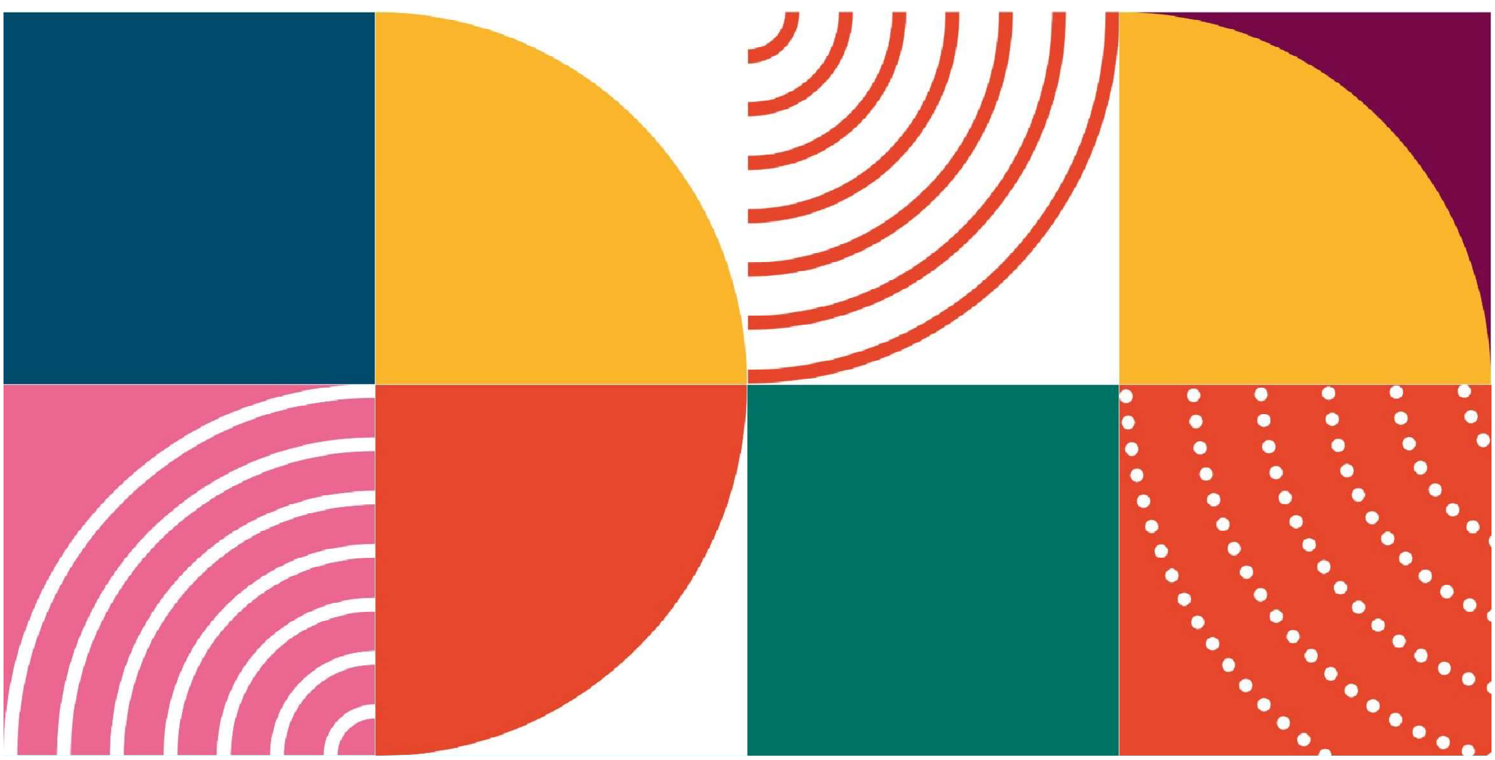
Health in Mind

Report and Financial Statements

For the year ended 31 March 2024

Charity number: SC004128

Company number: SC124090



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Message from Health in Mind Chair and Chief Executive

Despite the challenging landscape in which we operate, our staff and volunteer team continue to work with creativity and innovation, demonstrating a positive, hopeful, and inclusive approach, walking alongside people we support to improve their mental health and wellbeing.

This year we launched our new strategic plan, Sharing Hope. Following 12 months of consultation and engagement with people who access our services, our staff and volunteers, and our key stakeholders, our focus for 2023 - 2028 will be to realise the following three commitments:

We know that Health in Mind is great at keeping people at the heart of all we do- but we know we can do even more. Therefore, our first commitment is to **Keep People at the Heart of all we do**.

Health in Mind offers a unique pathway of services which can flow together, book end other supports, or stand on their own. Our second commitment is to be **There for People When, How, and Where they Need us**.

It was clear from our conversations as we developed our strategy that we can do more to share our learning and experience to inform and influence locally and nationally. Therefore, our third commitment is **Sharing our Learning and Experience**.

Accessible, high-quality mental health and wellbeing support is needed now more than ever. We remain committed to ensuring people who access our services, and our staff and volunteers are front and centre in Health in Mind; creating opportunities for people to realise their potential in their lives – and in our organisation. In offering support, we will continue to treat people with kindness, dignity, and compassion, ensuring choice and control through our pathway of services.

We understand different people want support in different ways and we are curious to understand changing and emerging needs, collaborating with others to develop creative and flexible support that best meets people's needs and circumstances.

Jennifer Donnelly, Chair of Health in Mind Board **Wendy Bates, Chief Executive**

The Trustees have pleasure in presenting their annual report and the financial statements for the year ended 31 March 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102).

About Health in Mind

Health in Mind is one of Scotland's best-known and trusted mental health charities. Since 1982, we have evolved in response to need and now promote positive mental health and wellbeing in local communities across Scotland.

Our vision: everyone in Scotland has positive mental health and wellbeing and can access high-quality support if, when and how they need it.

Our purpose: through our unique pathway of support, collaborations, campaigns, and resources, we build hope, resilience and understanding of mental health and wellbeing.

We bring this to life by:

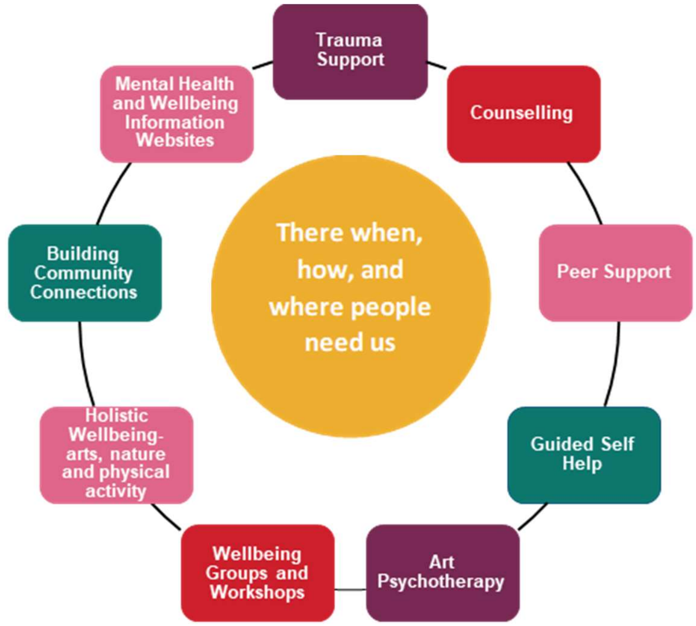
Living our values: our values are central to everything we do and the way we work. We put people at the heart of all we do and are committed to creating opportunities for people to progress in their lives – and within our organisation.

Focussing on communities: we build strong connections and relationships in local communities to truly understand and respond to local needs. We are committed to providing a range of approaches that help make mental health support accessible to everyone. One of our first services provided safe spaces to support the mental health and wellbeing of women; another offered mental health support for people from black and minority ethnic communities. We remain committed to providing a range of approaches that help make mental health support accessible to everyone.

Being knowledgeable and expert: we take an evidence-based and trauma-skilled approach to our support. We embrace and value lived experience and are proud that many of our team members are experts by experience - this expands and enhances our mental health and wellbeing knowledge and expertise.

Having national reach: our website and online self-help resources, campaigns, trauma support and partnerships extend our reach across Scotland. We are a key part of the In Care Survivors Alliance - Scotland's first alliancing partnership - providing support for survivors of in care abuse or neglect in Scotland.

Our work and impact



Health in Mind offers a range of mental health and wellbeing services and activities. We work both locally in Edinburgh, Lothians, Scottish Borders and nationally across Scotland.

In 2023/24, we offered a holistic pathway of services tailored to people's needs and aspirations. This has included early intervention and prevention, peer support, counselling, group, and individual support.

Our services were delivered in a range of ways, including online and digital support, telephone and in person, best suit people's preferences and needs thus ensuring we are here for people when they need us, enables people to progress in their lives, and within our organisation.

In 2023/24 we have:

Supported **4,290** people	Trained **470** people across our Suicide Prevention, Mental Health, and Trauma Training	Involved **121** volunteers
connect — **207** people supported our work through fundraising activities	be active — **91** people took part in Challenge Events for Health in Mind	give — **13** corporate partnerships
154,163 users accessed our Information Websites	keep learning — Our wellbeing resources had over **7,584** pageviews	take notice — Our five ways to wellbeing resources had over **16,414** pageviews

Key Achievements and 2024/25 Focus

Key strategic achievements: Sharing Hope 2023 -2028

- As we embarked on the first year of Sharing Hope, we established a Strategy Learning and Implementation group comprising, representatives from our Trustees, people accessing support, Staff, Volunteers and Managers, and Senior Management Team to oversee our progress.
- We co-produced our approach to engagement, involvement and co-design based on the principles of empowerment, inclusivity, open dialogue and clarity. Involvement will remain key to our work going forward.
- We undertook a Governance Review and reviewed our Board structure creating a Finance and Risk and a People and Governance committees, which replaced our Finance, Risk and Compliance and People Committees.

