

Company number: 2643905
Charity Number: 1006927

Mind in Tower Hamlets, Newham and Redbridge

Report and financial statements
For the year ended 31 March 2025



Mind in Tower Hamlets, Newham, and Redbridge

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Mind in Tower Hamlets, Newham, and Redbridge

Reference and administrative information

For the year ended 31 March 2025

Company number 2643905 – incorporated in the UK.

Charity number 1006927 – registered in England and Wales

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

Key management personnel

Chair 2023 2024:

Chair: Grant Martin (From June 2024)

Treasurer 2023 2024

Treasurer: Dimitrios Goumenos (from June 2024)

Trustees:

Lisa McLean

Jane Oldfield

Asif Dhanani

James Kyne

Joanna Abeyie (From 26 February 2025)

Dipti Shah (From 26 February 2025)

Elise Hensiek (From 26 February 2025)

Precious Sithole (From 26 February 2025 and resigned 30 May 2025)

Hema Parmar (From 26 February 2025)

Max Woolfson (resigned April 2024)

Samantha Uwadiae (resigned May 2024)

Angela Shannon (completed term 20 November 2024)

John Whitehead (completed term 20 November 2024)

Jonathan Rae (completed term 20 November 2024)

Nick Aellen (completed term 20 November 2024)

Vandana Siney (resigned 8 January 2025)

Company Secretary

Bernadette Keane

Senior Leadership Team

Bernadette Keane - Chief Executive Office

Tallat Bhatti – Director of Services (Resigned 30 June 2025)

Rehana Abbasi - Finance Director

Maryan Nur – Head of Services (From 1 May 2024)

Laura Carriera – Director of People and Culture (From 11 February 2025)

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For the year ended 31 March 2025

Rashna Begum – Head of Services (interim role from June 2025)

Ben Longley – Head of Services (From 28 October 2024 – 28 April 2025)

Shahan Islam - HR and Governance Director (resigned 30 May 2024)

Bankers

National Westminster Bank

PO Box 10862

180 Shoreditch High Street

London, E1 6HY

Auditor

Sayer Vincent LLP

Chartered Accountants and Statutory Auditors

110 Golden Lane

London EC1Y 0TG

Mind in Tower Hamlets, Newham, and Redbridge

Trustees' Annual Report

For the year ended 31 March 2025

The Trustees present their report and the audited financial statements for the year ended 31 March 2025.

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

Introduction MindTHNR Chair and CEO

We are proud to introduce this Annual Report at a pivotal time for Mind in Tower Hamlets, Newham and Redbridge (MindTHNR). The past year has been one of significant reflection, learning, and laying the foundations for our future. We embarked on developing a new three-year strategy — one that will guide our work in meeting the growing and changing needs of our communities.

The rise in poor mental health across our boroughs, driven by deprivation, inequality, and stretched local services, makes our mission more important than ever. At the same time, we are navigating the reality of declining funding. These challenges only strengthen our resolve to remove barriers to access, extend our reach, and co-produce services that are inclusive, responsive, and shaped by the voices of those we serve.

What gives us confidence is the strength of MindTHNR: our exceptional staff and volunteers, our committed trustees, and the invaluable partnerships we are building. Together, we will continue to innovate, collaborate, and sustain our work — ensuring we remain a trusted, independent, and impactful organisation.

Thank you to everyone who has contributed to our journey this year — our clients, who inspire us daily; our staff and volunteers, for their dedication and compassion; our trustees, for their leadership and guidance; and our funders and partners, for their vital support. It is a privilege to lead MindTHNR as we take these next steps forward, together.

Grant Martin

Chair of Trustees

Bernadette Keane

Chief Executive Officer

Strategic Overview

We began developing our new three-year strategy in December 2024 with an engaging and productive trustee workshop, including the five new trustees who were officially co-opted in the Board meeting in February 2025. This marked the start of a collaborative process designed to ensure that our future direction is shaped by the people who know our communities best. Following this, we held a series of in-depth sessions with our dedicated staff teams, volunteers, and clients. These conversations provided invaluable insight, enabling us to co-create a strategy that reflects the aspirations, challenges, and needs of those we support.

As part of this process, we also reviewed and refreshed our organisational values, ensuring they continue to reflect our purpose and ethos. We created a new set of strategic objectives that will guide our work and help us deliver meaningful, lasting impact over the next three years. Together, we have laid the groundwork for a bold, inclusive, and responsive plan that will guide MindTHNR into the future. Our refreshed Vision, Values, and Strategic Objectives are outlined below:

OUR VISION

Mind in Tower Hamlets, Newham and Redbridge vision is of a society where people with mental health and emotional needs are accepted and included without fear of stigma and discrimination, where our clients' needs and ambitions are supported and people with mental health and emotional needs are free from stigma and discrimination.

VALUES

Our values make it clear exactly what matters to us as well as our expectations for how we will behave in pursuit of our goals:

- **People first** – our staff and volunteers amplify the voices of those who need us most, to continue to meet changing mental health needs
- **Integrity** - we are open and transparent in all our work, and accountable to our clients, volunteers, staff, funders and partners.
- **Together** – we believe the best outcomes come from working together. By sharing ideas, embracing new approaches, and valuing the voices of those with lived experience.
- **Inclusivity** - we challenge barriers put up by the system and create spaces for people to be authentically themselves.
- **Compassionate** - We believe everyone should be treated with compassion, so kindness and empathy sit at the heart of our trauma-informed approach.
- **Co-production** - is at the heart of what we do, we ensure that people with lived experience of mental health shape our work

LOOKING AHEAD OBJECTIVES FOR 2025-2028:

Our strategic objectives outline what we aim to achieve in our five priority areas over the next three years.

1. SERVICES

We will sustain and improve our existing services, whilst responding to funding opportunities that are aligned with our strategy, to meet the needs of more people affected by mental illness. We will:

- Create safe spaces and platforms that enable people to shape mental health services that support our local communities to make well informed choices to address mental health issues in their lives.
- Evaluate best practice, measure our impact and outcomes, and continually improve by listening to the voice of our communities.
- Respond to opportunities to develop services for children and young people within our key boroughs, as we know that there is a crisis in young people's mental health.
- Ensure services are delivered within safe, inclusive and welcoming spaces, building partnerships with community organisations to continue to reach underserved populations.

2. PEOPLE AND CULTURE

We will attract, develop, and inspire our staff and volunteers to thrive and deliver the goals of our organisation. We will:

- Have insightful and effective leadership to enable courageous, timely and informed decisions in line with our purpose.
- Ensure a diverse workforce that reflects the communities we serve by actively seeking out candidates with a range of life experiences.
- Nurture a highly skilled workforce, developing talent through shared learning, effective training and career progression. Everyone will be clear how they as an individual and team contribute to our mission and goals.
- Value our people's skills, lived experiences and diversity of perspectives to inspire best practice and encourage active contribution from staff to develop a more supportive, inclusive and progressive organisational culture.
- Lead by example and demonstrate best practice in workplace wellbeing to ensure our employees are equipped to thrive in their role.

