and operates as a non-profit making organisation.

As a company limited by guarantee Leeds Mind has no share capital. Leeds Mind is affiliated to Mind - The National Association for Mental Health (NAMH). Mind assures the organisational quality of the network by using the robust quality assurance framework, the Mind Quality Mark. Leeds Mind was assessed against this Quality Mark in October 2022. National Mind's current process is that full MQM assessments take place approximately every 3 years. Due to review of the MQM process, Leeds Mind can expect the next review in 2026, a timescale has not been confirmed.

##### Organisational structure

All Directors of the company are also Trustees of the charity. We also have co-opted members who provide specialist input. There are no other Trustees. The Trustees who served during the period under review are set out on page 1. Directors and Trustees of the charity are appointed in accordance with the articles of association. Trustees retire at the end of their tenure which is for an initial period of three years at the Annual General Meeting and are eligible for a further two re-elections.

The Board of Trustees, the governing body of the organisation, is composed of up to 18 elected members who are both Trustees of the charity and Directors of the company, there were 8 trustees in the financial year ending 31st March 2025 with four trustees resigning during the period. The Board meets quarterly, and the senior leadership team attend the meetings for accountability and reporting purposes. There are four committees of the Board which meet quarterly throughout the year, and they are responsible for Finance, Quality and Performance, People & Culture and Business Development.

The Board generally seeks to recruit members who, as well as having the required skills for the governance of a charity, also have lived experience of mental health difficulties.

New Trustees are recruited through an open recruitment process. They have a comprehensive onboarding programme covering both the legal responsibilities and organisational context. There are a range of ways for trustees to get to know the organisation which is covered during onboarding and continues with series of events throughout the year.

The Board agrees the strategy and direction of Leeds Mind and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive and the Senior Leadership Team.

##### Key management remuneration

This year has been the first year of the Leeds Mind pay policy. The pay policy applies to all staff including the Senior Leadership Team with annual pay reviews overseen and agreed by the Board. Pay levels are benchmarked regularly against other organisations locally and using a range of other sector benchmarking tools. Pay policy governance is overseen by the People Development committee with any recommendations and reports going to the Board.

## LEEDS MIND

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2025

---

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### Risk management

The Trustees have carried out ongoing assessments of the company's activities setting out the major opportunities available to the company and the risks to which it is exposed. These risks are identified in the risk register and are risk assessed on a quarterly basis.

The principal risks and uncertainties faced by the charity at the time of writing are as follows:

- Changes to national procurement policy under the Provider Selection Regime and potential impact for two of our significant contracts leading to uncertainty for both the staff and the organisation.
- Rebuilding our income generation strategy due to the general decrease in voluntary income affected by the cost of living crisis.
- The volatility of the economic and political climate and financial crisis impacting all major statutory funding sources with increasing costs and decreasing funding squeezing organisational resources and impacting sustainability.
- Change of government and uncertainty about what this will mean for the charitable sector and the communities we support
- Reputational risk associated with the Mind brand
- Non-compliance with core legislation for example safeguarding, GDPR, Health and Safety processes and procedures.

The Trustees have considered their responsibilities under legislation including health and safety, employment law and safeguarding. Systems and procedures have been implemented to manage specific risks that have been identified, including training for all appropriate persons as necessary. A lead trustee for safeguarding appointed. A risk appetite statement is agreed by the Trustees annually.

##### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Leeds 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.

**LEEDS MIND**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31ST MARCH 2025**

---

**AUDITORS**

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 10<sup>th</sup> December 2025 and signed on the board's behalf by:



Kathryn Lupton- Chair

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND

---

### Opinion

We have audited the financial statements of Leeds Mind (the 'charitable company') for the year ended 31st March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement 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 (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 2025 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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

## **REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND**

---

### **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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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.

### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, 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.

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF LEEDS MIND

---

### **Our 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 a Report of the Independent Auditors 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:

Based on our understanding of the entity and industries in which it operates, we identified the principal risks of non-compliance with laws and regulations related to health and safety, safeguarding, employment law and data protection. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, tax legislation and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

We assessed the susceptibility of the company's financial statements to material misstatement and how fraud might occur, including through discussions with the directors and discussions within our audit team planning meeting. We determined the principal risks were related to posting journal entries to manipulate profits, and management bias in accounting estimates.

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.