Our 2024/25 focus

- Agree our definition of being a trauma informed organisation offering trauma skilled support, identifying areas of strength and development.
- Ensure 'the Health in Mind way' is understood and consistently applied across our work.
- Continue to develop involvement and co-design within Health in Mind.

'I was given a lot of support, very friendly, trusting staff, I was made to feel at ease, and I was listened to, and I took on lots of valuable advice and ways of coping. I was given the chance to get further help if I require it in the future.'
(Person accessing Health in Mind Services in 2023 - 2024)

'I witnessed a highly positive, forward thinking organisation- and you have much to be proud of!'
(Investors in People Assessment, 2024)

Key achievements: Support

- Health in Mind services supported 4,290 people in 2023/24.
    - 1,637 people were supported in our **community and early intervention based services**
    - 100 people received **Trauma Support**; 338 people attended **trauma training**
    - 271 people received **counselling and talking therapies**
    - 154 people attended suicide prevention and mental health training
    - In addition to this 189 people attended Listening Space, 112 were new attendees.
    - 5,774 people attended our groups, 1,678 people were new to the groups.
    - 529 people attended our Midlothian Access Point service, delivered in partnership with Midlothian Health and Social Care Partnership.
    - 154,163 people accessed our Information Websites in Edinburgh, Midlothian, East Lothian, and West Lothian

- Services measure the impact of support using a range of evaluation tools, including CORE (Clinical Outcomes in Routine Evaluation) and IROC (Individual Recovery Outcomes Counter).

- In addition, we ask people receiving support to complete a satisfaction survey letting us know how we are doing as an organisation:
    - 92% of respondents agreed or strongly agreed that they have a better understanding of their mental health and wellbeing.
    - 98% of respondents agreed or strongly agreed that they were supported with compassion and care.
    - 99% of respondents agreed or strongly agreed that they were treated with respect and their views were heard.

Our 2024/25 focus

- Ensure 'the Health in Mind Way'/ our approach is understood and consistently applied across our work.

- Develop and implement an improvement plan based on analysis of reporting and performance data.

- Further refine our approach to support with focus on group work.

- Define our community offer, added value and distinctive approach.

'Health in Mind has helped me massively, to be able to speak to someone who is like a complete stranger is difficult but sometimes needed. I felt like I could talk about everything that was affecting me.'
(Person accessing Health in Mind services in 2023/24)

'After finishing the course, I think we all felt a sense of strength and solidarity having met other people who shared some of your struggles and conquered them together.'
(Person accessing Health in Mind services in 2023/24)

Key achievements: In Care Alliance

- Health in Mind is a member of the In Care Survivors Alliance, which hosts two services, Future Pathways and Redress Support Service.
- Future Pathways was established in 2016 and 2,575 people have registered with 1,810 people (70%) having received support and 833 people currently accessing support.
- The innovative and trauma informed support model has made visible differences to many people's lives.
- The greatest challenge facing Future Pathways is being able to respond to all those who register. By March 2024, 394 people were waiting, most of whom were newly registered. We are working closely with the Scottish Government to address this issue.
- This year we completed a co-design process which included people with lived experience (Voices for a Better Future), Scottish Recovery Network and Iriss, who hosted the process. It resulted in a plan to introduce peer support to Future Pathways in 2024/25.
- The Redress Support Service was established in December 2021 and has received 1,730 referrals, 714 of these in 2023/24.
- The most requested type of support is help to access records (80.7% of 714 referrals) with emotional (191 referrals) and practical support (273 referrals) available. As individuals complete the process, they may also access Non-Financial Redress (20 referrals since start).
- Individuals are successfully completing support, with 1,320 people completing support since the start of the service. 255 people were re-referred for support with new and additional support needs.

Our 2024/25 focus

- Introduce 'Psychological First Aid' framework to support immediate responses where appropriate, reducing the harm associated with extended waits for support.
- Introduce peer support, as directed by recent co-design effort.
- Continue to provide responsive support to Redress Support referrals, consolidating learning.
- Continue to work closely with the Scottish Government who have directed an external review during 2024/25, to encompass both Future Pathways and Redress Support Service.

'Future Pathways made my life totally on a better path that I never thought possible.'
(Person accessing Future Pathways in 2023/24)

'Without your support, I doubt I would have continued with my application.'
(Person accessing Redress Support Service in 2023/24)

Key achievements: Engagement and Income Generation

- We completed an in depth fundraising review and developed a three-year fundraising strategy.
- The 2023 Edinburgh Marathon Festival (EMF) was our most successful fundraising event to date.
- Health in Mind managed information sites (iThrive, Midspace, Westspace and Eastspace) continued to grow with new resources and services being added.
- We reviewed the coproduction process of the website together with our involvement in regional and lived experience community groups and learning will be transferred to future projects.
- We developed a new social media strategy.
- We delivered two Thrive publications in 2023: Thriving at the Fringe and Coorie In for Winter. 10,000 and 8,000 copies respectively, were distributed around Edinburgh.
- We developed our Storytelling and PR function by creating a new post, which allows us to build a bank of personal stories from people engaged in our services and build our public media presence.
- We expanded our communications to include a wider organisational view, working towards our strategic goal of Sharing our Learning through more long-form content on our website

Our 2024/25 focus

- Grow unrestricted income.
- Develop the Health in Mind website content to reflect strategy objectives.
- Deliver on our social media strategy.
- Work collaboratively to produce Thrive publication 'Thriving at the Fringe' again in 2024.
- Increase public-facing educational content and digital mental health tools.

'I'd previously done some work with Health in Mind, and after meeting the team and seeing the work that they were doing, I really connected with them and wanted to do more to support them.'
(Edinburgh Marathon Festival Fundraiser, 2023)

'The iThrive page on Eating Disorders is excellent. It is a very rich and informative resource and so much information held on one page. I like that it includes video talks / apps and access to workbooks and of course the resources / supports offered in the ED charities.'
(Information Website User, 2023)

Key achievements: Our People

- Health in Mind continues to be a Living Wage Employer
- We retained our gold Investors in People (IiP) accreditation.
- 17 staff received a long service award in 2023/24. 1 staff member received an award for over 20 years' service. Our long service awards celebrate staff with over five years' service with Health in Mind.
- 20 learning opportunities were offered to all staff and we embedded Skills Hub, our new online learning platform.
- Volunteers rated their volunteering experience with Health in Mind as 4.57/5 and 95.2% said that volunteering has met their expectations.
- We also maintained our Investing in Volunteers accreditation in June 2024.

Our 2024/25 focus:

- Update our People Strategy with a focus on Leadership and Learning and Development
- Make improvements in the key stages of the employee journey within Health in Mind including refreshing our recruitment and onboarding processes and materials
- Implement our Volunteer Development Plan

'I was supported through Health in Mind, and it was during my support I knew what I wanted to do - use my lived experience to help others.'
(Health in Mind Volunteer)

'I love that volunteering lets me spend time with other volunteers and members of the community who have diverse perspectives and lives, who are all empathetic and treat each other with kindness and respect.'
(Health in Mind Volunteer)

'It's nice to feel that staff's thoughts and opinions are valued and considered. It's good to have a say.'
(Health in Mind Staff Member)

Environment, Social and Governance (ESG)

In 2023/24, we established an ESG working group comprising staff across Health in Mind. Our initial focus was working with Carbon Neutral Britain to calculate our Carbon Footprint, establishing a plan to reduce it over future years.

Our GHC Emission (also known as Carbon Footprint) was calculated for 1 April 2023 to 31 March 2024.

Our GHC Emission was calculated using the ISO 14064 and GCH Emissions Protocol Standards, measuring both direct and indirect emissions, and took into account hybrid working.

Health in Mind's total carbon footprint 2023/24: 197.50tCO2e

Carbon Neutral Britain™ CERTIFIED CARBON NEUTRAL BUSINESS

In May 2024, Health in Mind offset our carbon footprint to become certified as a Carbon Neutral Business by Carbon Neutral Britain.

Carbon Neutral Status has been awarded for 12 months.

In addition to Carbon Offsetting and Carbon Neutral status, we are taking action to reduce our future emissions and during 2024/25 we will agree our Net Zero Carbon Reduction Plan, which will be published on our website.

Health in Mind is committed to promoting an understanding of equality and diversity. Our aim is to representative of the communities we serve and are committed to ensuring the health and wellbeing of all our staff, volunteers and the people we support.

Throughout 2023/24, we held conversations across Health in Mind to agree a shared ambition for engagement, involvement and co-design. We agreed that our approach will be underpinned by the following principles:

- **Empowerment:** We believe in empowerment through collaboration. By actively involving our staff, people accessing services, volunteers, and our communities, together with external research, we aim to enable individuals to become co-designers of the services and initiatives that impact them.

- **Inclusivity:** We are committed to creating an inclusive space where diverse perspectives come together. Everyone, regardless of their background, experience, or role, is invited to be a part of the process and to share their views.

- **Open dialogue:** Transparent and two-way communication is integral to our commitment. We strive to foster an open dialogue where information flows freely between all stakeholders. This ensures that decisions are well-informed.