3. PARTNERSHIPS

Build partnerships to share and grow our expertise and expand our impact. We will:

- Work closely with local commissioners to support commissioning practice and expand our service offer focussing on early intervention and prevention programmes, continually identifying and responding effectively to emerging needs
- Form national and local partnerships with National Mind and Minds across London in order to upscale our impact by responding to opportunities from our Integrated Care Systems and wider.
- Continue to build meaningful partnerships with those who share our values and our commitment to Diversity, Equity, Inclusion and Accessibility.
- As one of our key strengths is the trust we have within our local communities, our ambition is to remain an independent organisation, we would only consider a merger if we are sure it benefits those we serve.

We are committed to collaboration and meaningful partnerships aligned with our values and our commitment to Diversity, Equity, Inclusion and Accessibility.

4. FUNDING/FINANCES

We will secure our financial viability by establishing sustainable sources of funding and deliver cost effective services. We aim to increase our revenue by at least 25% over the three years covered by the strategic plan. We will:

- Establish an organisational structure that optimises operational efficiency alongside financial sustainability.
- Increase and diversify our income streams, for a more resilient financial position, including community and corporate fundraising
- Develop into other areas such as services for children and young people.
- We will increase our unrestricted income by 10% each year.
- Develop a comprehensive, three-year fundraising strategy with ambitious yet realistic targets.
- Cultivate strong relationships with donors and corporates to secure their continued support.

5. CO-PRODUCTION

We will put our clients at the heart of everything we do, including increased engagement of clients in the development and evaluation of our work. We will:

- Work with our clients to elevate their voices and give them a platform to share and be heard, ensuring co-production is underpinned by our commitment to Equity, Diversity, Inclusion and Accessibility.
- Ensure that continuous co-production is practiced, we will establish structured frameworks for co-producing services in the design and development processes to align with client needs and voices.
- Listen to, learn from and lead with our clients and the communities we support to ensure we are responding to the localised needs of communities in Tower Hamlets, Newham and Redbridge.

My recovery Journey: Client's own words

Stage 1:

I was struggling with episodes of depression, self-neglect and isolation due to past trauma. My recovery journey started when I came into MindTHNR to get some support. I was offered 1-1 sessions with a support worker. My support worker helped me focus on small goals while working on my recovery.

Stage 2:

Thanks to MindTHNR, I received help for housing support, got involved in groups and activities and felt so much better. I have somewhere to go when I need help and speak to others who also were struggling with mental health. I joined groups, which helped me with my mental health through having others to talk to. I also came regularly to the Somali Men's Group. Being part of it helped me engage more and feel less isolated.

Stage 3:

With the help of Mind staff at Open House, I was given an opportunity to get involved in Peer Support. I registered to take part in the Peer Leader training program, which I completed and got a certificate. I was happy and proud to do something positive.

Stage 4:

With the help of the Peer group support worker, I decided to set up my own Somali Support Group. I have been running this group for over a year, and this has helped me with my confidence, session planning, supporting members in my group and signposting them. It gave me a purpose to have a weekly plan to get involved and give back to the community.

Stage 5:

I really enjoy facilitating the Somali Support Group and giving encouragement. It gives me pride and a sense of responsibility to support my community and those struggling with mental health. I help with information, resources, and listening to their day-to-day problems—especially when language is a barrier. I support the Activate Café. Open House feels like my second home. I've made friends, and the staff know and support me.

Public Benefit

The trustees have had due regard to the guidance issued by the Charity Commission on public benefit. They have considered the requirements of the public benefit test and are satisfied that the charity's activities meet these criteria. We deliver our charitable objects through our services, funded largely by statutory sources to improve the lives of people affected by mental illness through local support groups and services.

Achievements and Performance

Impact of our Strategic Services to deliver change:

Our main activities are outlined below, we focus on the development of services for clients who have mental health distress and/or emotional needs residing in the London boroughs of Tower Hamlets, Newham and Redbridge. These charitable activities are undertaken to further Mind in Tower Hamlets, Newham, and Redbridge's charitable purposes for the public benefit.

Support Services:

Connecting Communities – Tower Hamlets Recovery and Wellbeing Service:

The Connecting Communities Service is the first point of contact for Tower Hamlets residents seeking community-based mental health support, advice, and information. Our dedicated team helps individuals navigate mental health challenges and connect with vital resources across the borough. We create spaces for people to explore hope, connectedness, meaning, and empowerment as part of their recovery journey. This service forms a vital part of the borough's Recovery and Wellbeing Services, funded by the local authority.

In September 2024, we were proud to secure a retender of the service, expanding our offer to include a floating support service, enhancing our reach and impact.

Responding to a Changing Landscape

This year, the ongoing cost-of-living crisis has placed significant strain on local residents. The impact is reflected in increased demand for our service, with more people seeking support for:

- Personal Independence Payment (PIP) and Employment Support Allowance (ESA) reviews.
- Housing-related welfare benefits, including discretionary payments.
- Homelessness, eviction, and temporary rehousing queries, with support on eligibility and priority.
- Money management, helping clients make sustainable arrangements with creditors and achieve long-term financial stability.

Our Collaborative, Co-produced Approach

We deliver Connecting Communities in close partnership with people with lived experience and local community organisations. Through our Co-production Hub, we ensure that those who use our services shape, design, and influence the care they receive:

- We trained nine lived experience experts and worked with almost 200 people with lived experience to improve services and influence broader systems.
- Our Connecting Communities Peer Group Newsletter is now fully peer-led and co-produced, connecting communities via email and social media.

What We Offer

- **Mental Health Navigation:** Advice, information, and practical support to connect people to local services and resources.
- **Housing and Welfare Benefits Support:** Specialist assistance for people with mental health challenges to navigate housing applications, repairs, benefits, and achieve financial stability.
- **Co-produced Groups & Activities:** Weekly groups aligned with the five ways to wellbeing, with over 50% led by lived experience experts and 100% co-produced.
- **Get Active Get Involved:** Empowering people who have used our services to co-design and co-deliver support, influence borough strategies, and lead initiatives like the Tower Hamlets and Newham listening programme on health inequalities.
- **Peer Leadership Training:** Developing leadership and facilitation skills so people can meaningfully influence local services and create their own groups and activities.

Community Suicide Prevention Hub – Safe Connections

The Safe Connections Community Hub offers a compassionate and accessible support service for people across North-East London (NEL) who are experiencing, or are concerned about, thoughts of hopelessness and suicide. It provides a vital safety net, ensuring no one faces these challenges alone. Since its launch in 2021, Safe Connections has grown to align with both national and local suicide prevention strategies. What began as a telephone-based support service has evolved into a comprehensive hub offering multiple points of access and tailored pathways.

In 2024, the service introduced two distinct pathways:

- A&E Pathway – supporting individuals referred directly from A&E, ensuring they are connected with follow-up care and do not fall through gaps in provision.
- Community Pathway – offering support via a helpline, virtual referrals (self, professionals, and community partners), peer groups, and workshops.

The Hub serves residents of the City of London, Barking and Dagenham, Hackney, Havering, Newham, Redbridge, Tower Hamlets, and Waltham Forest. In April 2025, the service will extend its reach through the Goodmayes NELFT 24/7 Crisis Assessment Hub. This development will strengthen pathways from A&E and provide a dedicated space for urgent support. The team also provides follow-up care for people attending King George Hospital A&E after a suicide attempt. Over the past year, the team supported 212 clients through the Community Pathway, demonstrating the growing need for accessible, high-quality suicide prevention services.