At the completion stage of the audit, the engagement partner's review included ensuring that 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 for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF  
LEEDS MIND**

---

**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 auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.



Jordan Mitchell ACA (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: 10<sup>th</sup> December 2025

**LEEDS MIND**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	3	227,271	376,912	604,183	741,326
<b>Charitable activities</b>					
Peer Support	6	543,578	16,300	559,878	487,680
Wellbeing		784,529	-	784,529	373,911
Employment		1,021,289	-	1,021,289	1,115,184
Consortium		525,523	-	525,523	598,310
Training		128,598	-	128,598	40,279
Young Persons Service		9,462	-	9,462	113,046
Other trading activities	4	22,690	-	22,690	29,214
Investment income	5	26,127	-	26,127	1,396
<b>Total</b>		<b>3,289,067</b>	<b>393,212</b>	<b>3,682,279</b>	<b>3,500,346</b>
<b>EXPENDITURE ON</b>					
Raising funds	7	237,702	-	237,702	213,372
<b>Charitable activities</b>					
Peer Support	8	563,877	137,732	701,609	633,439
Wellbeing		810,938	2,217	813,155	561,110
Employment		1,029,198	90,900	1,120,098	1,191,231
Consortium		528,744	-	528,744	608,195
Training		92,989	-	92,989	83,690
Young Persons Service		30,257	159,407	189,664	307,131
<b>Total</b>		<b>3,293,705</b>	<b>390,256</b>	<b>3,683,961</b>	<b>3,598,168</b>
<b>NET INCOME/(EXPENDITURE)</b>					
Transfers between funds	20	(4,638) 90,710	2,956 (90,710)	(1,682) -	(97,822) -
<b>Net movement in funds</b>		<b>86,072</b>	<b>(87,754)</b>	<b>(1,682)</b>	<b>(97,822)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		1,393,648	135,011	1,528,659	1,626,481
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>1,479,720</b>	<b>47,257</b>	<b>1,526,977</b>	<b>1,528,659</b>

The notes form part of these financial statements

**LEEDS MIND**

**BALANCE SHEET  
31ST MARCH 2025**

	Notes	Unrestricted funds £	Restricted fund £	2025 Total funds £	2024 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	15	<b>330,843</b>	-	<b>330,843</b>	348,000
<b>CURRENT ASSETS</b>					
Debtors	16	<b>86,669</b>	-	<b>86,669</b>	139,995
Investments	17	<b>274</b>	-	<b>274</b>	294
Cash at bank		<u><b>1,552,914</b></u>	<u><b>47,257</b></u>	<u><b>1,600,171</b></u>	<u>1,518,515</u>
		<b>1,639,857</b>	<b>47,257</b>	<b>1,687,114</b>	1,658,804
<b>CREDITORS</b>					
Amounts falling due within one year	18	<b>(490,980)</b>	-	<b>(490,980)</b>	(478,145)
<b>NET CURRENT ASSETS</b>					
		<u><b>1,148,877</b></u>	<u><b>47,257</b></u>	<u><b>1,196,134</b></u>	<u>1,180,659</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u><b>1,479,720</b></u>	<u><b>47,257</b></u>	<u><b>1,526,977</b></u>	1,528,659
<b>NET ASSETS</b>					
		<u><u><b>1,479,720</b></u></u>	<u><u><b>47,257</b></u></u>	<u><u><b>1,526,977</b></u></u>	<u><u>1,528,659</u></u>
<b>FUNDS</b>					
Unrestricted funds	20			<b>1,479,720</b>	1,393,648
Restricted funds				<u><b>47,257</b></u>	<u>135,011</u>
<b>TOTAL FUNDS</b>					
				<u><u><b>1,526,977</b></u></u>	<u><u>1,528,659</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 10<sup>th</sup> December 2025 and were signed on its behalf by:



Blane Watson- Trustee

The notes form part of these financial statements

**LEEDS MIND****CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31ST MARCH 2025**

---

	Notes	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<u>55,529</u>	<u>117,485</u>
Net cash provided by operating activities		<u>55,529</u>	<u>117,485</u>
<b>Cash flows from investing activities</b>			
Interest received		<u>26,127</u>	<u>1,396</u>
Net cash provided by investing activities		<u>26,127</u>	<u>1,396</u>
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>81,656</b>	<b>118,881</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u><b>1,518,515</b></u>	<u><b>1,399,634</b></u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u><b>1,600,171</b></u></u>	<u><u><b>1,518,515</b></u></u>

The notes form part of these financial statements

---

LEEDS MIND

NOTES TO THE CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31ST MARCH 2025