- **Clarity:** We are committed to being clear about the parameters of involvement, including timelines for decisions and actions, and to closing feedback loops by sharing what has happened as a result of views being shared.

At Health in Mind, we believe that the best solutions emerge when everyone's voice is heard and we will continue to develop and implement our approach in 2024/25.

Financial Review

Income for the year ended 31 March 2024 increased by 9.8 % to £9,249,992 while expenditure rose by 9.2% to £9,163,051.

During the year, we worked with the Edinburgh Festival Fringe Society, to provide an artist support service offering one to one support, sign posting and workshops to artists during the Fringe, along with our 'Thriving at the Fringe' publication. In addition, new services Midlothian rapid response and historic adoption peer support, both funded by the Scottish Government, became established services in 2023/24.

In Care Alliance funding for the Redress Support Service, increased from £996,317 to £1,358,711 as the service matured into a stable state. Future Pathways funding, rose 7.6% to £4,947,590.

Our 'other' earned income increased by 5.8%, reflecting the growth of Future Pathways and Redress Support, off-set by the continued impact of the cost-of-living crisis on our income generating training and counselling services. Income from donations and fundraising activities reduced by 34.4%, however in 2022/23 we received a one-off donation from the Garfield Weston Foundation towards the organisation's core costs. If removed for comparison purposes, income from donations and fundraising activities has reduced by 16%.

A surplus of £62,941 (2023: £35,629) was made after taking the defined benefit pension scheme actuarial loss of £24,000 at 31 March 2024 into account (2023: gain of £1,000). While the legacy of COVID-19 restrictions has lessened, certain charitable activity costs, such as project activity costs and staff travel remain below pre-COVID levels, reflecting the continued demand for a mix of remote and in person support. However, this is partially off-set by the impact of persistently high inflation in recent years, and the subsequent impact on income generation and employment costs. We also incurred planned unrestricted reserve spend of £21,843 in respect of IT infrastructure improvements and consultancy fees in the year.

Health in Mind's unrestricted reserves have increased to £941,920 (2023: £893,692) in the year.

Designated reserves decreased to £85,618 (2023: £103,964). With work on implementing a VoIP telephone system substantially complete in the year, the VoIP implementation fund was closed, with £15,916 released back to unrestricted funds. During the year, the Board approved the redesignation of the £9,838 held in the service user activity funds, creating a new engagement designated fund. The purpose of the engagement fund is to provide a stipend for people accessing support, who take part in in regular co-production activities. There has been no movement of the office refurbishment fund, leaving a balance of £75,900 in designated reserves.

The restricted reserves balance at the year end is £184,264 (2023: £151,205). The uplift is mainly in respect of our Community Mental Health and Wellbeing Services in the Scottish Borders, which were particularly affected by recruitment delays in 2023/24, impacting charitable activity costs. This was partially off-set by the utlisation of restricted donations brought forward.

Principal Funding Sources

Our services are largely funded by service level agreements and contracts with the City of Edinburgh Council (Services for Communities, Health and Social Care), NHS Lothian, Midlothian Council, Scottish Government (In Care Alliance activity), Scottish Borders Council and West Lothian Council.

Reserves Policy

Funding received for specific activities and the related costs are recognised in restricted funds. When restricted funding ceases the Trustees consider whether to cease carrying on these activities or to continue funding the activity from unrestricted funds.

The reserves policy has been updated and approved by the Board in 2024. The Policy is kept under regular review and target levels are adjusted as assessment of risk and other factors develop or change.

The current free unrestricted reserves range approved by the Trustees is £745,000-£819,000.

The reserves range recognises the current risk, particularly around our income streams, as well as the uncertainty in the wider economic environment, including constraints on Scottish and Local Government budgets. Key areas of consideration by the Trustees in determining reserve levels include the financial impact of risk and the required levels of working capital.

Free unrestricted funds at 31 March 2024 amount to £890,444 however this includes £602 set aside to meet our pension deficit funding obligation as per note 27. This represents four months' cover of general fund expenditure, applying the same financial impact of risk approach. This is above the target range, mainly due to the unrestricted surpluses generated since the COVID-19 pandemic began and unrestricted reserves not being required to fund in year infrastructure projects as originally envisaged.

The 2024/25 budget plans for an unrestricted deficit of £15,000, however this includes £20,000 of planned expenditure to be met from unrestricted surpluses brought forward. This relates to the continued investment in our cyber security and IT infrastructure. Consequently, our cashflow forecasts project a net cash outflow of £110,000 when adjusted for utilisation of deferred income brought forward. The Trustees anticipate free reserves to fall in 2024/25.

Investment Policy

The investment policy has been updated and approved by the Board in 2024. The Policy is reviewed at least annually in tandem with the Reserves Policy, to ensure it continues to reflect the purpose, strategy and objectives of the organisation.

Funds not required immediately are held in interest bearing deposit accounts and diversified across multiple banks via the CAF Charity Deposit Platform. The objective is to optimise returns within an acceptable level of risk. The changing funding climate has not encouraged the Trustees to make long term investments which might earn a better return but they intend to keep the policy under review.

Going Concern

The Trustees have considered the ability of Health in Mind to continue as a going concern for a period of at least 12 months from the date of signing the financial statements.

The most significant areas of financial uncertainty are:

- Financial impact of Scottish and Local Government budgetary constraints on statutory funding including unexpected loss of contract(s)/ reduction in funding; and
- Fundraising and income generation – environment remains challenging, as the cost-of-living crisis continues to have a significant impact household, as well as donors, foundations and corporate budgets.

The 2024/25 budget has been prepared with these risks at the forefront and was approved by the Board at their meeting of 24 June 2024.

In addition to this, we have performed reverse stress testing forecasts for the 21 months to December 2025, reflecting the above risks. Our worst-case scenario assumes that certain existing contracts, up for renewal within the period, are not extended or funding cuts are applied. Fundraising and income generation remains flat. The forecast also assumes that no mitigating actions, such as reducing overheads are taken.

In this scenario, overall income is expected to rise by 2.4% and expenditure by 4.7% in the nine months to 31 December 2025, primarily driven by In Care Alliance Future Pathways and Redress Support Service funding. Overall, the worst-case scenario forecasts a deficit representing 21.1% of free reserves held as at 31 March 2024.

At the year end, we have a strong and liquid balance sheet, with free reserves of £890,444. Our analysis and cashflow forecasts show that even in the worst-case scenario forecasted, we would have sufficient cash reserves held in instant access and short-term deposit accounts, with out further measures being put into place to support the charity until at least 31 December 2025. Accordingly, the Trustees are satisfied that the charity will continue to function as a going concern for the foreseeable future and certainly for a least 12 months from the date of signing the financial statements.

Principle risks and uncertainties

Risk management

The Board have assessed the major risks to which the charity is exposed, those related to the operations and finances of the charity. The Board ensures that suitable systems, processes, and procedures are put into place to control and support the main activities of the charity.

The Board Finance and Risk Committee ensures that Trustees are supported to fulfil their duties as laid out by the Office of Scottish Charity Regulator (OSCR) in terms of risk and policy matters, including monitoring and ensuring compliance with any laws and regulations, which covers returns to OSCR and Companies House. The objectives of the committee are to:

- maintain an overview of the Health in Mind policy and procedures, ensure that the organisation's policy and procedures are applied in keeping with legislation and regulation;
- review the full risk register and recommend its approval to the Board at least once a year;
- receive regular reports from the Executive providing information on risks faced by Health in Mind.

The Finance and Risk Committee continues to meet to ensure financial scrutiny and have oversight of finance related risks.

The People and Governance Committee considers and oversee people related plans, and risks, as well as reviewing and recommending remuneration and terms and conditions for staff and leads the process of succession planning, recruitment, and recommendation of Board Directors.

In addition to the routine review of all in year risks through the Committee structure, new and emerging risks as well as emerging in-year issues, are a standing item on the agendas of each meeting of the Board and all Committees and the Senior Management Team.

An annual Risk Assessment identifies the key risks, assesses their probability and any likely impact, and outlines the actions which will be put into place to militate against and minimise risk. A risk heat map gives a snapshot picture of organisational risks. Once approved, the risk register is reviewed regularly through the governance and management structure, as set out above.

The Trustees consider amongst the most significant strategic risks to the organisation to be those arising from external changes relating to the wider economic environment, which may have an adverse impact on the funding bodies with whom we contract, our service delivery, development, reputation or income, specifically:

- Financial impact of Scottish and Local Government budgetary constraints on statutory funding including unexpected loss of contract(s)/ funding.
- Failure to achieve fundraising and income generation targets leading to loss of revenue.
- Failure to maintain high levels of service user satisfaction.

These risks are being addressed through a range of measures including:

- Review of existing service and core delivery models and costs.
- Seeking new funding opportunities aligned to the 2023-2028 'Sharing Hope' organisational strategy.
- Publishing impact reports demonstrating the value and outcomes of Health in Mind contracted services.
- Close oversight of the effective implementation of the recommendations of an audit of the fundraising function and its associated plans and projections.
- Delivery of agreed income generation targets monitored monthly by Senior Management Team.
- Embedding the new organisational structure for engagement and income generation.
- Adoption and implementation of an organisational approach for involvement, engagement and co-design with people accessing services, volunteers and staff.