Our Voice – The Sakinah Project

The Sakinah Project, is designed by diverse Muslim women for diverse Muslim women and builds on our aim to deliver bespoke culturally safe and appropriate mental health services. We work closely with faith centres and educational institutions to set up and support safe spaces for women to learn, grow and access support as well as creating sustainable solutions within their community. This network of women, spans across Tower Hamlets, Newham, and Redbridge and in 2024/25 the network hosted a number of events in the community for International Women's Day and continue to co-produced women's wellbeing and local community activity events.

The project has worked with over 100 women to date, providing peer support groups and 1:1 support and has increased awareness of mental health in a community that faces lack of parity of access. The project is funded until April 2027 and we are delighted to partner with the Tower Hamlet's Mayor's Fund to continue this valuable work.

We have trained five women who have accessed Sakinah as peer leaders. They are now having a wider impact on their community through setting up their own groups and support networks. Our aim is that this model of in-reach, access and engagement as a culturally competent and culturally safe service can be replicated for communities who are often not able to access mental health support.

Newham Bereavement Service

The Newham Bereavement Service provided early and complex bereavement counselling, including for people with learning disabilities and autism, drop-in peer support groups and group therapy. The service was accredited by the British Association for Counselling and Psychotherapy (BACP) and was

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delivered by paid and volunteer counsellors. This service was decommissioned in September 2024 and supported 114 clients during the six months April to September 2024.

Langdon Academy Counselling

We are delighted to be working in partnership with Langdon Academy to deliver a specialist counselling service to young people in the academy. This service was launched in October 2023 and in the past year has offered one to one counselling sessions to 186 young people.

This counselling support is offered for pupils referred from age 11 – 16 years and our team of counsellors offer talking therapy supplemented by modalities such as play, art and mindfulness. One to one counselling, group counselling and mental health workshops are all offered and tailored to school needs. The counselling teamwork in close partnership with the school Safeguarding team at Langdon Academy.

Tower Hamlets Bereavement Service

Our Tower Hamlets Bereavement Service was commissioned by the East London NHS Foundation Trust in December 2023 to offer brief and bereavement counselling to residents of Tower Hamlets requiring support coping with grief and loss and bereavement. The team delivered bereavement counselling, and early bereavement support for those experiencing a very recent loss, via telephone, video, or face to face appointments. Referrals made via THTT (Tower Hamlets Talking Therapies) and support was provided by a diverse staff team of qualified and volunteer trainee counsellors, as well as admin interns. This service was decommissioned in March 2025, but we have been able to continue supporting current clients and those on the waiting list and will complete their support by June 2025.

Mayor's Fund – Mindful Barista Programme

We are proud to have secured three-year funding from the Mayor's Community Grants Programme to develop our Mindful Barista Training Programme, delivered from our Safe Space Café at Open House. The programme's core aim is to create accessible pathways towards employment, vocational training, and employability for local residents who face mental health challenges — including young people, and marginalised and racialised communities.

Our trained baristas provide hands-on training, experience, and work placements, supporting participants to build skills and confidence as they work towards employment. Central to this is our 12-week Mindful Barista training course, in which all volunteers take part. The course equips them with valuable vocational skills that enhance their employability.

The Safe Space Café

Our Safe Space Café, located in our community hub in Tower Hamlets, is open five days per week, with additional evening access for community groups and activities. The café is a registered food business, inspected by the local authority and compliant with all relevant food safety regulations. The café provides not just a welcoming space for the community, but also a supportive, real-world training environment where participants gain practical experience, build confidence, and connect with others on their journey towards work and wellbeing.

Supported Self Help

Supported self-help is an early Tier 1 intervention service aimed at supporting people with low to moderate mental health needs. Individuals can refer themselves into the service or be referred into the service by a family member, their GP or their local Mind. We worked in partnership with Mind in Waltham Forest, City and Hackney and Havering Mind to deliver this support intervention with a particular focus on Mind's three strategic priority audiences (young people, those experiencing

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poverty and those from racialised communities) as we know they are disproportionately affected. Referrals were allocated from National Mind and over year this service supported 101 clients.

Community Projects:

Tower Hamlets Community Connectors

Our Community Connectors work as part of the Wapping Community Mental Health Team (CMHT) in Stepney and Wapping. This is a multi-disciplinary team of health care professionals that includes social workers, nurses, GPs, employment advisors, psychiatrists, and social prescribers. The Community Connectors support people with serious mental health issues to be able to thrive by facilitating quick and easy access to appropriate support:

- Identify support needs.
- Receive a multi-disciplinary team care plan.
- Reduce social isolation.
- Access benefits and housing advice
- Receive emotional support.
- Access employment support.

In total the service supported 235 delivering 268 sessions for the period April 2024- March 2025

Older Adults Community Connectors

The Older Adults Connector delivers and develops an integrated way of working with people over 65. This is done by increasing access to support through our older adult's connector worker, as we know that older adults with mental health are at higher risk of isolation, loneliness, and poor physical health in later life. In the last year we supported 108 older adults totalling 282 one to one support sessions.

Newham Community Connectors

The Newham Community Connector program is an innovative partnership with Community Links, Aston Mansfield, and East London NHS Foundation Trust. Our team of connector workers provides support which goes beyond health goals to life goals, delivering support, which is closer to home, connecting people to each other and their communities. Our connectors work as part of a multi-disciplinary team creating pathways of support for service users and are the 'glue,' linking service users in with experts and local assets, as well as supporting work in partnership with external stakeholders to complement interventions.

Newham Together Cafe

The Together Café provides a welcoming, safe and therapeutic space as an alternative to other crisis services such as A&E. We provide out-of-hours support to reduce immediate crisis and to a safety plan for those with mental health problems, experiencing self-defined mental health crises. We aim to prevent escalation, reduce isolation, increase independence and self-management and improve wellbeing by drawing on strengths, resilience, and coping mechanisms. We do not aim to provide long-term support. The Together Café is commissioned by ELFT to provide support to individuals who are experiencing crisis, severe distress and/or related mental health difficulties. Support is offered by both Mind and ELFT staff, on an integrated staffing model. The service mobilised in June 2024 and

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supported 425 clients during the year 2024-25, with increases in the number of clients each month. The service has formed relevant partnerships with other agencies and provides outreach.

Advocacy Services:

The advocacy service supports and safeguards individuals in our local communities, mental health units, care homes and hospital settings, by informing them of and supporting them to secure their rights. The service empowers clients to be able to make informed decisions with regards to their care and treatment by advising them of options available to them, so they can obtain additional support from provisions they would like to access.

Our services include:

- a. Independent Mental Health Advocacy Service in Tower Hamlets
- b. The Newham Adolescent Advocacy Service
- c. The Newham NHS Complaints Advocacy Service

The advocacy service has continued to build on our relationships with our local communities and stakeholders and engaged with the spiritual and pastoral care service to facilitate client support on the mental health unit. Additionally, we were successful in obtaining funding for the Independent Mental Health Service for a further three years. The advocacy service supported over 471 individuals over the last year including 75 people detained under the Mental Health Act.

