



**Mind (The National Association for Mental Health)**

**Report and financial statements**

**For the year ended**

**31 March 2015**

**Company number: 424348**

**Charity number: 219830**

**Granta House, 15-19 Broadway, Stratford, London E15 4BQ**

**[www.mind.org.uk](http://www.mind.org.uk)**

## Mind (The National Association for Mental Health)

### Report of the Council of Management

Year ended 31 March 2015

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#### Patron

HRH Princess Alexandra, The Hon. Lady Ogilvy KG GCVO

#### President

Stephen Fry

#### Vice Presidents

Professor Alan Clark CMG

The Free Churches Moderator

The Very Reverend Chief Rabbi

#### Trustees as at 20 August 2015

##### Honorary Officers

Ryan Campbell ♦ ⊗ # > + \*

Sir Paul Britton CB CVO ♦ \*

Lesley Dixon ⊗ \*

Ian Ruddock # + \*

Jo Bogacz >

Chair and elected trustee

Vice Chair-External Relations and co-opted trustee

Vice Chair-Networks and co-opted trustee

Treasurer and co-opted trustee

Chair-Pwyllgor Cymru and co-opted trustee

##### Trustees co-opted by Council

John Binns ♦

Richard Addy ♦

Amit Bhagwat # +

Alan Meudell # > +

##### Trustees elected

Steve Young ⊗

Andrea Woodside # >

Linda Seymour # +

Sarah Rae ♦

Jose Grayson ⊗

Charlotte Venkatraman ♦

Robert Westhead ⊗

##### Sub-committee membership of Council of Management

♦ External Relations > Pwyllgor Cymru

⊗ Networks & Communities + Audit

# Business Management \* Remuneration

##### Other trustees who served during the year to 31 March 2015

Melanie Brook (until 2 December 2014)

##### Chief Executive and Company Secretary

Paul Farmer

## **Mind (The National Association for Mental Health)**

### **Report of the Council of Management (continued)**

**Year ended 31 March 2015**

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#### **Report of the Council of Management**

The Council of Management presents its report with the financial statements of Mind for the year ended 31 March 2015.

#### **Objectives**

##### **Mind's vision:**

We won't give up until everyone experiencing a mental health problem gets both support and respect.

##### **Mind's mission:**

We provide advice and support to empower anyone experiencing a mental health problem. We campaign to improve services, raise awareness and promote understanding.

Mind's values are:

|                     |                                     |
|---------------------|-------------------------------------|
| <b>Open:</b>        | We reach out to anyone who needs us |
| <b>Together:</b>    | We're stronger in partnership       |
| <b>Responsive:</b>  | We listen, we act                   |
| <b>Independent:</b> | We speak out fearlessly             |
| <b>Unstoppable:</b> | We never give up                    |

#### **Activities and public benefit**

To achieve its mission, Mind campaigns on behalf of people with mental health problems, provides support for up to 150 independently run local Mind associations, and provides direct information through telephone helplines, publications and website.

Mind's beneficiaries include the one in four who experience mental distress in any one year and the wider population of England and Wales whose wellbeing we aim to improve and maintain.

Mind's trustees confirm that the activities of the charity are carried out, in line with its objectives, for the benefit of the public, and the impact of our work on our beneficiaries is a key criterion when deciding what activities to undertake and how best to achieve our mission. Mind's trustees therefore confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity

#### **Organisational structure**

Mind (The National Association for Mental Health), referred to here as Mind, is a charity, constituted as a company limited by guarantee and not having a share capital. Mind is governed by a board of trustees forming the Council of Management, as constituted by Mind's Articles of Association. Members of Council are both trustees of the charity and directors of the company.

## **Mind (The National Association for Mental Health)**

### **Report of the Council of Management (continued)**

**Year ended 31 March 2015**

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#### **Organisational structure (continued)**

Mind's consolidated figures include Mind, its wholly owned subsidiary Minds Matter (Trading Activities) Limited, and connected trusts – the Elliott Charity and The Mary Hemingway Rees Memorial Fund.

Minds Matter (Trading Activities) Limited carries out the marketing, distribution and sale of donated goods as agent for Mind and receives income from Christmas card sales and other merchandise. The subsidiary does this through some 151 charity shops and gifts its profits to Mind.