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>(1,682)</b>	<b>(97,822)</b>
<b>Adjustments for:</b>		
Depreciation charges	17,157	17,156
Losses on investments	20	-
Interest received	(26,127)	(1,396)
Decrease in debtors	53,326	332,811
Increase/(decrease) in creditors	<u>12,835</u>	<u>(133,264)</u>
<b>Net cash provided by operations</b>	<u><u>55,529</u></u>	<u><u>117,485</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/24	Cash flow	At 31/3/25
	£	£	£
<b>Net cash</b>			
Cash at bank	<u>1,518,515</u>	<u>81,656</u>	<u>1,600,171</u>
	<u>1,518,515</u>	<u>81,656</u>	<u>1,600,171</u>
<b>Liquid resources</b>			
Deposits included in cash	-	-	-
Current asset investments	<u>294</u>	<u>(20)</u>	<u>274</u>
	<u>294</u>	<u>(20)</u>	<u>274</u>
<b>Total</b>	<u><u>1,518,809</u></u>	<u><u>81,636</u></u>	<u><u>1,600,445</u></u>

The notes form part of these financial statements

## LEEDS MIND

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2025

---

#### 1. ACCOUNTING POLICIES

##### **Basis of preparing the financial statements**

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.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

Leeds Mind meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### **Going Concern**

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

##### **Income**

Income is included in the Statement of Financial Activities ("SoFA") when the charity has established entitlement and the amount can be quantified with reasonable accuracy.

Donations and legacies, which include grants, are included in the SoFA when it is probable that the funds will be received and that they can be measured with sufficient reliability.

Grants, including grants for the purchase of fixed assets, are recognised in full in the SoFA in the period in which they are receivable.

The value of services provided by volunteers is not included.

Trading and investment income is accounted for on an accruals basis.

Where income is received specifically for expenditure in a future accounting period that amount is deferred.

##### **Expenditure**

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be directly allocated to such activities and those costs of an indirect nature necessary to support them.

Support costs comprise all non-attributable costs including Finance, Human Resources, Information Technology and Administration. These costs have been allocated across activities either directly or based on usage as set out in note 10.

Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of overhead and support costs.

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

---

1. ACCOUNTING POLICIES - continued

**Staff costs**

The costs of short term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

**Financial instruments**

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

**Cash in hand and at bank**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity held for working capital. Any bank overdrafts are shown within borrowings in current liabilities.

**Allocation of support costs**

Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

**Tangible fixed assets**

Tangible fixed assets are stated at cost less depreciation, individual tangible assets are capitalised if costing in excess of £5,000. Depreciation is provided at the following annual rates in order to write off fixed assets, less their residual value, over their estimated useful lives as follows:

Freehold buildings	50 years straight line
Fixtures, fittings and computer equipment	3 years straight line

Freehold land is not depreciated.

**Taxation**

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

**Fund accounting**

Funds held by the charity are either:

General funds - are unrestricted funds comprising donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose.

Designated funds - are unrestricted funds earmarked by the Trustees for particular purposes.

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, together with a fair allocation of management and support costs.

**Pension costs and other post-retirement benefits**

The charity operates defined contribution pension arrangements for its employees. Amounts due are recognised as an expense in the SoFA when they fall due for payment.

**Operating leases**

Rentals payable under operating leases, including any lease incentives received, are charged to the SoFA on a straight line basis over the lease term.

**Debtors**

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

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31ST MARCH 2025**

---

**1. ACCOUNTING POLICIES - continued**

**Debtors**

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. Any impairment loss is recognised in the income and expenditure account.

**Creditors, loans and provisions**

Creditors, loans 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, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the charity's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

**2. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

Support costs have been allocated to charitable activities on the basis of a reasonable estimate based on income.

The breakdown of support costs across charitable activities is based on the following rates:

Peer Support	<b>20.4% (2024: 18.4%)</b>
Wellbeing	<b>24.2% (2024: 13.9%)</b>
Employment	<b>34.3% (2024: 38%)</b>
Consortium	<b>16% (2024: 19.3%)</b>
Young Person Service	<b>5.1% (2024: 10.4%)</b>
Raising Funds	<b>Direct</b>
Training	<b>Direct</b>

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

3. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	215,475	257,900
Legacies	-	20,806
Grants	<u>388,708</u>	<u>462,620</u>
	<u>604,183</u>	<u>741,326</u>

The Charity benefits greatly from the involvement and enthusiastic support of a number of volunteers. In accordance with FRS 102 the economic contribution of volunteers is not recognised in the financial statements.