Employment Services:

IAPT Employment Service

The Tower Hamlets Talking Therapies Employment Service is commissioned by the Department of Work and Pensions and is subcontracted to MindTHNR by the East London Foundation Trust. This was the fifth year the service has been delivered by MindTHNR, with funding currently secured until 31st March 2026. Our IAPT Employment Advice service is part of Tower Hamlets Talking Therapies and is delivered in partnership with East London NHS Foundation Trust. Service is accredited by the nationally recognized quality mark for Advice and Guidance service – The Matrix Standard. We offer clients accessing Talking Therapies an opportunity to improve their recovery by supporting them with employment difficulties through person-centred one-to-one sessions. The service supports clients ranging from senior executives to first-time job seekers and those who are long-term unemployed to find and retain work. Over the year we have supported 1,348 clients with their well-being and job seeking or job retention plans.

Safeguarding

At MindTHNR, safeguarding is at the heart of everything we do. We believe that:

- No one should ever experience abuse or harm of any kind.
- We have a responsibility to promote the welfare and best interests of all people, ensuring they are kept safe and that our work protects them.

We are committed to:

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- Protecting all service users, including children, young people, and vulnerable adults, from any type of abuse or harm. This includes the children and families of adults who use our services, or anyone who comes to our notice in the course of our work.
- Safeguarding anyone working for or on behalf of MindTHNR, whether they are staff or volunteers, ensuring they are supported to work safely and effectively.

Building on the learning from the Safeguarding Rapid Review completed last year, we implemented a robust action plan to strengthen and continually improve our safeguarding practices. This includes:

- Establishing a Safeguarding Operational Group, chaired by the CEO, to lead on sharing good practice and overseeing continuous improvement.
- Ensuring all staff and volunteers undergo appropriate safeguarding checks, training, and development.
- Embedding safeguarding principles into all aspects of our organisational culture, policies, and service delivery.

We are committed to maintaining the highest standards of safeguarding so that all those who come into contact with MindTHNR feel safe, respected, and supported.

Financial Review

In the financial year to 31 March 2025, Mind in Tower Hamlets, Newham, and Redbridge had a total income of £3,012,442 (2024: £3,656,443), representing a 18% decrease in income. Total expenditure was £2,932,524 (2024: £3,503,004), a decrease of 16%.

The Pension Trust reported a deficit of £16,950 to be paid over the next three years to March 2028, factoring this into the finances resulted in a total operating surplus of £62,969 for the year (2024: surplus of £153,439).

Our unrestricted funds have increased to £803,087 (2024: £726,896). We have designated reserves of £191,555 (2024: £199,171) including £66,555 (2024: £74,171) to cover the depreciation of our fixed assets and £125,000 (2024: £125,000) of allowances for potential costs identified. This leaves general unrestricted funds at £611,533 (2024: £527,725).

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

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

Going Concern

The Trustees regularly review operational budgets and cash flow projections alongside operational and financial risks in order to ensure that the charity remains financially robust and to assess the

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charity's ability to meet its liabilities as they fall due and to continue to trade as a going concern. The charity benefits from good visibility of contracted income for the large majority of the services it provides which assists this exercise.

The most significant challenge to the financial sustainability and performance of the charity is the impact of elevated inflation levels which translates to higher operating costs, particularly employment costs, which is MindTHNR's largest area of expenditure. The leadership team and Trustees are managing the exposure to this risk by seeking commensurate increases in income levels for each service as well as maintaining tight cost control.

A review of these cash flow projections by the Trustees and assessment of financial and operating risks of the charity once again supports the preparation of these accounts on a going concern basis. Additional detail of the reserves position in the context of the reserves policy is provided below.

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

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

Reserves Policy

Mind in Tower Hamlets, Newham and Redbridge is acutely aware of the need to sustain its viability in the medium to long term.

The Trustees consider it prudent to maintain an unrestricted level of reserves which will enable it to fulfil its contractual obligations. In accordance with the charity's Reserves Policy, the Trustees are committed to building sufficient unrestricted reserves to cover a 25% fall in the contribution of contracted income to central operating costs for a period of two years, plus an allowance for any other unforeseen expenditure required to maintain MindTHNR's operations (e.g., uninsured repairs and maintenance work to the buildings operated by MindTHNR).

Based on the budget for 2025/26 the Trustees have calculated a reserves target (as described above) of £411k to cover 25% shortfall in central costs of c. £411k pa for two years plus £50,000 being the Trustees' assessment of a reasonable allowance for other unforeseen expenditure – totalling £461k. We designated reserves of £125k relating to identified potential additional expenditure to the Charity in the future. These are added back in the calculation of the reserves for comparison with the reserves target.

As explained above, our unrestricted funds would be £747,833 (2024: £652,725). This is equivalent to 162% of target reserves as defined above (2024: 122% of target reserves)

Principal Risks and Uncertainties

MindTHNR risk management approach is not designed to eliminate risk entirely but provides a framework within which risks and opportunities are identified, prioritised and managed in accordance with the organisation's policies and procedures. This is to ensure that we maintain a high-quality service to clients while allowing the flexibility required to adapt to the nature of our work supporting people affected by mental health.

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

This review includes the following key steps:

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

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

RISK	MANAGEMENT
<p>Governance Risk</p> <p>Lack of good governance and strategic leadership leading to mission drift and reduced impact/or inability to adapt, meaning we fail to remain relevant.</p>	<ul style="list-style-type: none"> ● An independent Board of Trustees with a wide range of skills and experience ● A well-documented governance structure and reporting lines with oversight from specialist committees and panels including Finance, & Risk Committee and a HR, Governance & safeguarding Committee. ● Guidance against the Charity Governance Code ● Audit from National Mind every five years ● Mind Quality Mark assessment review
<p>Finance Risks</p> <p>Increased costs and insufficient income to deliver mission and plans,</p>	<ul style="list-style-type: none"> ● We are recruiting a Fundraising manager to support with fundraising and unrestricted income through grants. ● Regular review of financial performance, projections, and financial controls by the leadership team and the Finance & Risk

<p>heightened by economic climate</p>	<p>Committee, with ongoing reporting to the Board, through the Annual budgeting and forecasting processes</p> <ul style="list-style-type: none"> • Robust financial modelling of income, costs, margins, reserves, cash balances and cash flow • Delegated authority process, ensuring trustee and leadership • review of significant income and expenditure • Building of relationship with corporates for donations and pro-bono works.
<p>Safeguarding</p> <p>Ineffective professional practice and safeguarding policies and procedures putting vulnerable adults and young people at risk</p>	<ul style="list-style-type: none"> • Governance, HR and Safeguarding subcommittee in place • A safeguarding rapid review was undertaken in April 24, all the actions from this has been completed during the year • Review of internal and external safeguarding measures and safeguarding policy to ensure ongoing compliance with best practice
<p>Operational Risks</p> <p>Staffing issues meaning reduced capacity and loss of knowledge and skills</p> <p>Cyber security attacks and data breaches</p> <p>Failure to create a fully equitable, diverse, inclusive organisation leads to impact on mission and reputational risk.</p>	<p><i>Staffing issues</i></p> <ul style="list-style-type: none"> • Review and improve internal People policies and procedures to provide clarity and support for all staff • Develop line managers to support their teams from induction through to exit, prioritising having meaningful conversations about performance. • Improve recognition across the organisation to ensure staff feel valued and appreciated Password protection and multi-factor authentication are in place to enhance system security. <p>• Password protection and multi-factor authentication are in place to enhance system security.</p> <p>• Monthly cyber security training is provided to staff to ensure ongoing awareness of current threats and attack methods.</p> <p>• Cyber insurance coverage is maintained to protect the charity's finances in the event of a data breach or cyber-attack.</p> <p><i>EDIA</i></p> <p>Our greatest strength is the diversity of both our staff and our clients; however, we know more needs done to ensure we are a truly inclusive and equitable organisation. To support this, we need to implement several recommendations from our all-staff survey, covering the following themes.</p> <ul style="list-style-type: none"> • Inclusion and Belonging • Training Awareness and Education • Psychological Safety and Microaggressions • Celebration, Community and Connection