The Mind network consists of Mind together with about 149 local Mind associations (local Minds) which are affiliated to Mind. The local Minds are separate charities in their own right and are responsible for their own financial affairs and statements. These statements do not include the local Minds' accounts. The total gross income of local Minds is some £102 million, which together with Mind's gross income of £35 million gives the total Mind network gross income of £137 million.

#### **Governance and management**

Council of Management consists of up to sixteen trustees drawn from Mind's individual and affiliated local Minds membership. Up to eight trustees are elected by the members of Mind, and up to eight members are co-opted by Council. The election or appointment of trustees is set out in the Articles of Association of Mind. The Honorary Officers are elected by Council from among its members.

The membership of Council must include so far as it is practicable:

- a minimum of 50 per cent with personal experience of mental distress
- at least two individuals from black or minority ethnic communities, and
- at least one individual living in Wales.

Terms of office are for three years and trustees may serve up to a maximum of three terms.

New trustees are given a structured induction day, and training and development needs are established and met on an individual basis and reviewed each year.

The Council of Management has six subcommittees. The External Relations, Networks and Communities, Business Management Committees and Pwyllgor Cymru meet quarterly before the Council of Management and have delegated responsibilities for relevant areas of work. External Relations has oversight of our policy, campaigning, communications, legal and information work. Networks and Communities has oversight of support of local Minds and other networks for engagement. Business Management includes oversight of finance, investments, fundraising and staff matters. Pwyllgor Cymru has oversight of Mind's work in Wales. There is also an Audit Committee, which met three times during the year and reports to Council. Finally the Remuneration Committee determines the policy and arrangements for the pay of the Chief Executive and the senior management team.

A board assessment is carried out each year, to evaluate how well Council of Management functions and how it can improve in future. Annual audits including diversity of the board is carried out, and at the year end 70% of us bring direct experience of mental health problems to our roles.

The day-to-day management of the charity is delegated to the Chief Executive, who reports to the Council of Management. Staff are led by the Chief Executive through five directorates: External

## **Mind (The National Association for Mental Health)**

### **Report of the Council of Management (continued)**

**Year ended 31 March 2015**

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#### **Governance and management (continued)**

Relations, Networks and Communities, Mind Cymru, Fundraising, and Finance and Resources, and also through the Time to change central management team.

#### **Statement of responsibilities of Members of Council**

Company law requires the Members of Council to prepare financial statements for each financial period, which give a true and fair view of the state of affairs of the charity and its subsidiaries and of their incoming resources and application of resources for that period. In preparing those financial statements, the Members of Council are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable account standards have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

In determining how amounts are presented within items in the statement of financial activities and balance sheet, the Members of Council have had regard to the substance of the reported transaction or arrangement, in accordance with generally accepted accounting principles or practice.

So far as each of the Members of Council is aware at the time the report is approved there is no relevant audit information of which the company's auditors are unaware, and the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## **Strategic report**

### **Trustees' report: Activities, achievements and future plans**

In 2012 we established our strategy 'Unstoppable Together' which set out six goals for the organisation.

The past year has seen good progress made in relation to each of these goals, and this is described below.

Trustees' report: Activities, achievements and future plans (continued)

Goal A: Staying Well

**Strategic objectives for 2012-2016**

**Staying Well – We're supporting people who are more likely to develop mental health problems to stay well. We want to help over one million people to stay well as a result of our resilience work.**

**What we achieved in 2014/15**

We continue to grow our work supporting people to stay well as more people become at risk of developing mental health problems due to financial uncertainty, physical illness and a more unequal society. As a new focus for our work since 2012, we are committed to our goal of helping 500,000 people stay well through developing greater resilience and in the past year have started to establish good quality evidence of what works. Our 3 pilot projects to date have all shown increases in participants' wellbeing and resilience. This significant progress enables us to increase the scale and reach of this work as we gain confidence in the impact we can have on the lives of people more likely to develop mental health problems. This year has also seen the development of innovative resilience projects with new audiences, including Scouts, Blue Light (ambulance, fire, police and search and rescue) personnel, and Up My Street with young African Caribbean men. The delivery for these projects will begin in 2015-16 alongside in-depth research to strengthen our evidence base.