Reference and administration

Trustees

Company secretary

Wendy Bates

Senior management

Wendy Bates, Chief Executive
Martin Oxley, Depute Chief Executive

Principal and registered office

40 Shandwick Place
Edinburgh
EH2 4RT

Registration numbers

Charity registration number	SC004128
Company registration number	SC124090

Auditor

Chiene + Tait LLP (trading as CT)
61 Dublin Street
Edinburgh
EH3 6NL

Bankers

Bank of Scotland
75 George Street
Edinburgh
EH2 3EW

Flagstone Group Ltd
Clareville House
26-27 Oxendon Street
London, SW1Y 4EL

Solicitors

Balfour + Manson
54-66 Frederick Street
Edinburgh
EH2 1LS

Just Employment Law
City View
6 Eagle Street
Glasgow, G4 9XA

Structure, governance, and management

Governing document

The charity is constituted as a company limited by guarantee and is governed by its Memorandum and Articles of Association, last amended November 2020. The directors of the charitable company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as Trustees. The Trustees are the members of the Charity and their liability is limited to £1 each.

The Trustees serving during the year and since the year end are detailed on page 14.

Appointment of Trustees

New Trustees are appointed by the members of the company. All Trustees attend a full induction and receive a copy of Health in Mind Governance Manual, which is updated regularly. Trustees are encouraged to attend events organised by Health in Mind.

Organisational structure

Health in Mind is managed by a Board of Directors. The Directors are the Trustees of the charity. The Board meets four times a year and is supported by two Committees: Finance and Risk and People and Governance. These Committees have no executive authority instead make recommendations to the Board for approval.

Day to day management is delegated to the Chief Executive. A Senior Management Team has been appointed to support the Chief Executive and comprises Depute Chief Executive, Head of Services and Improvement, Head of Engagement and Income Generation, and Head of Finance.

Remuneration of key management personnel

The Trustees have delegated the review of the remuneration of the Chief Executive and Depute Chief Executive to the People Committee in consultation with the Finance Committee. Under the Scheme of Delegation, salary and reward packages for key management personnel will be reviewed at least every three years, with the Committee making recommendations on this as necessary to the Board. Our overall approach to Executive remuneration is based on the key principles of fairness, competitiveness, and sustainability.

The key management personnel comprises the Chief Executive, the Depute Chief Executive and the Trustees.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS102: the Financial Reporting Standard applicable in the UK and Republic of Ireland.

The law applicable to charities in Scotland 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity 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 accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005 and the Companies Act 2006.

The Trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Provision of Information to the Auditor
Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant information of which the charitable company's auditor is unaware; and
- that trustee has taken all steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Trustees on 30 September 2024 and signed on their behalf by

J C Donnelly

Jennifer Donnelly
Chair of Health in Mind

Independent Auditor's Report to the Trustees of Health in Mind

Opinion on financial statements

We have audited the financial statements of Health in Mind (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, 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 at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions related to going concern

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

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report to the Trustees of Health in Mind (continued)

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.

Opinion on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' 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' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption from the requirement to prepare a strategic report.

Responsibilities of Trustees
As explained more fully in the statement of Trustees' responsibilities set out on pages 15 and 16 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.

Independent Auditor's Report to the Trustees of Health in Mind (continued)

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with regulations made under those Acts.

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

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates and considered the risk of acts by the charitable company which were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

We focused on laws and regulations that could give rise to a material misstatement in the company's financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of key management personnel and the Trustees;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

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.

Independent Auditor's Report to the Trustees of Health in Mind (continued)

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

Use of our report
This report is made solely to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's Trustees, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006 (as amended). Our audit work has been undertaken so that we might state to the members and the charitable company's Trustees 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, its members as a body, and its Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Jeremy Chittleburgh CA (Senior Statutory Auditor)

For and on behalf of
CT
Chartered Accountants and Statutory Auditor
61 Dublin Street
Edinburgh, EH3 6NL

14 October 2024

CT is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Health in Mind
Statement of financial activities
(Incorporating income and expenditure account)
for the year ended 31 March 2024

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	2024 Total £	2023 Total £
Income and endowments from:						
Donations and legacies	3	36,157	-	-	36,157	107,405
Charitable activities	4	1,080,076	-	8,019,832	9,099,908	8,273,020
Other trading activities	5	55,565	-	-	55,565	32,312
Investment income	6	33,362	-	25,000	58,362	10,267
Total income		1,205,160	-	8,044,832	9,249,992	8,423,004
Expenditure on:						
Raising funds	7	(125,350)	-	-	(125,350)	(141,600)
Charitable activities	8	(1,028,300)	(2,430)	(8,006,971)	(9,037,701)	(8,246,725)
Total expenditure		(1,153,650)	(2,430)	(8,006,971)	(9,163,051)	(8,388,325)
Net income/(expenditure) before gains and losses on investments	9	51,510	(2,430)	37,861	86,941	34,679
Loss on investment assets		-	-	-	-	(50)
Net income/(expenditure) before transfers		51,510	(2,430)	37,861	86,941	34,629
Gross transfers between funds	21,22,23	(3,282)	(15,916)	19,198	-	-
Other recognised gains						
Actuarial (losses)/gains on defined benefit pension schemes	26	-	-	(24,000)	(24,000)	1,000
Net income/(expenditure) and net movement in funds		48,228	(18,346)	33,059	62,941	35,629
Reconciliation of funds						
Total funds brought forward		893,692	103,964	151,205	1,148,861	1,113,232
Total funds carried forward	21,22,23	941,920	85,618	184,264	1,211,802	1,148,861

The notes on pages 24 to 45 form an integral part of these financial statements.

Health in Mind
Balance sheet
as at 31 March 2024

		2024		2023	
	Notes	**£**	**£**	**£**	**£**
Fixed assets					
Tangible assets	16		58,129		82,453
			58,129		82,453
Current assets					
Debtors	17	261,675		264,245	
Cash at bank and in hand		2,364,555		2,185,685	
		2,626,230		2,449,930	
Creditors: amounts falling due within one year	18	(1,472,557)		(1,383,034)	
Net current assets			1,153,673		1,066,896
Total assets less current liabilities			1,211,802		1,149,349
Creditors: amounts falling due after more than one year	19		-		(488)
Net assets			1,211,802		1,148,861
Funds					
Unrestricted funds	21		942,522		897,694
Pension fund	21,27		(602)		(4,002)
Designated funds	22		85,618		103,964
Restricted funds	23		184,264		151,205
			1,211,802		1,148,861

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved and authorised for issue by the Board on 30 September 2024 and signed on its behalf by

JC Donnelly

Jennifer Donnelly
Trustee

Company number: SC124090

The notes on pages 24 to 45 form an integral part of these financial statements.

Health in Mind
Statement of cash flows
for the year ended 31 March 2024

	2024 £	2023 £
Net income for the reporting year (as per the Statement of Financial Activities)	62,941	35,629
Adjustments for:		
Depreciation charges	26,796	35,324
Losses on disposal of fixed assets	1,536	1,138
Losses on investments	-	50
Dividends and interest from investments	(33,362)	(10,267)
Decrease in debtors	2,570	132,376
Increase/(decrease) in creditors	89,035	(342,955)
Net cash provided/(used) by operating activities	149,516	(148,705)
Cash flows from investing activities		
Dividends and interest from investments	33,362	10,267
Proceeds from sale of investments	-	2,104
Proceeds from sale of equipment	78	-
Purchase of equipment	(4,086)	(21,270)
Net cash provided/(used) by investing activities	29,354	(8,899)
Change in cash and cash equivalents in the reporting period	178,870	(157,604)
Cash and cash equivalents at the beginning of the reporting period	2,185,685	2,343,289
Cash and cash equivalents at the end of the reporting period	2,364,555	2,185,685
Analysis of cash and cash equivalents		
Cash in hand	2,364,555	2,185,685
	2,364,555	2,185,685

The notes on pages 24 to 45 form an integral part of these financial statements.

1 Accounting policies

Health in Mind is a private company, number SC124090, limited by guarantee, registered in Scotland, UK and also a registered Scottish charity. The principal office and registered office are disclosed on page 14. The activities are set out in the Trustees' Report.

1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Charities and Trustee Investment Act (Scotland) 2005 and the Companies Act 2006.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed the charity's financial position, after preparing budgets and a reverse stress testing cashflow forecasts for the 21 months to December 2025. During that period approximately 79% of grant and service income is secured for at least 21 months. Our worst-case scenario therefore assumes that certain SLAs up for renewal in that time period, will not be renewed or funding cuts will be applied. Income from fundraising and income generation remains flat. The forecast also assumes that no mitigating actions, such as reducing overheads are taken.

In this worst-case scenario, overall income and expenditure are expected to increase by 2.4% and 4.7% respectively, in the nine months to 31 December 2025, resulting in a forecast deficit representing 21.1% of free reserves held as at 31 March 2024 of £890,444.

On the basis of these forecasts and the charity's strong and liquid reserve position, the Trustees have a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing these financial statements. For more information on the use of the going concern basis, please see page 12 of the Trustees' Report.

Health in Mind constitutes a public benefit entity as defined by FRS102.

The preparation of financial statements in compliance with FRS102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the accounting policies (see note 2).

The functional currency is GBP and these financial statements are rounded to the nearest £1.

1.2 Income

Income including donations, legacies and grants that provide core funding or are of a general nature is recognised where there is entitlement, it is probable that the income will be received and the amount can be measured with sufficient reliability. Such income is deferred only when the donor specifies that the grant or donation must only be used in future accounting periods, or when the donor has imposed conditions which must be met before the charity has unconditional entitlement. The value of services provided by volunteers has not been included in voluntary income.

Income from investments is included in the year in which it is receivable.

The value of services provided by volunteers has not been included.