	<ul style="list-style-type: none">• Accessibility and Support
Fraud and Regulatory risk Risk of fraud leading to financial challenges for the organisation.	<ul style="list-style-type: none">• Senior level engagement in policy setting and ongoing improvements to performance management and reporting• Leads in place for safeguarding, health and safety, data protection, information security, and quality and performance• Review of, and investment in IT systems and information reporting• Delegated authority in place to ensure appropriate level of review/ approval of financial transactions and commitments

Structure, Governance and Management

Governing Document

Mind in Tower Hamlets, Newham, and Redbridge (“MindTHNR”) (the word ‘Limited’ being omitted by licence from the Department of Trade) is incorporated as a company limited by guarantee and not having a capital divided by shares.

The organisation is a charitable company limited by guarantee, incorporated on 6 September 1991, and registered as a charity on 6 March 1992. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. These articles were amended in March 2023 following a legal name change in February 2023.

Good governance

The board of trustees is committed to developing and maintaining high standards of governance throughout the charity and has developed practice that follows the standards laid out in the Charity Governance Code. Our annual board strategy day provides an opportunity for the board and leadership team to review the strategy and prioritise areas of work for the coming year. During the year, trustees have been involved in the development of the new three-year Strategy. This will guide the work of the Charity from 2025 to 2028.

We have policies and procedures in place that underpin the requirement to act with integrity and in the best interests of the charity and its charitable purposes. We undertake a skills audit to record skills and experience, identify gaps and this informs the process for appointing new trustees.

Recruitment and appointment of Trustees

The approach to recruitment and appointment of Trustees is set out in our Articles of Association. The honorary officers: The Chair, Vice-Chair, and the Treasurer, as well as other Trustees, are elected at the Annual General Meeting by the members of MindTHNR.

The Board of Trustees reviews the skill set of its members regularly and whenever a vacancy arises. Vacancies are advertised on our website and through our channels as well as externally on relevant platforms. Appointments are overseen by the HR, Governance & Safeguarding Committee and once

Trustees' Annual Report

For the year ended 31 March 2025

appointed by the Board, new Trustees are inducted by the Chief Executive and other relevant staff members. Trustees are given information on the legal duties and expectations of a Trustee and invited to attend relevant events.

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

Management and staff

The Board of Trustees is legally responsible for the strategic direction of the charity, including approving the annual plan and budget. The Board monitors risk and progress against these plans and budgets and it makes decisions about the appointment of trustees and senior staff. Lead trustees are appointed to oversee key areas of work as needed. Day-to-day operation of the organisation is delegated to the Chief Executive and the Leadership Team

Relationships with Other Organisations

Collaboration with other organisations, is a key aim for MindTHNR. We are an influential and active member of a range of mental health and charity networks. We have a number of strong relationships with various organisations, those considered as related parties are:

- Safer Community Connections
- Mind City Hackney and Waltham Forest
- Mind Havering, Barking and Dagenham
- NELFT
- ELFT
- NEL Suicide Prevention Group
- Tower Hamlets & Newham Mental Health Alliance
- Tower Hamlets Talking Therapies
- Compass Wellbeing
- Newham Healthwatch

MindTHNR is affiliated to National Mind. There were no related party transactions during the year.

Remuneration Policy for Key Management Personnel

We look to ensure that salaries for all posts are banded within a range commensurate with the job role. The remuneration of senior staff is reviewed annually and monitored against average earnings in the sector for similar roles. Salaries for new roles are benchmarked using a consistent job evaluation approach with existing roles. The CEO's performance appraisal and remuneration review is managed by the Board which makes recommendations on setting the salary of the CEO to the Board for approval. We are a London Living Wage employer.

Statement about Fundraising Practice

Mind in Tower Hamlets, Newham and Redbridge have not undertaken any fundraising in 2024-2025, however we are recruiting for a Fundraising Manager, who will work alongside our strategic and operational plan and contribute to diversifying our income and expanding our areas of benefit.

Ethical Fundraising

We are committed to ethical fundraising, ensuring that we do not accept donations or support from companies who are in direct conflict with our aims. We have an Ethical Fundraising Policy that will support this strategy and be embedded into any fundraising activities. We are members of the Fundraising Regulator and comply with their code of fundraising practice. We have not received any complaints about fundraising during the year.

Statement of Responsibilities of the Trustees

The Trustees (who are also directors of Mind in Tower Hamlets, Newham, and Redbridge for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware.
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Trustees' Annual Report

For the year ended 31 March 2025

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2025 were 10 (2024: 10). The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

Trustees' expenses

One trustee was reimbursed £58 for travel expenses in the year (2024: 0). There was no trustees' remuneration or other benefits for the year ended 31 March 2025

Auditor

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

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

The Trustees' annual report has been approved by the Trustees on 12 November 2025 and signed on their behalf by

Grant Martin

Grant Martin
Chair

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Opinion

We have audited the financial statements of Mind in Tower Hamlets, Newham, and Redbridge (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as of 31 March 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.
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern.

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

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

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

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Other information

The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception.

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

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

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

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

- The Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

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

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

- We enquired of management and the finance sub-committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Independent auditor's report

To the members of

Mind in Tower Hamlets, Newham, and Redbridge

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Joanna Pittman (Senior statutory auditor)

Date: 1 December 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Mind In Tower Hamlets, Newham and Redbridge

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

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	2	17,734	-	17,734	34,199	-	34,199
Charitable activities							
Support Services	3a	1,318,352	92,934	1,411,286	1,604,883	208,496	1,813,379
Community Projects	3b	223,462	322,077	545,539	-	413,265	413,265
Advocacy Projects	3c	329,133	-	329,133	470,165	-	470,165
Employment, advice & information	3d	663,893	-	663,893	864,113	13,480	877,593
Investment income		12,087	-	12,087	25,393	-	25,393
Other income		32,771	-	32,771	22,449	-	22,449
Total income		2,597,432	415,011	3,012,442	3,021,202	635,241	3,656,443
Expenditure on:							
Charitable activities							
Support Services	4	1,261,599	41,202	1,302,800	1,530,323	240,045	1,770,368
Community Projects	4	270,684	387,032	657,716	-	401,147	401,147
Advocacy Projects	4	380,204	-	380,204	600,361	-	600,361
Employment, advice & information	4	591,803	-	591,803	715,058	16,071	731,129
Total expenditure		2,504,290	428,233	2,932,524	2,845,741	657,263	3,503,004
Net income / (expenditure) for the year	5	93,141	(13,222)	79,919	175,461	(22,022)	153,439
Net income / (expenditure) before other recognised gains and losses		93,141	(13,222)	79,919	175,461	(22,022)	153,439
Actuarial gains/(losses) on defined benefit pension schemes		(16,950)	-	(16,950)	-	-	-
Net movement in funds		76,192	(13,222)	62,969	175,461	(22,022)	153,439
Reconciliation of funds:							
Total funds brought forward		726,896	188,931	915,827	551,435	210,954	762,389
Total funds carried forward	17	803,087	175,708	978,796	726,896	188,931	915,827