Grants received, included in the above, are as follows:

	2025	2024
	£	£
National Mind	7,360	86,999
Health Inequalities- Culturally diverse minds	-	76,000
Help for Hardship	56,666	17,634
Paul Hamlyn- Children & young people	37,500	40,000
Various other small grants	6,497	12,649
Co-Op - Suicide Bereavement	-	10,736
Leeds & York Partnership - CSW	-	69,107
Leeds & York Partnership - SBS	-	36,592
Manny Cussins - Children & Young People	101,825	92,903
Elsie Pilkington - Befriending	-	5,000
The Liz and Terry Bramall Foundation - Befriending	-	5,000
Evans Cornish Foundation - Inkwel	-	10,000
Boshier - Peer Support	24,932	-
National lottery - Befriending	103,929	-
Leeds Community Foundation - Investing in Mental Health	<u>49,999</u>	-
	<u>388,708</u>	<u>462,620</u>

The split of grant income by activity is as follows:

	2025	2024
	£	£
Peer Support	128,861	85,107
Wellbeing	-	57,328
Employment	106,665	68,554
Young Persons Service	139,325	208,903
General	<u>13,857</u>	<u>42,728</u>
	<u>388,708</u>	<u>462,620</u>

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

4. OTHER TRADING ACTIVITIES		2025	2024
		£	£
	Fundraising events	2,240	2,310
	Shop income	<u>20,450</u>	<u>26,904</u>
		<u>22,690</u>	<u>29,214</u>
5. INVESTMENT INCOME		2025	2024
		£	£
	Deposit account interest	<u>26,127</u>	<u>1,396</u>
6. INCOME FROM CHARITABLE ACTIVITIES		2025	2024
		£	£
	Activity		
LCC Adult Social Care	Peer Support	32,049	-
Leeds ICB's	Peer Support	515,114	474,379
Training	Peer Support	5,632	3,385
Consultancy	Peer Support	7,083	9,916
LCC Adult Social Care	Wellbeing	117,305	107,005
Leeds ICB's	Wellbeing	604,555	234,777
Training	Wellbeing	-	5,840
Counselling and other client income	Wellbeing	62,669	26,289
LCC Adult Social Care	Employment	39,375	39,375
Leeds ICB's	Employment	981,890	1,075,471
Training	Employment	-	250
Other income	Employment	24	88
LCC Adult Social Care	Consortium	219,420	248,676
Linking Leeds- contract	Consortium	306,103	349,634
Training	Training	123,133	39,355
Other income	Training	5,465	924
Leeds ICB's	Young Persons Service	9,462	113,046
		<u>3,029,279</u>	<u>2,728,410</u>
7. RAISING FUNDS		2025	2024
Raising donations and legacies		£	£
	Staff costs	188,907	158,816
	Staff travel, training and other costs	1,230	3,656
	Office costs	22,136	27,296
	Legal and professional costs	18,900	12,675
	Support costs	<u>6,529</u>	<u>10,929</u>
		<u>237,702</u>	<u>213,372</u>

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 9) £	Support costs (see note 10) £	Totals £
Peer Support	546,936	154,673	701,609
Wellbeing	629,439	183,716	813,155
Employment	860,677	259,421	1,120,098
Consortium	407,878	120,866	528,744
Training	86,130	6,859	92,989
Young Persons Service	151,442	38,222	189,664
	<u>2,682,502</u>	<u>763,757</u>	<u>3,446,259</u>

9. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2025 £	2024 £
Staff costs	2,370,505	2,300,906
Volunteers expenses	1,705	1,004
Events and meetings	24,810	26,423
Client activities	11,343	38,299
Building costs	-	54
IT costs	47,003	37,883
Office costs	4,031	3,705
Bad debts	-	7,084
Staff travel, training and other costs	45,392	46,294
Partner payments	177,713	237,219
	<u>2,682,502</u>	<u>2,698,871</u>

10. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Raising donations and legacies	6,529	-	6,529
Peer Support	150,778	3,895	154,673
Wellbeing	179,090	4,626	183,716
Employment	252,889	6,532	259,421
Consortium	117,823	3,043	120,866
Training	6,859	-	6,859
Young Persons Service	37,259	963	38,222
	<u>751,227</u>	<u>19,059</u>	<u>770,286</u>

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

10. SUPPORT COSTS - continued

Support costs, included in the above, are as follows:

	Raising donations and legacies £	Peer Support £	Wellbeing £	Employment £	
Staff and agency staff costs	-	86,612	102,876	145,270	
Staff costs other	-	3,259	3,871	5,466	
Volunteer costs	-	-	-	-	
General office and admin costs	-	12,657	15,034	21,229	
Building and maintenance costs	-	10,318	12,255	17,304	
Rent, rates and utilities	-	4,771	5,667	8,002	
IT costs	6,529	29,062	34,519	48,743	
Bad debts	-	593	704	994	
Depreciation of tangible and heritage assets	-	3,506	4,164	5,881	
Auditors' remuneration	-	3,055	3,628	5,124	
Legal and professional fees	-	840	998	1,408	
	<u>6,529</u>	<u>154,673</u>	<u>183,716</u>	<u>259,421</u>	
			2025	2024	
	Consortium £	Training £	Young Persons Service £	Total activities £	Total activities £
Staff and agency staff costs	67,683	-	21,403	423,844	368,937
Staff costs other	2,546	-	805	15,947	36,430
Volunteer costs	-	-	-	-	135
General office and admin costs	9,890	6,859	3,128	68,797	65,274
Building and maintenance costs	8,063	-	2,550	50,490	46,130
Rent, rates and utilities	3,728	-	1,179	23,347	23,876
IT costs	22,710	-	7,182	148,745	126,209
Bad debts	463	-	146	2,900	(15,328)
Depreciation of tangible and heritage assets	2,740	-	866	17,157	17,156
Auditors' remuneration	2,387	-	755	14,949	14,000
Legal and professional fees	656	-	208	4,110	14,035
	<u>120,866</u>	<u>6,859</u>	<u>38,222</u>	<u>770,286</u>	<u>696,854</u>

**LEEDS MIND****NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025****11. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Auditors' remuneration	14,949	14,000
Depreciation - owned assets	<u>17,157</u>	<u>17,156</u>

**12. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31st March 2025 nor for the year ended 31st March 2024.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31st March 2025 nor for the year ended 31st March 2024.

**Trustee donations**

During the year ended 31st March 2025 monetary donations made by trustees to the Charity totalled £Nil (2024: £130).

**13. INFORMATION REGARDING EMPLOYEES AND TRUSTEES**

Staff costs during the year were as follows:

	2025	2024
	£	£
Wages and salaries	2,448,088	2,381,461
Employer's NI	214,203	208,909
Pension costs	216,342	208,459
Sessional workers	<u>104,623</u>	<u>29,830</u>
	<u>2,983,256</u>	<u>2,828,659</u>

The average monthly number of employees during the year was as follows:

	2025	2024
Wellbeing	25	28
Employment services	26	32
General support / central services	23	16
Consortium	10	11
Peer support	16	15
Young persons service	<u>4</u>	<u>7</u>
	<u>104</u>	<u>109</u>

The average full time equivalent for of employees during the year was 85 (2024: 83).

The key management personnel of Leeds Mind are the Trustees, the Chief Executive, the Operations Director, the Finance and Resources Manager, Director of People and Culture and Governance and Business Development Director. The total employment costs to the Charity of the key management personnel of the charity were £261,930 (2024: £272,298). These amounts are total staff costs and therefore include social security costs and employer's contributions to pension schemes. The average number of key management personnel for the year ended 31st March 2025 was 4.3 (2024: 4.7).

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

13. INFORMATION REGARDING EMPLOYEES AND TRUSTEES - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
£60,001 - £70,000	<u>1</u>	<u>1</u>

14. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	509,783	231,543	741,326
<b>Charitable activities</b>			
Peer Support	457,080	30,600	487,680
Wellbeing	313,911	60,000	373,911
Employment	1,115,184	-	1,115,184
Consortium	598,310	-	598,310
Training	40,279	-	40,279
Young Persons Service	103,046	10,000	113,046
Other trading activities	29,214	-	29,214
Investment income	<u>1,396</u>	<u>-</u>	<u>1,396</u>
<b>Total</b>	<u>3,168,203</u>	<u>332,143</u>	<u>3,500,346</u>
<b>EXPENDITURE ON</b>			
Raising funds	213,372	-	213,372
<b>Charitable activities</b>			
Peer Support	539,324	94,115	633,439
Wellbeing	464,009	97,101	561,110
Employment	1,116,497	74,734	1,191,231
Consortium	595,149	13,046	608,195
Training	83,690	-	83,690
Young Persons Service	<u>102,536</u>	<u>204,595</u>	<u>307,131</u>
<b>Total</b>	<u>3,114,577</u>	<u>483,591</u>	<u>3,598,168</u>
<b>NET INCOME/(EXPENDITURE)</b>	53,626	(151,448)	(97,822)
Transfers between funds	<u>70,855</u>	<u>(70,855)</u>	<u>-</u>
<b>Net movement in funds</b>	124,481	(222,303)	(97,822)
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>1,269,167</u>	<u>357,314</u>	<u>1,626,481</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>1,393,648</u>	<u>135,011</u>	<u>1,528,659</u>

