Industry Minds UK

Annual Report for the Year Ended 31 December 2025

Executive Summary

In 2025, Industry Minds UK delivered significant impact while laying the foundations for sustainable growth. **We supported 250 counselling clients through 1,227 sessions and provided placements for 17 student counsellors,** expanding access to affordable or free professional support and helping develop the next generation of practitioners.

We also broadened our work across the creative industries, providing wellbeing support to film and theatre productions, UK touring productions and the Edinburgh Fringe, alongside seminars and training for creative organisations. **Inclusion on the BFI's list of wellbeing providers strengthened our profile and future opportunities within the film sector.**

Our ability to continue providing accessible counselling, placements and wellbeing support depends on securing sufficient charitable income. We will therefore continue to pursue fundraising opportunities, including grants, donations, sponsorship and other appropriate sources of charitable funding. Ongoing fundraising will be essential to help sustain our core services, meet increasing demand, support the development of our practitioner network and ensure that financial circumstances do not prevent people working in the creative industries from accessing mental health support.

To support this growth, the Board is exploring the creation of a **wholly owned company** to deliver production wellbeing, training and related commercial services. A separate company would provide greater flexibility in contracting, pricing, staffing and service delivery, while enabling Industry Minds UK to retain ownership, oversight and strategic control. Subject to the final structure and applicable requirements, profits would be returned to the charity to support its counselling, placement and access programmes.

Any future company would require robust arrangements for governance, conflicts of interest, safeguarding, quality assurance, financial reporting and the use of charitable resources. The proposal is intended to strengthen and not replace the charity's core work and would provide a sustainable platform for expanding mental health and wellbeing support across the creative industries.

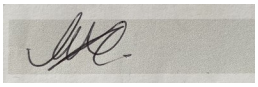
As part of this development, the Board is also seeking to appoint new trustees to address identified skills gaps and strengthen the charity's governance. We aim to recruit trustees with complementary expertise, which may include finance, legal and regulatory matters, commercial development, fundraising, human resources, safeguarding, digital systems and experience of the creative industries. A broader range of skills and perspectives will support effective oversight, improve strategic decision-making and help ensure that the charity is well equipped to manage future growth and any associated company structure.

2025 at a Glance

During the year, Industry Minds UK:

- supported **250 counselling clients;**
- delivered **1,227 counselling sessions;**
- provided placements for **17 student counsellors;**
- expanded wellbeing support across film and theatre productions;
- delivered mental health and wellbeing seminars to creative organisations;
- supported individuals working across **UK touring productions;**
- provided counselling support during the **Edinburgh Fringe**; and
- was included on the **BFI's list of wellbeing providers.**

These achievements demonstrate sustained demand for our services and progress towards a broader, more sustainable model of support. The proposed wholly owned company represents a potential next stage in this development. Strengthening the Board through the appointment of trustees with the skills and experience needed for this next phase will be an important part of ensuring that Industry Minds UK remains well governed, accountable and focused on its charitable objectives.



Scarlett Maltman

Chair Industry Minds UK

19th October 2026.

Numbers Sheet Name	Numbers Table Name
Sheet 1	Table 1
Sheet 2	Table 1
Sheet 3	Table 1
Sheet 4	Table 1

Excel Worksheet Name

Sheet 1

Sheet 2

Sheet 3

Sheet 4

Table 1

Industry Minds UK
1/1/25 - 31/12/25
Expenditure

Date	Google	Sundry	Wellbeing	Soundcloud	Zoom	Squarespace	Insurance	TOTAL Expenditure
2/1/25	36							
2/2/25	36							
2/3/25	36							
2/4/25	36							
2/5/25	36							
29/5/25				75				
13/7/26							136.6	
14/7/25						172.8		
14/7/25						19.2		
4/8/25	107.99							
10/8/25					155.88			
2/9/25	41.41							
2/10/25	42							
30/10/25			200					
2/11/25	42							
12/11/25			400					
2/12/25	42							
27/12/25		46.58						
Coop 19/12/25			535					
Coop 19/12/25			2500					
	455.4	**46.58**	**3635**	**75**	**155.88**	**192**	**136.6**	**4696.46**

Table 1

Industry Minds UK
1/1/25 - 31/1/25
Income

Date	Name	Donations	Therapy	Tours/Wellbeing	Bank Interest	TOTAL INCOME
1/1/25	Bank				3.85	
1/2/25	Bank				4.82	
14/2/25	Stripe		110.79			
1/3/25	Bank				1.37	
31/3/25	Stripe		9.35			
31/7/25	Stripe		9.45			
26/8/25	Stripe		23.92			
15/9/25	Stripe		9.45			
18/9/25	Stripe		48.05			
30/10/25	Queen's Theatre Seminar			300		
12/11/25	Globe Pinocchio			880		
11/12/25	Stripe		9.45			
Coop Bank 19/12/25	Sugar (film)			5000		
			220.46	**0**	**6180**	**10.04**	**6410.5**

Table 1

Industry Minds UK Income/Expendure y.e. 31/12/25

	Income		**Expenditure**
Donations	220.46	Web/Internet	878.28
Interest	10.04	Sundry	46.58
Wellbeing work	6180.00	Wellbeing work	3635.00
		Insurance	136.6
Total	**6410.5**		**4696.46**
	Surplus	**1714.04**	

Bank Reconciliation

Opening Bank 1/1/25	1802.93	Expenses	4696.46
Income	6410.50	Closing Bank 31/12/25	3516.97
	8213.43		***8213.43***
		Starling closing	*1541.97*
		Coop closing	*1975.00*
			3516.97

Independent Examination

Signed

Table 1

Industry Minds UK	**1/1/25 to 31/12/25**		
Income		**Expenditure**	
Donations	220.46	Web/IT	878.28
Wellbeing activities	6180.00	Insurance	136.6
Bank Interest	10.04	Sundry	46.58
		Sub-contracted wellbeing	3635
Total	**6410.50**	**Total**	**4696.46**
		Surplus	**1714.04**

Independent Examination

Signed

Date