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Mind In Tower Hamlets, Newham and Redbridge

Balance sheet

Company no. 2643905

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	10		242,263		263,102
			242,263		263,102
Current assets:					
Debtors	11	286,746		109,927	
Cash at bank and in hand		774,196		889,208	
		1,060,941		999,135	
Liabilities:					
Creditors: amounts falling due within one year	12	(313,108)		(346,411)	
Net current assets			747,834		652,724
Total assets less current liabilities			990,097		915,827
Creditors: amounts falling due after one year	14		(11,300)		-
Total net assets	16		978,796		915,827
The funds of the charity:					
Restricted income funds	17		175,708		188,931
Unrestricted income funds:					
Designated funds		191,555		199,171	
General funds					
Excluding long term pension liability		622,833		527,725	
Long term pension liability		(11,300)		-	
General funds including long term pension liability		611,533		527,725	
Total unrestricted funds			803,087		726,896
Total charity funds			978,796		915,827

Approved by the trustees on 12 November 2025 and signed on their behalf by

Grant Martin

Grant Martin
Chair

Dimitrios

Dimitrios Goumenos
Treasurer

Statement of cash flows

For the year ended 31 March 2025

Reconciliation of net expenditure to net cash flow from operating activities

	2025	2024
	£	£
Net Income / (expenditure) for the reporting period (as per the statement of financial activities)	79,919	153,439
Depreciation charges	38,011	62,977
Dividends, interest and rent from investments	(12,087)	(25,393)
Decrease/(increase) in debtors	(176,819)	(42,013)
(Decrease)/increase in creditors	(22,003)	18,184
Gains from pension valuation	(16,950)	-
Net cash generated from / (used in) operating activities	(109,929)	167,194

	Note	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Net cashflow generated from/(used in) operating activities		(109,929)		167,194	
Cash flows from investing activities:					
Dividends, interest and rents from investments		12,087		25,393	
Purchase of fixed assets		(17,171)		(1,740)	
Net cash used in investing activities		(5,084)		23,653	
Change in cash and cash equivalents in the year		(115,013)		190,847	
Cash and cash equivalents at the beginning of the year		889,208		698,363	
Cash and cash equivalents at the end of the year		774,196		889,208	

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies

a) Statutory information

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

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

b) Basis of preparation

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

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

c) Public benefit entity

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

d) Going concern

The trustees, with the support from management, have worked on new service developments to sustain the charity for the future and build up reserves. This has resulted in the charity realising a surplus this year. The trustees acknowledge that the upcoming year is a deficit budget, however our reserves at >158% of the target ensures resilience during this difficult period. The trustees remain focused on maintaining the medium term financial sustainability of the charity through increased income streams and ensuring that operating costs remain within budget limits.

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

e) Income

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

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

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

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

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

f) Gifts and services in kind

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

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

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

g) Interest receivable

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

h) Fund accounting

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

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

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

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered as Mind In Tower Hamlets and Newham is not currently VAT registered. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs associated with delivering the main objectives of the charity and include both the direct cost and support cost relating to these activities.
- Support costs are those costs incurred which are not directly an output of the charitable activity.
- Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the basis of the total direct project's cost.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

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

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

l) Debtors

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

m) Cash at bank and in hand

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

n) Creditors and provisions

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

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

o) Pensions

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

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

Notes to the financial statements

For the year ended 31 March 2025

2 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Donations and fundraising	17,684	-	17,684	34,129	-	34,129
Membership subscriptions	50	-	50	70	-	70
Total Income from donations and legacies	17,734	-	17,734	34,199	-	34,199

3 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Supported Self Help (Ended March 2025)	25,470	-	25,470	12,739	-	12,739
Maximus Coping with Life (ended 2023 2024)	-	-	-	7,200	-	7,200
Mind EDI (Ended 2023 2024)	-	-	-	-	40,000	40,000
Young Minds Redbridge (Ended June 2024)	-	3,535	3,535	-	30,396	30,396
Garfield Weston (Ended 2023 2024)	-	-	-	18,750	-	18,750
Suicide Prevention Hub	167,494	-	167,494	207,240	-	207,240
Redbridge Peer Support Workers (Ended	83,207	-	83,207	182,120	-	182,120
London Borough of Tower Hamlets – Connecting Communities	803,282	-	803,282	665,425	-	665,425
New Horizon – City Bridge (Ended 2023 2024)	-	-	-	-	33,456	33,456
Newham Bereavement Service (Ended September 2024)	50,723	-	50,723	116,221	-	116,221
CAF Our voices (Ended 2023 2024)	-	-	-	-	32,982	32,982
Rapid study with Mind (Ended September 2024)	-	21,012	21,012	-	37,869	37,869
ELFT Talking Therapies (NTT and THTT) (Ended November	-	-	-	314,957	-	314,957
Redbridge Older People Talking Therapies	-	17,086	17,086	-	8,543	8,543
Langdon School Counselling	68,817	-	68,817	39,836	-	39,836
TH Bereavement Service (Started December 2023)	92,000	-	92,000	30,667	-	30,667
TT Equity Fund (Ended 2023 2024)	-	-	-	9,728	-	9,728
Mayors Fund – Barista (Started End of 2023)	-	20,000	20,000	-	8,333	8,333
Mayors fund – Our voices (Started End of 2023)	-	25,000	25,000	-	10,417	10,417
Sports England (Ended March 2025)	-	6,300	6,300	-	6,500	6,500
Pemberton Barnes	20,000	-	20,000	-	-	-
Other income from support services projects (Safespace Café)	7,360	-	7,360	-	-	-
a) Sub-total for support services	1,318,352	92,934	1,411,286	1,604,883	208,496	1,813,379
Discovery College (Ended June 2024)	-	54,705	54,705	-	146,940	146,940
Older Adult Community Connector	-	44,347	44,347	-	45,389	45,389
Tower Hamlets Community Connectors	-	80,822	80,822	-	82,947	82,947
Newham Community Connectors	-	142,202	142,202	-	137,989	137,989
Newham Together Café (Started May 2024)	223,462	-	223,462	-	-	-
b) Sub-total for Community Projects	223,462	322,077	545,539	-	413,265	413,265
East London Foundation Trust – Adolescent Advocacy	39,390	-	39,390	38,693	-	38,693
London Borough of Tower Hamlets – IMHA	248,743	-	248,743	241,499	-	241,499
London Borough of Havering – Havering Advocacy (Ended March 2024)	-	-	-	148,973	-	148,973
Community Barnet – Complaints Advocacy	41,000	-	41,000	41,000	-	41,000
c) Sub-total for advocacy projects	329,133	-	329,133	470,165	-	470,165
London Borough of Tower Hamlets – Upskill (Ended 2023	-	-	-	-	13,480	13,480
NHS Newham CCG – IPS Newham NHS England (TUPE out 01/07/2024)	62,264	-	62,264	249,057	-	249,057
East London NHS Foundation – IAPT Employment	601,628	-	601,628	615,056	-	615,056
d) Sub-total for Employment, advice and information	663,893	-	663,893	864,113	13,480	877,593
Total income from charitable activities	2,534,840	415,011	2,949,851	2,939,161	635,241	3,574,402