Progress this year;

- Sustaining our media coverage about resilience to reach a potential audience of over 70 million readers, viewers or listeners; focussing on stress, anxiety both at home and at work.
- In our Mental Health First Aid Services in Wales, having exceeded our target training 7,500 mid-way through this strategic period, we continued to train an additional 561 people with 97% of people reporting feeling better prepared to help someone in mental distress, immediately following the training.
- We have increased delivery of other resilience projects by a third with local Minds working with people with long-term health conditions, women in the perinatal period and unemployed older men. Over 830 people have been engaged in this work.
- In Wales our Two in Mind project has successfully delivered a range of online, face to face and information resources supporting women in the period after birth with over 3500 visits to the website since its launch in May 2014. Through sharing 25 innovative digital stories, 88% of women had increased awareness of emotional issues during pregnancy and birth

Helping people to manage their mental health in the workplace is vital if we want to support people to stay well and employers play an important role in achieving this ambition. We aim to work with 2,000 employers by 2016 and we continue to gain momentum in this area as employers increasingly see the value in engaging with us. We know that our work with employers is effective and we are piloting a sector wide approach

## Mind (The National Association for Mental Health)

### Report of the Council of Management (continued)

Year ended 31 March 2015

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#### Trustees' report: Activities, achievements and future plans (continued)

with Blue Light personnel in the year ahead. This provides an exciting opportunity to measure the impact of our work with the estimated quarter of a million people who work and volunteer in the emergency services. These are people who are even more at risk of experiencing a mental health problem than the general population, but are less likely to get support. Highlights of our work over the past year have included:

- Our work with employers includes advising on policy and practice, providing high quality resources to download and webinar events and has now engaged with nearly 19,000 organisations since 2012. With each organisation signing up to our Taking Care of Business campaign joining the movement to create mentally healthy workplaces.
- Mind workplace trained nearly 500 employers during the year on topics including mental health awareness, anger management, confidence and self-esteem, a 27% increase on the previous year.

Establishing a comprehensive programme of work for Blue Light personnel which launched at the end of the year.

We have continued to work to ensure that good mental health is promoted and supported in England & Wales as part of Government led public health work. During the year we worked with local public health teams, local authorities, Healthwatch and other local stakeholders to influence public health strategies and raise awareness of the need to include public mental health.

Following Freedom Of Information research we raised awareness about the low levels of expenditure by English local authorities on public mental health (on average just 1.36% of public health budgets is spent on mental health). The findings resulted in significant public and media interest, 483 news items with a reach of over 180 million people, forming a significant milestone in our general election campaigning.

We know however, that more needs to be done, and during the forthcoming 2015/16 year, we will be increasing our work directly with people at greatest risk of poor mental health including students and young people, as well as working to inspire even more employers to take action to create mentally healthy work places.

Trustees' report: Activities, achievements and future plans (continued)

Goal B - Empowering choice

**Strategic objectives for 2013-2016**

**We're empowering anyone with a mental health problem to make informed choices about how they live and recover. We're doubling the access to our information and support services, and supporting anyone with mental health problems to support each other so that people are empowered in making choices.**

**What we achieved in 2014/15**

We committed ourselves to providing information to over 4 million people each year across England & Wales. Having exceeded our aim in the previous year, we have continued to grow to meet increasing demand with a 45% increase in access and distribution across all our information resources. Over the 12 month period:

- 10.76 million people visiting the information pages of our improved website, a 45% increase on 2013/2014
- More than 440,000 people went on to download our specialist resources, a 45% increase on 2013/2014
- Distributing, free of charge, nearly 460,000 guides and booklets, including through our shops and local Minds.
- Our Legal and Information Helpline services have provided advice and support to answer over 65,000 queries from people experiencing a mental health problem at home, at work or through friends and family

Whilst we continue to grow we have also developed the quality and range of information resources available including our "Talking about..." series of videos, published on YouTube. These videos feature people talking about their own experiences of mental health issues. Topics covered in these latest releases include: eating disorders; parenting; carers, and post-natal depression.

93% of people told us they were satisfied with the information provided and importantly 74% of people told us they had felt empowered to take decisions about their own mental health after speaking with a helpline staff member.

We're also working to increase the number of people with mental health problems who are able to shape the services they want and access individualised support to make their own choices through the Mind network. This year we focussed on developing and launching a collaborative approach to designing services which puts users of local Mind services at the heart of the design process. Seven local Mind's piloted this approach, successfully designing services that are person centred, recovery focused and co-produced. Our Service Design Toolkit is being rolled out across the Mind network and we are beginning to offer this approach as a consultancy service to the NHS.