1.2 Income (continued)

Income from charitable activities includes income received under contract to deliver services or where entitlement to grant funding is subject to specific conditions and is recognised as earned as the related services are provided or the grant conditions fulfilled.

Grants received from the Scottish Government and income received from local government and NHS Trusts in respect of contracts for the delivery of services are accounted for as described above.

1.3 Expenditure

Expenditure is recognised in the year in which it is incurred.

Costs of raising funds are those incurred in seeking voluntary contributions and do not include the costs of providing and disseminating information in support of the charitable activities.

Support costs are those expended directly in support of the objects of the charity and include project management. They are allocated to activities in relation to the staff numbers and the actual costs of overheads incurred by each activity.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 are capitalised and included at cost. Fixed assets (excluding investments) are stated at cost less accumulated depreciation.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer and office equipment and office furniture - 20% straight line

1.5 Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and cash on deposit where funds can be accessed without penalty within three months or less from the opening of the account.

1.6 Pensions

(a) Defined Contribution Schemes
The pension costs charged in the financial statements represent the contributions payable by the charity during the year.

(b) Defined Benefit Schemes
Current service costs, together with the net interest cost for the year, are allocated to relevant expenditure headings within the SOFA. Scheme assets are measured at fair value at the balance sheet date. Scheme liabilities are measured on an actuarial basis at the balance sheet date using the projected unit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term to the scheme liabilities.

1.6 Pensions (continued)

The change in value of assets and liabilities arising from the asset valuation, actuarial assumptions or the change in the level of deficit attributable to members is recognised in the financial statements within actuarial gains/(losses) on defined benefit pension schemes. The resulting defined benefit asset or liability is presented separately on the face of the balance sheet. The charity recognises an asset for its defined benefit scheme to the extent that it is considered recoverable through reduced future contributions or through refunds from the scheme.

Further details regarding the scheme are disclosed in note 26.

The Scottish Voluntary Sector Pension Scheme, which has been closed to further contribution since 31 March 2010 is not able to provide similar information on individual employers and disclosures on that scheme are given at note 27. The charity has agreed to a deficit funding arrangement and recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement and is calculated using a discount rate of 4.90% (2023: 5.40%). The unwinding of the discount rate is recognised as a finance cost.

1.7 Financial Instruments

Financial assets and financial liabilities are recognised when Health in Mind becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are initially measured at transaction price (including transaction costs). Health in Mind has only financial assets and 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. Trade and other debtors are recognised at the settlement amount due. Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer and the amount due to settle the obligation can be measured or estimated reliably. Creditors due within one year are recognised at the settlement amount and creditors due in more than one year are recognised at fair value.

2 Accounting estimates and judgements

In preparing the financial statements the Trustees are required to make estimates and judgements. The matters considered below are considered to be the most important in understanding the judgements that are involved in preparing the financial statements and the uncertainties that could impact the amounts reported in the results of operations, financial position and cashflows. Accounting policies are shown at note 1 to the financial statements.

Actuarial assumptions in respect of defined benefit pension schemes

The application of actuarial assumptions relating to the defined benefit pension scheme is incorporated in the financial statements in accordance with FRS102. In applying FRS102 advice is taken from professional actuaries. In this context significant judgement is exercised in a number of areas, including future changes in salaries and inflation, mortality rates and the selection of appropriate discount rates. The assumptions used are disclosed in note 26 and are within the normal range apart from the assumption used for the expected rate of salary increase. The Trustees consider that a salary increase rate of 2.1% is appropriate as the scheme is closed to new members and the remaining members still employed by Health in Mind are all at the top of the relevant salary scale and aged fifty and over. The Trustees deem it unlikely that the charity’s level of resources will increase sufficiently over the next ten years to allow a greater level of salary increase. This assumption will be reconsidered each year.

2 Accounting estimates and judgements (continued)

Pension scheme contingent liability

As explained in note 27, a contingent liability would arise in the event of Health in Mind's withdrawal from the Scottish Voluntary Sector Pension Scheme operated by the Pensions Trust. The independent actuaries advising the Pensions Trust in respect of the contingent withdrawal liability exercise significant judgement in determining the amount of that liability. Judgement is exercised in a number of areas, including future changes in inflation, mortality rates and selection of appropriate discount rates.

3 Donations and legacies

	2024	2023
	£	£
Donations	36,157	107,405
Unrestricted funds	36,157	76,845
Restricted funds	-	30,560
	36,157	107,405

4 Income from charitable activities

		2024	2023
		£	£
Scottish Government grants	Trauma Counselling Line Scotland	115,260	73,345
	Future Pathways	4,947,590	4,596,495
	Redress Support	1,358,711	996,317
	Community Mental Health & Wellbeing Fund	66,729	27,004
	Historic Adoption Support Helpline	-	9,125
	Historic Adoption Peer Support	39,956	10,199
	Improvement Fund	51,488	44,071
	Self Managed Fund: Resiliance, Recovery and Development	13,541	7,419
		6,593,275	5,763,975
Service income	City of Edinburgh Council	728,376	707,638
	Midlothian Council	590,205	584,919
	Borders Council	265,000	265,000
	NHS Lothian	275,358	265,197
	West Lothian Council	66,950	65,350
Big Lottery Fund		298	29,997
Other grants		108,274	144,503
Other earned income		472,172	446,441
		9,099,908	8,273,020

There are no unfulfilled terms at the balance sheet date in respect of any income recognised above. Income for which the terms are unfulfilled is deferred and disclosed in note 18.

4 Income from charitable activities (continued)

	2024	2023
	£	£
Unrestricted funds	1,080,076	1,037,317
Restricted funds	8,019,832	7,235,703
	9,099,908	8,273,020

Analysis of charitable income by activity or programme:

	2024	2023
Trauma support and training	6,884,570	6,162,898
Counselling and talking therapies	267,512	215,995
Early intervention and community based support	1,947,826	1,894,127
	9,099,908	8,273,020

5 Income from other trading activities

	2024	2023
	£	£
Fundraising events	55,565	32,312
Unrestricted funds	55,565	32,312

6 Investment income

	2024	2023
	£	£
Income from listed investments	-	58
Interest received	33,362	10,209
Interest on pension scheme	25,000	-
	58,362	10,267
Unrestricted funds	33,362	10,267
Restricted funds	25,000	-
	58,362	10,267

7 Analysis of expenditure on raising funds

	2024	2023
	£	£
Employment costs	80,559	101,148
Direct expenditure on raising funds	9,403	9,445
Support costs (note 11)	35,388	31,007
	125,350	141,600
Unrestricted funds	125,350	141,600

8 Analysis of expenditure on charitable activities

	2024 £	2023 £
Employment costs	4,332,838	4,180,768
Projects and activities costs	4,101,661	3,467,443
Recruitment, travel, supervision & training costs	97,391	111,574
Premises costs	180,665	150,508
Running costs	248,144	277,397
Legal and professional fees	37,427	16,665
Bad debt write off	100	200
Depreciation	25,960	34,325
Interest on pension scheme	110	(4,940)
Governance costs		
Audit	13,247	12,360
AGM and Trustee meetings	158	425
	9,037,701	8,246,725
Unrestricted funds	1,028,300	996,391
Designated funds	2,430	30,581
Restricted funds	8,006,971	7,219,753
	9,037,701	8,246,725

9 Net income before gains and losses on investments:

	2024 £	2023 £
Net income is stated after charging:		
Depreciation and other amounts written off tangible assets	26,796	35,324
Loss on disposal of fixed assets	1,536	1,138
Operating lease rentals		
- Plant and machinery	2,013	1,969
- Land and buildings	84,110	84,050
Auditor's remuneration	13,674	12,720

10 Analysis of charitable expenditure by activity

Year ended 31 March 2024

Activity or Programme	Activities undertaken directly £	Support costs (note 11) £	2024 Total £
Trauma support and training	6,403,407	515,426	6,918,833
Counselling and talking therapies	221,707	46,790	268,497
Early intervention and community based support	1,429,502	420,869	1,850,371
	8,054,616	983,085	9,037,701

Prior year

Activity or Programme	Activities undertaken directly £	Support costs (note 11) £	2023 Total £
Trauma support and training	5,676,431	550,202	6,226,633
Counselling and talking therapies	167,048	38,910	205,958
Early intervention and community based support	1,448,180	365,954	1,814,134
	7,291,659	955,066	8,246,725

11 Analysis of support costs

Year ended 31 March 2024 Activity or programme	Staff costs £	Property costs £	Office running costs £	Legal & consult'cy fees £	Govern'ce costs £	2024 Total £
Raising funds	17,381	6,857	9,257	1,461	432	35,388
Trauma support and training	273,006	77,135	143,404	14,534	7,347	515,426
Counselling and talking therapies	20,688	13,577	10,867	1,101	557	46,790
Early intervention and community based support	200,036	99,726	105,074	10,650	5,383	420,869
	511,111	197,295	268,602	27,746	13,719	1,018,473

Support costs are allocated to activities in relation to the staff number and the actual costs of overheads incurred by each activity.

Prior year Activity or programme	Staff costs £	Property costs £	Office running costs £	Legal & consult'cy fees £	Govern'ce costs £	2023 Total £
Raising funds	14,949	6,619	8,752	315	372	31,007
Trauma support and training	293,535	76,167	165,977	6,655	7,868	550,202
Counselling and talking therapies	16,343	12,517	9,241	371	438	38,910
Early intervention and community based support	167,119	96,071	94,496	3,789	4,479	365,954
	491,946	191,374	278,466	11,130	13,157	986,073

Support costs are allocated to activities in relation to the staff number and the actual costs of overheads incurred by each activity.