4a Analysis of expenditure (current year)

	Charitable activities				Support costs £	Governance costs £	2025 Total £	2024 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £				
Staff costs (Note 6)	793,025	355,596	252,559	398,342	501,893	-	2,301,415	2,733,411
Direct costs	88,845	47,308	2,045	5,347	66,192	-	209,737	270,719
Premises costs	-	23,405	-	-	45,822	-	69,227	56,520
Office and supplies costs	9,276	23,504	1,529	1,182	227,600	-	263,090	272,307
Depreciation	-	-	-	-	38,011	-	38,011	62,977
Consultancy	138	150	3,975	-	32,260	-	36,523	87,414
Audit remuneration	-	-	-	-	14,520	-	14,520	19,656
Governance cost	-	-	-	-	-	-	-	-
	891,284	449,963	260,109	404,870	926,298	-	2,932,523	3,503,004
Support costs	411,516	207,753	120,095	186,933	(926,298)	-	-	-
Governance costs	-	-	-	-	-	-	-	-
Total expenditure 2025	1,302,800	657,716	380,204	591,803	-	-	2,932,524	-
Total expenditure 2024	1,770,368	401,147	600,361	731,129	-	-		3,503,004

4b Analysis of expenditure (previous year)

	Charitable activities				Support costs £	Governance costs £	2024 Total £
	Support services £	Community projects £	Advocacy projects £	Employment advice & information £			
Staff costs (Note 6)	1,195,911	248,332	405,152	546,518	337,498	–	2,733,411
Direct costs	146,323	57,582	12,535	17,880	36,399	–	270,719
Premises costs	8,500	8,155	167	2,000	37,698	–	56,520
Office and supplies costs	22,276	–	5,911	6,023	238,097	–	272,307
Depreciation	–	–	–	–	62,977	–	62,977
Consultancy	13,060	–	46,274	–	28,080	–	87,414
Audit remuneration	–	–	–	–	–	19,656	19,656
Governance cost	–	–	–	–	–	–	–
	1,386,070	314,069	470,039	572,421	740,749	19,656	3,503,004
Support costs	374,364	84,827	126,953	154,605	(740,749)	–	–
Governance costs	9,934	2,251	3,369	4,102	–	(19,656)	–
Total expenditure 2024	1,770,368	401,147	600,361	731,129	–	–	3,503,004

Notes to the financial statements

For the year ended 1 April 2025

5 Net expenditure for the year

This is stated after charging:

	2025 £	2024 £
Depreciation	38,010	62,977
Operating lease rentals:		
Photocopier	1,589	-
Auditor's remuneration (excluding VAT):		
Other Services	-	3,400
Audit	12,000	12,000
	<u>12,000</u>	<u>12,000</u>

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

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	2,052,618	2,416,566
Social security costs, ER NIC	182,161	227,504
Employer's contribution to pension schemes	66,636	89,341
	<u>2,301,415</u>	<u>2,733,411</u>

1 employee earned (excluding employer national insurance and employer pension) between £90,000 and £100,000 during the year (2024: 1 between £80,000–£90,000).

The total employee remuneration including pension contributions and national insurance of the key management personnel was £429,358 (2024: £284,715).

The total redundancy costs in the year were £52,848 (2024: 0) for 8 members of staff.

The charity trustees were not paid and did not receive any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

One Trustee was reimbursed for their travel expenses of £58 (2024: £0).

7 Staff numbers

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

	2025 No.	2024 No.
Support Services	34	33
Community Projects	8	9
Advocacy Projects	8	11
Employment, advice & information	9	17
Support	9	11
Governance	1	1
	<u>69</u>	<u>82</u>

8 Related party transactions

There are no related party transactions to disclose (2024: none) other than those already disclosed in note 6. There were no Trustee donations made in the year (2024: £716).

Notes to the financial statements

For the year ended 1 April 2025

9 Taxation

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

10 Tangible fixed assets

	Long leasehold premises £	Fixtures and equipment £	Computer equipment £	Total £
Cost				
At the start of the year	895,202	186,751	75,452	1,157,405
Additions in the year	9,600	2,232	5,339	17,171
Disposals in the year		-	-	-
At the end of the year	904,802	188,983	80,791	1,174,576
Depreciation				
At the start of the year	689,382	130,715	74,206	894,303
Charge for the year	22,823	13,788	1,399	38,010
Eliminated on disposal	-	-	-	-
At the end of the year	712,205	144,503	75,605	932,313
Net book value				
At the end of the year	192,597	44,480	5,186	242,263
At the start of the year	205,820	56,036	1,246	263,102

All of the above assets are used for charitable purposes.

11 Debtors

	2025 £	2024 £
Trade debtors and accrued income	274,250	79,723
Prepayments	12,496	30,204
	286,746	109,927

12 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors and Natwest Credit Card	40,715	63,086
Taxation and social security	39,248	56,907
Pension contributions creditor	1,978	412
Defined benefit pension liability (note 15)	5,650	6,157
Accruals	89,976	51,822
Deferred income (note 13)	135,541	168,027
	313,108	346,411

13 Deferred income

Deferred income totalling £136k represents funding received prior to the financial year end relating to services to be delivered in the period commencing 1 April 2025 from Young Minds Redbridge £9k / IAPT Employment Serv £43k / / TH Connectors £41k / Newham Connectors £24k / supported self help £1k and Langdon School counselling to backfill vacant hours £11k

	2025 £	2024 £
Balance at the beginning of the year	168,027	217,169
Amount released to income in the year	(168,027)	(217,169)
Amount deferred in the year	135,541	168,027
Balance at the end of the year	<u>135,541</u>	<u>168,027</u>

14 Creditors: amounts falling due after one year

	2025 £	2024 £
Defined benefit pension liability	11,300	-
	<u>11,300</u>	<u>-</u>

The Pensions trust has updated their reporting and instructed a deficit a liability of £5,650 for 3 year to 2028, Total deficit liability is £16,950.