- We believe that everybody with a mental health problem in England & Wales should be able to access peer support. Currently too many people are isolated and aren't in contact



**Trustees' report: Activities, achievements and future plans (continued)**

- with peer support. Over the past year we have therefore developed an exciting new peer support programme to be delivered across 42 sites next year. Through conducting in-depth research into these projects we will be able to identify the key principles that help make peer support so important to people living with mental health problems. Over 65% of the local Mind network now offer peer support opportunities.

Our Elefriends online peer support community continues to grow. We doubled the number of members to more than 27,000 by the end of the year. 40-50 new community members arrive every day, significantly increasing after any media or marketing coverage.

Acting on feedback from users, we have introduced the "my feed" function, through which elefriends can curate their own streamlined experience by adding only those other elefriends they communicate most with. This will allow us to grow the site without it losing its personal community feel.

We know there is still so much to do to achieve our ambition. 81% of members say they feel more supported since joining the Elefriends community therefore we are committed to expanding online peer support communities whilst keeping people safe, and we will continue to work to increase the availability of peer support through local Minds and with other mental health organisations.

**Goal C – Improving Services and Support**

**Strategic objectives for 2013-2016**

**What we achieved in 2014/15**

**We want everyone to get the right services and support at the right time to help their recovery and enable them to live with their mental health problem. We want public funded services to be truly in line with people's needs, available as soon as they are needed, and of a consistent high quality.**

Central to our ability to improve services and support is the work undertaken by local Minds across England and Wales. The network of over 140 local Minds is a lifeline for people with mental health problems, frequently being the only form of support which people use and, ultimately, saving lives.

Local Minds provided a broad range of local services during the year including:

- Talking treatments and Improving Access to Psychological Therapies (IAPT) services
- Debt advice
- Training
- Supported housing
- Advocacy
- Resilience training

## Mind (The National Association for Mental Health)

### Report of the Council of Management (continued)

Year ended 31 March 2015

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#### Trustees' report: Activities, achievements and future plans (continued)

- Peer support
- Employment services

Around 325,000 people used our local services during the year. It would have been impossible to provide these services without the commitment of over 2,500 staff, 7,000 volunteers, and more than 1,100 trustees working in local Minds.

During the year, we successfully developed and rolled out the new Local Mind Partnership Agreement, further strengthening the relationship between local Minds and the national organisation. This has been accompanied by a new quality assurance process, Mind Quality Mark, which has received good feedback from all participating local Minds. A new online platform to help local Minds communicate, collaborate, and share learning has also been launched. In the few months following its launch, the OpenHub has attracted over a thousand users from across the network.

This hard work has paid off. In the 2014 survey of local Mind service users in England and Wales, between 90-99% of people taking part said that they were receiving person-centred, recovery orientated, and holistic support. This is a significant improvement on 2013.

We've also been busy nationally to improve services and support. There is currently a very difficult funding environment and this is causing real pressures on mental health services. Despite these challenges, we have achieved some remarkable policy and campaigning successes:

- Department of Health and NHS England have committed to prioritising mental health, including ambitious commitments for mental health in key policies and strategies across the NHS such as the NHS Outcomes Framework, NHS Mandate, and Five Year Forward View and the NHS Constitution
- The Deputy Prime Minister in the coalition government announced access and waiting time targets for the first time ever in mental health
- There will be additional investment in liaison psychiatry services and to provide early intervention in psychosis
- Mind has been funded by the Department of Health to work with 22 major national partners and over 1,000 local stakeholders to implement the Crisis Care Concordat in every region in England. This is part of a major overhaul of policies and priorities to improve the care of people in mental health crisis. The Welsh Government has also begun work to develop a crisis care concordat for Wales by December 2015.
- Important changes to the Care Act guidance and Regulations securing recognition of the needs of people with mental health problems for social care.

## Mind (The National Association for Mental Health)

### Report of the Council of Management (continued)

Year ended 31 March 2015

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#### Trustees' report: Activities, achievements and future plans (continued)

- A commitment from the Home Secretary that children and young people with mental health problems should never be held in police cells as a place of safety and a radical reduction of the use of police cells for adults under section
- From 2015, an extra £7.6m will be invested every year in mental health services for children and young people in Wales
- Recruited over 40,000 Mind campaigners to promote our campaigns and ensure the voice of people with lived experience of mental health problems is heard at a local level across England and Wales and at all levels of government and commissioning.

A new strategy for suicide and self-harm prevention for Wales 2015-2020, which includes the establishment of a National Suicide Prevention Forum

Political leadership is particularly important to influence national-level change to mental health services. 2014/15 saw commitments from all major parties to prioritising mental health. Mind's General Election Campaign engaged hundreds of parliamentary candidates and secured commitments to mental health in all main parties' manifestos.