**LEEDS MIND**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025**

**15. TANGIBLE FIXED ASSETS**

	Freehold property £
<b>COST</b>	
At 1st April 2024 and 31st March 2025	<u><b>1,143,782</b></u>
<b>DEPRECIATION</b>	
At 1st April 2024	<b>795,782</b>
Charge for year	<u><b>17,157</b></u>
At 31st March 2025	<u><b>812,939</b></u>
<b>NET BOOK VALUE</b>	
At 31st March 2025	<u><u><b>330,843</b></u></u>
At 31st March 2024	<u><u><b>348,000</b></u></u>

Within land and buildings the cost of non-depreciated land is £286k (2024 - £286k).

The freehold land and buildings are De Lacey House and Clarence House.

Under the terms of a legal charge and associated grant agreements dated November 1996, if De Lacey House were to be sold, the first £275,000 of any proceeds would be paid to Leeds City Council to repay grants provided by the Council to initially acquire the property.

Under the terms of a legal charge dated April 2003 and the associated capital funding agreement dated December 2002, if Clarence House were to be sold, the funder NHS Leeds would be entitled to a repayment no less than their initial capital fund contribution of £265,000.

It is the current intention of the Board that both buildings will continue to be used for the delivery of mental health services.

**16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2025 £	2024 £
Debtors in the ordinary course of activities	<b>72,113</b>	115,783
Prepayments and accrued income	<u><b>14,556</b></u>	<u><b>24,212</b></u>
	<u><u><b>86,669</b></u></u>	<u><u><b>139,995</b></u></u>

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

17. CURRENT ASSET INVESTMENTS

	2025	2024
	£	£
Listed investments	<u>274</u>	<u>294</u>

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Creditors in the ordinary course of activities	34,329	52,975
Social security and other taxes	47,014	46,363
Other creditors	57,407	53,553
Accruals and deferred income	<u>352,230</u>	<u>325,254</u>
	<u>490,980</u>	<u>478,145</u>

Accruals and deferred income contains deferred income of £224,496 (2024: £266,443). Movement of deferred income is as follows:

	2025	2024
At 1st April 2024	266,443	304,500
Amount released to income	(266,443)	(304,500)
Amount deferred in the year	<u>224,496</u>	<u>266,443</u>
Closing liability obligation	<u>224,496</u>	<u>266,443</u>

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	15,924	17,117
Between one and five years	<u>3,500</u>	<u>19,424</u>
	<u>19,424</u>	<u>36,541</u>

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

20. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
<b>Unrestricted funds</b>				
General fund	795,648	12,519	340,710	1,148,877
Designated- Freehold land and buildings	348,000	(17,157)	-	330,843
Designated- Inward investment	250,000	-	(250,000)	-
	<u>1,393,648</u>	<u>(4,638)</u>	<u>90,710</u>	<u>1,479,720</u>
<b>Restricted funds</b>				
National Mind Grants	83,042	8,155	(77,697)	13,500
Community Foundation for Leeds	(1,453)	-	1,453	-
Health Inequalities- Culturally Diverse Minds	2,136	(1,303)	(833)	-
Help for Hardship	(577)	-	-	(577)
Manny Cussins Foundation	40,778	(10,491)	(30,287)	-
Paul Hamlyn- Children & Young People	8,187	(3,864)	-	4,323
Evans Cornish	(2,579)	-	2,579	-
NHS CDM	7,250	(4,424)	(2,826)	-
Elsie Pilkington trust	(16,901)	-	16,901	-
NHS Barbers Project	15,128	(490)	-	14,638
National Lottery	-	10,852	-	10,852
BOSHIER	-	(2,869)	-	(2,869)
Community Foundation	-	7,390	-	7,390
	<u>1,528,659</u>	<u>(1,682)</u>	<u>-</u>	<u>1,526,977</u>
<b>TOTAL FUNDS</b>				

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

20. MOVEMENT IN FUNDS- continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	3,289,067	(3,276,548)	12,519
Designated- Freehold land and buildings	-	(17,157)	(17,157)
	<u>3,289,067</u>	<u>(3,293,705)</u>	<u>(4,638)</u>
<b>Restricted funds</b>			
National Mind Grants	58,663	(50,508)	8,155
Health Inequalities- Culturally Diverse Minds	-	(1,303)	(1,303)
Manny Cussins Foundation	101,825	(112,316)	(10,491)
Paul Hamlyn- Children & Young People	37,500	(41,364)	(3,864)
NHS CDM	-	(4,424)	(4,424)
NHS Barbers Project	16,300	(16,790)	(490)
National Lottery	103,994	(93,142)	10,852
BOSHIER	24,931	(27,800)	(2,869)
Community Foundation	49,999	(42,609)	7,390
	<u>3,682,279</u>	<u>(3,683,961)</u>	<u>(1,682)</u>
<b>TOTAL FUNDS</b>			

## LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

## 20. MOVEMENT IN FUNDS - continued

## Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
<b>Unrestricted funds</b>				
General fund	654,011	70,782	70,855	795,648
Designated- Freehold land and buildings	365,156	(17,156)	-	348,000
Designated- Inward investment	250,000	-	-	250,000
	1,269,167	53,626	70,855	1,393,648
<b>Restricted funds</b>				
National Mind Grants	112,265	(29,223)	-	83,042
Hyde Park Source	(316)	-	316	-
Community Foundation for Leeds	10,178	(7,774)	(3,857)	(1,453)
SWYFT Suicide Prevention	55,272	(39,324)	(15,948)	-
Co-op	801	-	(801)	-
Leeds Older Peoples Forum- Time to shine Befriending	6,635	-	(6,635)	-
BUPA	5,018	-	(5,018)	-
Other income	2,261	-	(2,261)	-
Various Small grants	(278)	-	278	-
NHS Hub (Peer support)	6,857	-	(6,857)	-
NHS Hub (Peer support) Counselling	(350)	-	350	-
Health Inequalities- Culturally Diverse Minds	22,394	(20,258)	-	2,136
Help for Hardship	36,932	(37,509)	-	(577)
Manny Cussins Foundation	43,888	(3,110)	-	40,778
Paul Hamlyn- Children & Young People	9,526	(1,339)	-	8,187
NHS - IPH Fellowship Programme	-	(335)	335	-
Evans Cornish	-	(2,579)	-	(2,579)
Inkwell	46,231	(15,474)	(30,757)	-
NHS CDM	-	7,250	-	7,250
Elsie Pilkington trust	-	(16,901)	-	(16,901)
NHS Barbers Project	-	15,128	-	15,128
<b>TOTAL FUNDS</b>	<u>1,626,481</u>	<u>(97,822)</u>	<u>-</u>	<u>1,528,659</u>

LEEDS MIND

NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025

20. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	3,168,203	(3,097,421)	70,782
Designated- Freehold land and buildings	-	(17,156)	(17,156)
	<u>3,168,203</u>	<u>(3,114,577)</u>	<u>53,626</u>
<b>Restricted funds</b>			
National Mind Grants	2,640	(31,863)	(29,223)
Hyde Park Source	-	-	-
Community Foundation for Leeds	-	(7,774)	(7,774)
SWYFT Suicide Prevention	-	(39,324)	(39,324)
Health Inequalities- Culturally Diverse Minds	-	(20,258)	(20,258)
Help for Hardship	-	(37,509)	(37,509)
Manny Cussins Foundation	92,903	(96,013)	(3,110)
Paul Hamlyn- Children & Young People	40,000	(41,339)	(1,339)
NHS - IPH Fellowship Programme	10,000	(10,335)	(335)
Evans Cornish	10,000	(12,579)	(2,579)
Inkwell	60,000	(75,474)	(15,474)
NHS CDM	76,000	(68,750)	7,250
Elsie Pilkington trust	10,000	(26,901)	(16,901)
NHS Barbers Project	30,600	(15,472)	15,128
	<u>3,500,346</u>	<u>(3,598,168)</u>	<u>(97,822)</u>
<b>TOTAL FUNDS</b>			

**LEEDS MIND**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31ST MARCH 2025**

---

**20. MOVEMENT IN FUNDS - continued**

**National Mind Grants:**

- Business Continuity/Development Fund - funding for organisational development resources.

**BOSHIER** – Open Minds: Autism and My Mental Health.

**National Lottery** – Befriending in the local community.

**Community Foundation for Leeds** - Open Minds covers two courses. One designed with and for LGBTQI+ people for whom identity has an impact. One designed with and for autistic individuals and how being autistic may affect mental health.

**Arts & Minds** -a networking group in Leeds, bringing people together who believe the arts can promote mental wellbeing.

**Manny Cussins Foundation** - funding to recruit a Children and Young Person's lead, a role that is pivotal to the setup and ongoing development of a significant service for Children and Young People across Leeds and the surrounding areas.