12 Employees

	2024 Number	2023 Number
The average monthly number of employees during the year was:		
Service delivery	125	125
Support staff	14	14
	139	139
The average full time equivalent number of employees was:	115	114

13 Employment costs

	2024	2023
	£	£
Wages and salaries (including agency fees)	3,953,750	3,821,856
Social security costs	379,605	374,098
Pension costs	97,423	100,911
Pension scheme interest	110	(4,940)
	4,430,888	4,291,925

The number of staff whose emoluments for the year fell within the following bands were:	2024 Number	2023 Number
£60,001 - £70,000	1	2
£70,001 - £80,000	1	-

14 Remuneration of key management personnel

	2024	2023
	£	£
Total employee benefits paid to key management personnel	149,556	145,442

The key management personnel comprises the Chief Executive and Depute Chief Executive.

15 Trustees' emoluments and other transactions with trustees

None of the trustees received any remuneration and no expenses (2023: £nil) were reimbursed for attendance at Board meetings. In 2023/24, a trustee was reimbursed £22 towards the cost of attending the organisation's stragey launch in April 2023 (2023: one trustee reimbursed £153 towards the cost of attending the organisation's 40th birthday celebrations in July 2022).

Eteaket Limited, of which Erica Moore is a Director, was paid £nil for teabags (2023: £70 as part of our 40th birthday celebrations). At the year end £nil (2023: £nil) was outstanding.

In addition, Eteaket Limited donated teabags and services with an estimated value of £nil (2023: £420) for events held in the year. There were no conditions attached to these donations.

16 Tangible fixed assets

	Computer equipment £	Office equipment £	Office furniture £	Total £
Cost				
At 1 April 2023	194,237	32,422	4,033	230,692
Additions	4,086	-	-	4,086
Disposals	(36,230)	(24,798)	-	(61,028)
At 31 March 2024	162,093	7,624	4,033	173,750
Depreciation				
At 1 April 2023	113,529	30,677	4,033	148,239
Charge for the year	26,199	597	-	26,796
Disposals	(34,930)	(24,484)	-	(59,414)
At 31 March 2024	104,798	6,790	4,033	115,621
Net book values				
At 31 March 2024	57,295	834	-	58,129
At 31 March 2023	80,708	1,745	-	82,453

All the fixed assets are held for continuing use in the charity's activities.

17 Debtors

	2024 £	2023 £
Grant and service fee debtors	85,343	145,252
Prepayments and accrued income	176,332	118,993
	261,675	264,245

18 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	126,896	194,551
Other taxes and social security costs	138,569	114,509
Other creditors	21,525	34,712
Accruals and deferred income	1,185,567	1,039,262
	1,472,557	1,383,034

Other creditors include £602 due in respect of pension contributions (2023: £3,514).

Movement in deferred income	2024 £	2023 £
Balance at 1 April 2023	861,721	1,078,909
Released in the year	(759,573)	(985,068)
Deferred	894,920	767,880
Balance at 31 March 2024	997,068	861,721

Grant and service income is deferred until the conditions relating to its receipt have been fulfilled or the services for which it has been received are delivered.

19 Creditors: amounts falling due after more than one year

	2024	2023
	£	£
Other creditors	-	488
Amount payable falling due in more than one year but less than five years	-	488

Other creditors comprise the present value of deficit contributions to the Scottish Voluntary Sector Pension Scheme (see note 27) due in more than one year.

20 Analysis of net assets between funds

	Unrestricted funds	Pension funds	Designated funds	Restricted funds	Total funds
Fund balances at 31 March 2024 as represented by:	£	£	£	£	£
Tangible fixed assets	52,078	-	-	6,051	58,129
Current assets	2,362,399	-	85,618	178,213	2,626,230
Current liabilities	(1,471,955)	(602)	-	-	(1,472,557)
Creditors falling due in more than one year	-	-	-	-	-
	942,522	(602)	85,618	184,264	1,211,802

	Unrestricted funds	Pension funds	Designated funds	Restricted funds	Total funds
Fund balances at 31 March 2023 as represented by:	£	£	£	£	£
Tangible fixed assets	70,121	-	-	12,332	82,453
Current assets	2,207,093	-	103,964	138,873	2,449,930
Current liabilities	(1,379,520)	(3,514)	-	-	(1,383,034)
Creditors falling due in more than one year	-	(488)	-	-	(488)
	897,694	(4,002)	103,964	151,205	1,148,861

21 Unrestricted funds

	1 Apr '23	Income	Expend-iture	Transfers	Investm'nt loss	31 Mar '24
	£	£	£	£	£	£
General funds	897,694	1,205,160	(1,157,050)	(3,282)	-	942,522
Unrestricted pension reserve	(4,002)	-	3,400	-	-	(602)
	893,692	1,205,160	(1,153,650)	(3,282)	-	941,920

Transfers

The majority of transfers from the general reserve to the restricted reserve were made to cover deficits incurred in the year. In addition, £15,916 was transferred from desginated funds to general funds following the closure of the VoIP implementation fund (2023: £11,903)

Purpose of unrestricted funds

Unrestricted funds comprise income which may be spent on the charitable objectives at the discretion of the Board of Directors. Income received under local authority or NHS contracts or service level agreements is deemed to be unrestricted as the level of spending on each of the projects is as budgeted by Health in Mind.

21 Unrestricted funds (continued)

Prior year	1 Apr '22 £	Income £	Expend-iture £	Transfers £	Investm'nt loss £	31 Mar '23 £
General funds	859,319	1,156,741	(1,141,340)	23,024	(50)	897,694
Unrestricted pension reserve	(7,351)	-	3,349	-	-	(4,002)
	851,968	1,156,741	(1,137,991)	23,024	(50)	893,692

22 Designated funds

	1 Apr '23 £	Expend-iture £	Transfers £	31 Mar '24 £
Office refurbishment	75,900	-	-	75,900
Service user activity fund	9,838	-	(9,838)	-
Engagement fund	-	(120)	9,838	9,718
VoIP implementation fund	18,226	(2,310)	(15,916)	-
	103,964	(2,430)	(15,916)	85,618

Office refurbishment

The Office refurbishment designated fund was established to set aside funds for redecoration of the premises and the possible future move to other offices and a provision for the potential cost of redecoration at Shandwick Place, when the lease was renewed in May 2018. In 2022/23, the remaining provision for potential dilapidation works at Shandwick Place and other leased premises, charged to this fund in 2019/20, was released following a review by the Board with £34,450 being added back to this fund.

The Shandwick Place lease was renewed in May 2023 until May 2032. No additional funds have been added to the designated fund in the year.

Service user activity fund

The service user activity fund was created by the Board to set aside funds for initiatives to benefit service users. The fund was open to all Health in Mind services and staff were encouraged to submit applications. During the year, no new proposals have been funded (2023: nil) and the Board approved the transfer of the remaining balance of £9,838 to the new Engagement designated fund.

Engagement fund

During the year, the Board approved the creation of the Engagement designated fund, redesignating the funds held in the service user activity fund. The purpose of the Engagement fund is to provide a stipend for people accessing support who take part in regular co-production activies.

Carista replacement fund

The Carista replacement fund was created by the Board in 2020 to set aside funds for the replacement and decommissioning of our organisational database Carista. Work was completed in 2022/23, with the balance of £2,403 returned to general funds and the designated fund closed in 2023.

VoIP implementation fund

The Voice over Internet Protocol (VoIP) implementation fund was created by the Board to set aside funds for implementation and project management costs associated with the replacement of our telephone system with a VoIP system. The project commenced in late 2022/23 and was substantially complete by the year end, with the balance of £15,916 returned to general funds (2023: £9,500) and the designated fund was closed.

22 Designated funds (continued) **Prior year**	**1 Apr '22** **£**	**Expend-iture** **£**	**Transfers** **£**	**31 Mar '23** **£**
Office refurbishment	41,450	34,450	-	75,900
Service user activity fund	9,838	-	-	9,838
Carista replacement fund	65,160	(62,757)	(2,403)	-
VoIP implementation fund	30,000	(2,274)	(9,500)	18,226
	146,448	(30,581)	(11,903)	103,964

23 Restricted funds	**1 Apr '23** **£**	**Income** **£**	**Expend-iture** **£**	**Transfers** **£**	**Actuarial loss** **£**	**31 Mar '24** **£**
Midlothian Services	19,375	641,638	(636,532)	(5,620)	-	18,861
Midlothian pension reserve	-	-	-	24,000	(24,000)	-
Midlothian service user funds	5,137	-	(4,204)	-	-	933
Big Lottery (Social Prescribing)	3,352	298	(3,650)	-	-	-
Webspace (East/Mid/West/iThrive)	24,988	123,078	(121,931)	-	-	26,135
TCLS (Helpline)	-	115,260	(113,823)	-	-	1,437
Future Pathways	2,106	5,345,529	(5,341,924)	(4,086)	-	1,625
Redress Support	-	1,377,176	(1,377,176)	-	-	-
Bridge to Support	127	291	(288)	-	-	130
Community Mental Health & Wellbeing Fund	-	66,292	(69,312)	3,020	-	-
Cycling Scotland	-	3,023	(3,023)	-	-	-
Paths for All	-	1,810	(1,810)	-	-	-
Greenspaces Pathfinder	-	15	(15)	-	-	-
Historic Adoption Peer Support	-	39,956	(38,203)	-	-	1,753
Improvement Fund	-	50,932	(52,778)	1,846	-	-
MCAN Seedcorn Fund	-	993	(995)	2	-	-
Borders Services	82,877	265,000	(221,337)	-	-	126,540
Scottish Borders Peer Support Groups - social funds	799	-	-	-	-	799
SMF: Resilience, Recovery and Development	-	13,541	(13,541)	-	-	-
Donations - IT	12,332	-	(6,281)	-	-	6,051
Donations - Other	112	-	(148)	36	-	-
	151,205	8,044,832	(8,006,971)	19,198	(24,000)	184,264