15 Pension schemes

SCHEME: TPT Retirement Solutions – The Growth Plan

The company participates in the scheme, a multi-employer scheme which provides benefits to some 638 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

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

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

15 Pension schemes (continued)

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2025 to 31 March 2028		£2,100,000 per annum	Payable monthly
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Unless a concession has been agreed with the Trustee the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 January 2025:		£3,312,000 per annum	Payable monthly
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The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

PRESENT VALUES OF PROVISION

	31-Mar-25	31-Mar-24	31-Mar-23
	(£s)	(£s)	(£s)
Present value of provision (discounted)	15,833	6,040	12,929

RECONCILIATION OF OPENING AND CLOSING PROVISIONS

	Period ending 31 March 2025	Period Ending 31 March 2024
	(£s)	(£s)
Provision at start of period	6,040	12,929
Unwinding of the discount factor (interest expense)	159	496
Deficit contribution paid	(6,157)	(7,389)
Remeasurements – impact of any change in assumptions	100	4
Remeasurements – amendments to the contribution schedule	15,691	–
Provision at end of period	15,833	6,040

15 Pension schemes (continued)

INCOME AND EXPENDITURE IMPACT

	Period ending 31 March 2025	Period Ending 31 March 2024
	(£s)	(£s)
Interest expense	159	496
Remeasurements – impact of any change in assumptions	100	4
Remeasurements – amendments to the contribution schedule	15,691	–
Contributions paid in respect of future service*	–	–
Costs recognised in income and expenditure account	–	–

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

	31-Mar-25 % per annum	31-Mar-24 % per annum	31-Mar-23 % per annum
Rate of discount	4.84	5.31	5.52

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

SCHEME: TPT Retirement Solutions – The Growth Plan

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

DEFICIT CONTRIBUTIONS SCHEDULE

The non-discounted payments will be:

Year ending	31-Mar-25 (£s)	31-Mar-24 (£s)	31-Mar-23 (£s)
Year 1	5,650	6,157	7,389
Year 2	5,650	–	6,157
Year 3	5,650	–	–
Year 4	–	–	–
Year 5	–	–	–
	16,950	6,157	13,546

Notes to the financial statements

For the year ended 1 April 2025

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	66,555	175,708	242,263
Net current assets	622,834	125,000	-	747,834
Long term liabilities	(11,300)	-	-	(11,300)
Net Assets at 31 March 2024	611,534	191,555	175,708	978,796

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	74,171	188,931	263,102
Net current assets	527,724	125,000	-	652,724
Long term liabilities	-	-	-	-
Net Assets at 31 March 2023	527,724	199,171	188,931	915,827

17a Movements in funds (current year)

	At 31 March 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2025 £
Restricted funds:					
Young Minds Redbridge		3,535	(3,535)	-	-
Rapid study with Mind		21,012	(21,012)	-	-
Redbridge Older People Talking Therapies		17,086	(17,086)	-	-
Mayors Fund – Barista		20,000	(20,000)	-	-
Mayors fund – Our voices		25,000	(25,000)	-	-
Sports England		6,300	(6,300)	-	-
Discovery College		54,705	(54,705)	-	-
Older Adult Community Connector		44,347	(44,347)	-	-
Tower Hamlets Community Connectors	-	80,822	(80,822)	-	-
Newham Community Connectors		142,202	(142,202)	-	-
Building fund	188,931	9,600	(22,823)	-	175,708
Total restricted funds	188,931	424,611	(437,834)	-	175,708
Unrestricted funds:					
Designated funds:					
Maintenance and Renewals	40,000	-	-	-	40,000
IT Support costs	15,000	-	-	-	15,000
Employment costs	55,000	-	-	-	55,000
Staff contingency costs	15,000	-	-	-	15,000
Fixed asset funds	74,171	7,571	(15,187)	-	66,555
Total designated funds	199,171	7,571	(15,187)	-	191,555
General funds					
Excluding long term pension liability	527,725	2,589,861	(2,489,103)	(5,650)	622,833
Long term pension liability	-	(16,950)	-	5,650	(11,300)
Total general funds	527,725	2,572,911	(2,489,103)	-	611,533
Total unrestricted funds	726,896	2,580,482	(2,504,290)	-	803,087
Total funds	915,827	3,005,093	(2,942,124)	-	978,796

17b Movements in funds (prior year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
EDI		40,000	(40,000)	-	
Young Minds Redbridge	-	30,396	(30,396)	-	-
New Horizon – City Bridge	-	33,456	(33,456)	-	-
CAF Our voices	-	32,982	(32,982)	-	-
Rapid study with Mind	-	37,869	(37,869)	-	-
Redbridge Older People Talking Therapies	-	8,543	(8,543)	-	-
Mayors Fund – Barista	-	8,333	(8,333)	-	-
Mayors fund – Our voices	-	10,417	(10,417)	-	-
Sports England	-	6,500	(6,500)	-	-
LBTH – Upskills	-	13,480	(13,480)	-	-
Discovery College	-	146,940	(146,940)	-	-
Older Adult Community Connector	-	45,389	(45,389)	-	-
Tower Hamlets Community Connectors	-	82,947	(82,947)	-	-
Newham Community Connectors	-	137,989	(137,989)	-	-
Building fund	210,954	-	(43,286)	21,263	188,931
Total restricted funds	210,954	635,241	(678,527)	21,263	188,931
Unrestricted funds:					
Designated funds:	-	-	-	-	-
Maintenance and Renewals	40,000	-	-	-	40,000
IT Support cost	15,000	-	-	-	15,000
Employer Costs	55,000	-	-	-	55,000
Staff contingency costs	15,000	-	-	-	15,000
Fixed asset funds	113,385	1,740	(19,691)	(21,263)	74,171
Total designated funds	238,385	1,740	(19,691)	(21,263)	199,171
General funds					
Excluding long term pension liability	319,207	3,019,462	(2,826,050)	15,106	527,725
Long term pension liability	(6,157)			6,157	-
Total general funds	313,050	3,019,462	(2,826,050)	21,263	527,725
Total unrestricted funds	551,435	3,021,202	(2,845,741)	-	726,896
Total funds	762,389	3,656,443	(3,524,268)	-	915,827

Purposes of restricted funds:

Young Minds Redbridge. To promote positive emotional health and wellbeing through various enjoyable activities. By encouraging young people to share their expertise, experience, skills and interests, we intend to build courses based on consultations with young people. All income funds direct costs.

Rapid Study with Mind. Funded through the national institute of health research to find out which intervention method is best at supporting clients with suicidal thoughts and feelings. All income funds direct costs.

Redbridge Older People Talking Therapies. working in collaboration with NELFT IAPT service, are to develop a promotion campaign to increase access to Talking Therapies for Older People (65+) affected by/ experiencing depression and anxiety. All income funds direct costs.

Mayors Fund – Barista. This project is funded through Mayor's Fund and aims to increase access to steps towards employment and vocational training for local community facing mental health issues. Including young people who are marginalised and racialised. All income funds direct costs.

Mayors Fund – Our Voices. This project aims to increase access to mental health and wellbeing services for diverse muslim women who reside in Tower hamlets and works to reduce stigma related to mental health and accessing support. All income funds direct costs.

Sports England – Aimed at those with mental health distress across Tower Hamlets, Newham, and Redbridge. Payment recorded paid to partner, MindTHNR work to commence 2024 2025

Discovery College – is an initiative that aims to provide a more holistic offer to young people who require support with their emotional health and wellbeing. All income funds direct costs.

Older Adults Community Connector. As part of our work within the transformation of mental health services we have secured 5 year funding to support older adults and develop integrated ways of working with people over 65.

Tower Hamlets Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stepney and Wapping PCN. This will increase to two workers in 2023.

Newham Community Connectors. As part of our work within the transformation of mental health services we have secured 5 year funding to support an integrated community connector role within the Stratford PCN. This is three team members.

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

Purposes of designated funds

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

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

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

Employment Costs. We have created a designated fund to support employment costs including potential redundancy cost and salary uplifts which have not yet been agreed.

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

18 Operating lease commitments

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

	Equipment	
	2025	2024
	£	£
Less than one year	2,168	2,756
One to five years	4,635	5,679
	<hr/>	<hr/>
	6,803	8,435
	<hr/> <hr/>	<hr/> <hr/>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.