**Barbers Project** – working with Barbers to open up opportunities to talk to clients about mental health.

## LEEDS MIND

### NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31ST MARCH 2025

---

#### 20. MOVEMENT IN FUNDS - continued

**Help For Hardship** - a service delivered in partnership by local Citizens Advice, local Minds and Trussell Trust food banks to help people struggling with money and mental health problems with joined-up support from all three partners.

**Paul Hamlyn** - Children & Young People - grant to support Leeds Mind Young People's Peer support and funding will contribute to salaries and core costs.

#### **Purpose of designated funds**

The designated property fund represents the net book value of the two buildings owned by the charity which are used to deliver services.

The previous designation of £250,000 for pilot projects and/or funding gaps has been removed by the Board with the funds now included in the general unrestricted funds.

#### **Transfers between funds**

Transfers between restricted and general funds during the year ended 31st March 2025 represents the fulfilment of the restriction and the correction of the fund balance to account for the incorrect allocation of expenditure in prior periods.

#### 21. RELATED PARTY DISCLOSURES

Trustees are required to declare all relevant interests with which they are connected and in accordance with the Charity's policy withdraw from decisions where a conflict of interest arises. Some Trustees use their expertise in areas affecting Leeds Mind, but no Trustee had any significant personal financial interest in contracts with the Charity during the year.

There were no related party transactions for the year ended 31st March 2025.

#### 22. PENSION COSTS

The charity contributes to a defined contribution scheme through Royal London. The cost to the charity in the year was £216,342 (2024: £208,342). At the year-end £1,346 (2024: £Nil) was outstanding.

**LEEDS MIND****DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31ST MARCH 2025**

---

	2025 £	2024 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	215,475	257,900
Legacies	-	20,806
Grants	<u>388,708</u>	<u>462,620</u>
	<b>604,183</b>	<b>741,326</b>
<b>Other trading activities</b>		
Fundraising events	2,240	2,310
Shop income	<u>20,450</u>	<u>26,904</u>
	<b>22,690</b>	<b>29,214</b>
<b>Investment income</b>		
Deposit account interest	26,127	1,396
<b>Charitable activities</b>		
LCC Adult Social Care	408,149	395,056
Leeds ICB's	2,111,021	1,897,673
Training	128,765	48,830
Consultancy	7,083	9,916
Counselling and other client income	62,669	26,289
Linking Leeds- contract	306,103	349,634
Other income	<u>5,489</u>	<u>1,012</u>
	<b>3,029,279</b>	<b>2,728,410</b>
<b>Total incoming resources</b>	<b>3,682,279</b>	<b>3,500,346</b>
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Staff costs	188,907	158,816
Staff travel, training and other costs	1,230	3,656
Office costs	22,136	27,296
Legal and professional costs	<u>18,900</u>	<u>12,675</u>
	<b>231,173</b>	<b>202,443</b>
<b>Charitable activities</b>		
Staff costs	2,370,505	2,300,906
Volunteers expenses	1,705	1,004
Events and meetings	24,810	26,423
Client activities	11,343	38,299
Carried forward	<u>2,408,363</u>	<u>2,366,632</u>

This page does not form part of the statutory financial statements

**LEEDS MIND****DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31ST MARCH 2025**

	2025 £	2024 £
<b>Charitable activities</b>		
Brought forward	<b>2,408,363</b>	2,366,632
Building costs	-	54
IT costs	<b>47,003</b>	37,883
Office costs	<b>4,031</b>	3,705
Bad debts	-	7,084
Staff travel, training and other costs	<b>45,392</b>	46,294
Partner payments	<b>177,713</b>	237,219
	<b>2,682,502</b>	2,698,871
<b>Support costs</b>		
<b>Management</b>		
Staff and agency staff costs	<b>423,844</b>	368,937
Staff costs other	<b>15,947</b>	36,430
Volunteer costs	-	135
General office and admin costs	<b>68,797</b>	65,274
Building and maintenance costs	<b>50,490</b>	46,130
Rent, rates and utilities	<b>23,347</b>	23,876
IT costs	<b>148,745</b>	126,209
Bad debts	<b>2,900</b>	(15,328)
Freehold property	<b>17,157</b>	17,156
	<b>751,227</b>	668,819
<b>Governance costs</b>		
Auditors' remuneration	<b>14,949</b>	14,000
Legal and professional fees	<b>4,110</b>	14,035
	<b>19,059</b>	28,035
Total resources expended	<b>3,683,961</b>	3,598,168
<b>Net expenditure</b>	<b>(1,682)</b>	(97,822)

This page does not form part of the statutory financial statements