23 Restricted funds (continued)

Prior year	1 Apr '22	Income	Expend-iture	Transfers	Actuarial gain	31 Mar '23
	£	£	£	£	£	£
Midlothian Services	792	611,658	(592,591)	(484)	-	19,375
Midlothian pension reserve	-	-	-	(1,000)	1,000	-
Midlothian service user funds	7,533	-	(2,396)	-	-	5,137
Big Lottery (Social Prescribing)	12,248	29,997	(38,893)	-	-	3,352
Webspace (East/Mid/West/iThrive)	11,481	126,466	(112,959)	-	-	24,988
TCLS (Helpline)	-	73,345	(73,535)	190	-	-
Future Pathways	1,765	4,971,496	(4,961,309)	(9,846)	-	2,106
Redress Support	-	1,015,173	(1,015,173)	-	-	-
Blackhill Windfarm - Artspace	-	2,178	(2,178)	-	-	-
Bridge to Support	9,135	22,661	(31,669)	-	-	127
Clothworkers' Foundation	-	7,000	(7,000)	-	-	-
Community Mental Health & Wellbeing Fund	-	27,004	(27,004)	-	-	-
Cycling Scotland	-	9,802	(9,802)	-	-	-
Cycling UK	-	200	(200)	-	-	-
Paths for All	45	-	(45)	-	-	-
Greenspaces Pathfinder	-	2,909	(2,909)	-	-	-
Historic Adoption Support Helpline	-	9,125	(9,125)	-	-	-
Historic Adoption Peer Support	-	10,199	(10,203)	4	-	-
Improvement Fund	-	44,071	(44,071)	-	-	-
Borders Services	52,481	265,000	(234,604)	-	-	82,877
Scottish Borders Peer Support Groups - social funds	799	-	-	-	-	799
SMF: Resilience, Recovery and Development	-	7,419	(7,419)	-	-	-
Donations - IT	18,419	-	(6,087)	-	-	12,332
Donations - DWF	-	25,000	(25,000)	-	-	-
Donations - Other	118	5,560	(5,581)	15	-	112
	114,816	7,266,263	(7,219,753)	(11,121)	1,000	151,205

Midlothian Services

Health in Mind operate a number of community mental health and wellbeing services in Midlothian, including Access Point Midlothian and Recovery and Justice Support. These services are primarily funded by Midlothian Council, along with East Lothian Council and the Midlothian Health and Social Care Partnership.

Access Point Midlothian is a service open to people aged 18-65 years who are registered with a GP in Midlothian. The service aims to help service users understand their mental health better, to sign-post to local services and groups and support their access to them.

Recovery and Justice Support is a Midlothian peer support service for people aged 18 and over with substance use problems. The service is partially funded by Midlothian Council and the Scottish Government's Improvement Fund.

23 Restricted funds (continued)

Midlothian Services (continued)
We also offer a range of early intervention and community based support, including peer support groups, workshops and courses, together with Guided Self-Help and Arts Psychotherapy, mainly funded by Midlothian Council and Midlothian Health and Social Care Partnership.

Midlothian pension reserve
The pension reserve represents the accumulated actuarial surplus or deficit in the Lothian Pension fund for certain employees who were formerly employed by Midlothian Council. Further information on the Lothian Pension Fund is given in note 26.

Midlothian service user fund
The service user fund set aside funds raised by users of Midlotian services for initiatives and activities to benefit service users in Midlothian. Decision making over expenditure is overseen by the Advisory Group, made up of service users. £4,204 was spent in the year funding the a Green and Active post (2023: £2,396).

Big Lottery (Social Prescribing)
This is a social prescribing service supporting people experiencing low levels of mental well-being, funded by the Big Lottery Fund, delivered as part of a partnership working across Scotland and Northern Ireland. Funding ended in December 2022, however support of existing service users has been extended, utilsing restricted funds brought forward. The balance of funds remaining in deferred income, are expected to be utilised in 2024/25.

Webspace (East/Mid/Westspace/iThrive)
Eastspace, Midspace, Westspace and iThrive are web based directories of mental health services in East, Mid and West Lothian, funded by NHS Lothian.

TCLS Helpline
TCLS, Telephone Counselling Line Scotland, is a national telephone counselling service for people 16 or over, living in Scotland, who have experienced abuse in their childhood. The service is funded by the Scottish Government, focusing on supporting people living in remote/rural areas, minority ethnic communities and those with disabilities.

Future Pathways
Future Pathways, funded by the Scottish Government, offers help and support to people who were abused or neglected as a child while in the Scottish care system. The transfer from restricted to unrestricted funds represents capital expenditure in the year.

Redress Support
Redress Support Service, funded by the Scottish Government, offers help and support to people applying for redress as survivors of historic child abuse in care, in Scotland.

Blackhill Windfarm - Artspace
A grant was received from Blackhill Windfarm Community Fund in September 2022 to fund a 6 week art course in Duns for 15 people. The course concluded in December 2022.

Bridge to Support
Bridge to Support is a service supporting people who were abused by the Jesuits and their staff, funded by the Jesuits. The service closed in March 2023, however the website continued to be maintained until March 2024.

23 Restricted funds (continued)

The Clothworkers' Foundation

The Clothworkers' Foundation provided a grant towards the cost of installing two soundbooths in our Midlothian office, in order for the space to better suit the services provided. Work was completed in January 2023.

Community Mental Health & Wellbeing Fund

A grant was received from the Scottish Government's Community Mental Health and Wellbeing Fund for a one year pilot of peer connecting service for the minority enthnic community, offering one to one and group support to people over 18 living in East Lothian. Funding for a second year was subsequently confirmed. The funds are administered by Volunteer Centre East Lothian.

In 2023/24, a seperate grant was received from the Fund, allowing us to expand our peer support services to the minority enthic community in Midlothian. The grant is administered by Midlothian Voluntary Action, part of Midlothian Third Sector Interface.

The Fund has also enabled us to continue our Social Prescribing service in the Scottish Borders. This grant is administered by Third Sector Dumfries and Galloway.

During the year, we also received a micro grant from the Fund, to fund service users participation in Street Soccer tournaments, followed by post-match Listening Space groups. This grant is also administered by Midlothian Voluntary Action.

Cycling Scotland

A grant was received from Cycling Scotland in August 2018. The grant was for capital and revenue funding to support the aims of the Cycle Friendly Community Development Fund in Midlothian. In February 2022, Cycling Scotland approved a new proposal to utilise the remaining funds. £1,080 was spent in the year (2023: £3,785), with the remaining balance returned.

A seperate grant was received in July 2022 from their Cycling Friendly Community Fund to fund the purchase of bikes and Peer Worker post. £1,943 was spent in the year (2023: £6,017), with the balance returned in advance of the year end.

Cycling UK

A grant of £1,800 was received in August 2020 to support the aims of Scotland Cycle Repair Scheme in Midlothian. The balance of £200 was spent in 2022/23, and the project concluded.

Paths for All

A grant was awarded by Paths for All to fund volunteers to work with The Midlothian Countryside Rangers, residents, cyclists and walkers to remove overgrown vegetation at the Old Railway platform site in Rosewell. £45 was spent in the prior year, concluding the project.

A new grant was received in December 2023, from its Smarter Choices, Smaller Spaces Open Fund, funding Green and Active peer workers in Midlothian. £1,810 was spent in the year (2023: £nil).

Greenspaces Pathfinder

In 2021/22 a grant was received from Edinburgh and Lothians Health Foundation for participation in the Midlothian Green Social Prescribing Pathfinder project. £15 was spent in the year (2023: £2,909), concluding the project.

23 Restricted funds (continued)

Historic Adoption Support Helpline
Funded by the Scottish Government, we provided a dedicated trauma-informed helpline for people considering or actually participating in the Government's consultation process. The helpline ran for 12 weeks in parallel with the timetable for engagement activity in January to April 2022. The helpline was extended for a further 12 weeks between July to October 2022.

Historic Adoption Peer Support
Funded by the Scottish Government, we have developed a one to one and group peer support service to people affected by Scotland's historic or forced adoption practices in the 1950-80's. The service commenced during the year, offering support to mothers and adult adoptees. We also welcome enquries from fathers and other family members. This is a Scotland wide service.

Improvement Fund
Funded by the Scottish Government's Improvement Fund, the grant was awarded to support the delivery of a rapid response service in partnership with the Midlothian Substance Misuse Team and to facilitate group work in homeless hostels. This complements our Recovery and Justice Support services in Midlothian. The grant is administered by the Corra Foundation.

Midlothian Climate Action Network Seedcorn Fund (MCAN Seedcorn Fund)
A grant of £993 was received in January 2024 to purchase outdoor equipment and training to run Branching Out courses in Midlothian and was fully expended in the year. The grant was administered by Midlothian Voluntary Action.

Borders Services
Health in Mind operate a number of community mental health and wellbeing services in the Scottish Borders, including peer connecting, listening spaces, groups and workshops. These services are funded by Scottish Borders Council.

Scottish Borders Peer Support Groups - social funds
Funds transferred from New Horizons Borders when Health in Mind took over the Peer Support service. Funds represent monies collected by members of the peer groups, for members, independent of the organisation, to be used to fund refreshments and social events. No funds were spent in the year (2023: £nil).

SMF: Resilience, Recovery and Development Fund
The Scottish Government's Self Managed Fund, funds our peer connecting service Equally Connected West Lothian. The service is for people from enthic miniority communities and seeks to help create social networks to reduce loneliness and isolation and offers peer support groups. The grant is adminstered by the Alliance.

Donation - IT
In 2020 we received a donation of £30,000 to be used for the purpose of purchasing laptops and associated IT equipment for staff, to enable greater flexibility for working from home during the pandemic. Equipment purchased was capitalised in line with the organisation's fixed asset policy with expenditure representing depreciation charged in the year on those assets.

Donation - GWF
In the prior year, we received a £25,000 donation from the Garfield Weston Foundation (GWF) towards core costs. There were no other restrictions placed on the donation and it was released in full against our core costs, aiding significantly with the impact on inflation on operational costs.

23 Restricted funds (continued)

Donations - Other

In 2021/22, a donation of £334 was received with the requirement that it be spent on Scottish Borders services. There were no other restrictions applied to the donation and funds were utilised in 2022/23.

In 2022/23, a seperate donation of £116 was received, with the requirement that it be spent in the Scottish Borders services. There were no other restrictions applied to the donation and funds were allocated to our Social Prescribing service and were fully utilised that year.

£1,896 was received from the Edinburgh Airport Community Fund in 2022/23 towards the cost of camera equipment to enable us to run in-person mindfulness photography courses throughout Midlothian. The funds were fully expended that year.

In 2022/23, £395 was received from CAPS Independent Advocacy to contribute towards the cost of art materials costs linked to people taking part in the Out of Sight Out of Mind (OOSOOM) exhibition in October 2022. £283 was spent in 2022/23. The balance of £112 was spent on the 2023 exhibition, with the funders permission.

In 2022/23, £3,153 of funds were received from Co-op's Local Community Funds, as a chosen charity. Funds raised were for the information sites Eastspace and iThrive. Fund were fully expended in 2022/23.

24 Operating lease commitments

	2024	2023
	£	£
Amounts falling due:		
Within one year	73,880	25,959
Within two to five years	73,340	29,268
	147,220	55,227

During the year, the lease at 40 Shandwick Place was renewed until May 2032, with an initial break date of May 2026. The minium commitment during this period is £116,875.

25 Financial instruments

	2024 £	2023 £
The charity's financial instruments may be analysed as follows:		
Financial assets		
Financial assets measured at fair value through profit or loss	-	-
Financial assets that are debt instruments measured at amortised cost	2,528,180	2,356,412
Financial liabilities		
Financial liabilities measured at amortised cost	(377,215)	(423,337)
Financial liabilities measured at fair value	(602)	(4,002)

Financial assets measured at amortised cost comprise cash and trade, grant and service fee debtors.

Financial liabilities measured at amortised cost comprise trade creditors, other creditors and accruals.

Financial liabilities measured at fair value comprise amounts due in respect of deficit funding to the Scottish Voluntary Sector Pension Scheme.

26 Defined benefit pension scheme

The charity provides pension arrangements to certain employees, who were formerly employed by Midlothian Council, through the Lothian Pension Fund defined benefit scheme. Contributions in the year to the pension fund in relation to those employees amounted to £4,000 (2023: £5,000) and the employers' contribution rate was 19.6% (2023: 19.6%). A valuation of the scheme on an FRS102 basis as at 31 March 2024 was carried out by independent actuaries.

Analysis of amount charged to Statement of Financial Activities	2024 £	2023 £
Current service cost	5,000	11,000
Total amount charged	5,000	11,000
Interest on pension scheme assets	(71,000)	(40,000)
Interest on pension scheme liabilities	46,000	35,000
Net finance return	(25,000)	(5,000)
Actuarial (loss)/gain	(37,000)	309,000
Restriction of scheme surplus	13,000	(308,000)
Net actuarial (loss)/gain recognised	(24,000)	1,000

26 Defined benefit pension scheme (continued)

Changes in present value of scheme obligation during the year	2024 £	2023 £
At 1 April	996,000	1,298,000
Current service cost	5,000	11,000
Interest cost	46,000	35,000
Member contributions	1,000	1,000
Benefits paid	(47,000)	(32,000)
Actuarial gain due to changes in assumptions	(41,000)	(383,000)
Actuarial loss due to experience	65,000	66,000
At 31 March	1,025,000	996,000

Changes in the value of plan assets during the year	2024 £	2023 £
At 1 April	1,509,000	1,503,000
Interest on assets	71,000	40,000
Member contributions	1,000	1,000
Employer contributions	4,000	5,000
Benefits paid	(47,000)	(32,000)
Actuarial gain/(loss) on plan assets	20,000	(8,000)
Actuarial (loss) due to experience	(33,000)	-
At 31 March	1,525,000	1,509,000
Net closing asset at 31 March	500,000	513,000
Restriction in recognition of scheme surplus	(500,000)	(513,000)
Pension scheme asset	-	-

FRS102 states that a surplus may not be recognised unless it may be considered recoverable through reduced future contributions or through refunds from the scheme. This valuation will not be used to calculate future contributions to the fund and the recognition of the surplus is therefore limited to zero.

Composition of plan assets	2024 £	2023 £
Equities	1,082,750	1,086,480
Bonds	259,250	226,350
Property	122,000	120,720
Cash	61,000	75,450
Total plan assets	1,525,000	1,509,000
Actual return on plan assets	93,025	33,198

26 Defined benefit pension scheme (continued)

The main assumptions used by the actuary are:	**2024**	**2023**
	%	**%**
Rate of increase in salaries	2.10	2.10
Rate of increase in pensions in payment	2.80	3.00
Discount rate	4.80	4.75
Inflation assumption	2.80	3.00
Mortality rates		
- for a male aged 65 now	19.3 yrs	19.9 yrs
- at 65 for a male member aged 45 now	21.2 yrs	21.2 yrs
- for a female aged 65 now	23.5 yrs	22.9 yrs
- at 65 for a female member aged 45 now	25.4 yrs	24.7 yrs

As explained in note 2, Judgements and Estimates, the Trustees consider that it is reasonable to assume a rate of salary increase of 2.1%. The sensitivity analysis provided by the scheme actuaries indicates that the effect of the increase in this assumption from 2018 is within the amount of the restriction of the scheme surplus.

27 Retirement benefit obligations

Scottish Voluntary Sector Pension Scheme

Health in Mind also participated in the Scottish Voluntary Sector Pension Scheme operated by the Pensions Trust but no employer contributions are charged in the Statement of Financial Activities (2023: £nil), except the contribution required to fund the Scheme deficit as explained below. The Scheme is a multi-employer defined benefit scheme in the UK which provides benefits to 82 non-associated employers. The Scheme closed to future accrual on 31 March 2010. 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.

A full actuarial valuation for the scheme was carried out at 30 September 2020. This actuarial valuation was certified on 21 December 2021 and showed assets of £153.3m, liabilities of £160.0m and a deficit of £6.7m. To eliminate this funding shortfall, the Trustee and the participating employers have agreed that additional contributions will be paid, in combination from all employers, to the scheme as follows:

Deficit contributions

From 1 April 2022 to 31 May 2024:	£1,473,969 per annum (payable monthly and increasing by 3% each year 1st April)

Some employers have agreed concessions (both past and present) with the Trustee and have contributions up to 28 February 2034.

27 Retirement benefit obligations (continued)

Note that the Scheme's previous valuation was carried out with an effective date of 30 September 2017. This valuation showed assets of £120.0m, liabilities of £145.9m and a deficit of £25.9m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2019 to 30 September 2026:	£1,404,638 per annum (payable monthly and increasing by 3% each on 1st April)
From 1 April 2019 to 30 September 2027:	£136,701 per annum (payable monthly and increasing by 3% each on 1st April)

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the 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 value of provision	**2024**	**2023**	**2022**
	£	**£**	**£**
Present value of provision	602	4,002	7,351

Reconciliation of opening and closing provisions

	2024	**2023**
	£	**£**
Provision at start of period	4,002	7,351
Unwinding of the discount factor (interest expense)	114	127
Deficit contribution paid	(3,514)	(3,411)
Remeasurements – impact of any change in assumptions	-	(65)
Provision at end of period	602	4,002

	2024	**2023**
	£	**£**
Amount payable falling due in less than one year	602	3,514
Amount payable falling due in more than one year	-	488
	602	4,002

Income and expenditure impact	**2024**	**2023**
	£	**£**
Interest expense	114	127
Remeasurements - impact of any change in assumptions	-	(65)

27 Retirement benefit obligations (continued)

Assumptions	2024	2023	2022
Rate of discount (% per annum)	4.90	5.40	2.30

Deficit contributions schedule

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

Year ending	2024	2023	2022
	£	£	£
Year 1	602	3,514	3,411
Year 2	-	603	3,514
Year 3	-	-	603

28 Contingent liability

Health in Mind has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the Scheme based on the financial position of the Scheme as at 30 September 2023. As of this date the estimated employer debt for Health in Mind was £47,969 (2022: £64,073).

29 Analysis of changes in net debt

	1 Apr '23	Cash flows	31 Mar '24
	£	£	£
Cash in hand	2,185,685	178,870	2,364,555
Finance lease obligations	-	-	-
	2,185,685	178,870	2,364,555