#### Goal D – Enabling Social participation

##### Strategic objectives for 2013-2016

##### What we achieved in 2014/15

**We're opening doors for anyone with mental health problems so they can participate fully in society by reducing stigma and increasing opportunities to get involved. We want anyone with mental health problems to be equal citizens in our society, and to be confident in disclosing their mental health problem too.**

Contributing to the improvement in public knowledge, attitudes and behaviour is our Time To Change programme, jointly delivered with Rethink Mental Illness in England, and with Gofal and Hafal in Wales. In England, The Time to Change Programme this year announced a 6% improvement in attitudes since the start of Phase 2 of the programme in 2011. This was against a target of 5%. It equates to 2.5m people with improved attitudes during the period 2011-2015. In particular we have seen record improvements on our 'intended behaviour' scores which means more people are willing to live with, live nearby work with, and continue to have a relationship/friendship with someone with a mental health problem. The Programme is aiming for a further 2% improvement in public attitudes in 2015/16.

The Time to Change 'Time to Talk Day' in February 2015 resulted in over 22 days' worth of 5 minute conversations between everyday people about mental health There were 62,413 visitors to the TTC

**Trustees' report: Activities, achievements and future plans (continued)**

**We're opening doors for anyone with mental health problems so they can participate fully in society by reducing stigma and increasing opportunities to get involved. We want anyone with mental health problems to be equal citizens in our society, and to be confident in disclosing their mental health problem too.**

website on the day and 286 pieces of media coverage, including BBC Breakfast, This Morning, BBC Newsbeat, The Guardian, and Cosmopolitan. 2,580 packs were ordered, including 1,249 workplace packs – all helping to dismantle the taboos around mental health

The model of Mental Health 'Champions' and social contacts has also proven to be very effective for overcoming mental health stigma. Successes this year include:

- Recruiting an additional 1,502 Time to Change Champions each one ready to talk about mental health and challenge stigma in their local area

- Enabling 28,019 (against a target of 15,364) people to have conversations face to face about mental health via events and an additional 724,214 via digital channels.

In Wales the Time To Change programme, delivered in partnership with two other mental health charities, Gofal and Hafal, has also had a further year of progress. Key achievements have included:

- 47 Organisations signing the organisational pledge
- 3260 formal contacts and 6493 informal contacts made by Time to Change Wales Champions last year, which was well above target.

Our influencing through media work has proved very successful this year, ultimately reaching many millions of people. We had almost 26,000 views of our online training resource for media professionals about best practice reporting and portrayals of mental health. We also contributed to 38 storylines and scripts through our Media Advisory Service.

One of our aims is to reach a point where people feel confident to disclose their mental health problems to friends, family or their employer. During 2014/15 146 organisations in England took our Time to Change pledge to tackle stigma and discrimination and encouragingly 14% of these reported a rise in disclosure from their staff. Organisations taking the Time to Change 'Healthcheck' saw a 29% rise. Individuals disclosing their mental health problems was also enabled by contact with the Mind's Infoline services, with 81% of callers surveyed across England and Wales stating that they had felt confident to talk to someone for the first time as a result of contact with Mind's information.

Our campaigning to challenge discrimination in the welfare system and in the workplace continues. This year has seen the commitment to improved specialist mental health support within back-to-work support in all party manifestos. We have also seen parity of esteem for mental health within the Access to Work scheme and an increase in the proportion of Personal Independent Payments (PIP) for people with mental health problems in comparison to the previous Disability Living Allowance (28% to 16%).

**Trustees' report: Activities, achievements and future plans (continued)**

We support our campaigning work with involvement in key legal cases that have a wider public interest for people with mental health problems. In 2014/15 one key case for us led to the Upper Tribunal determining that the work capability assessment puts people with mental health problems at a "substantial disadvantage". This has added weight to our arguments about the damaging impact of benefit reforms. We will continue work to influence Department for Work and Pensions throughout the next year, culminating in a campaign launch calling for a new back to work scheme in spring 2016.

More broadly, Mind's Campaigner numbers increased by 20,000 in 2014-15 with a view to developing Mind's ability to influence locally and supply more people with the tools and resources they need to actively participate in society. Alongside this we recruited 10 people to act as spokespeople for our general election campaign. These 'Voices of Mind' met and influenced key decision makers in national and local government, as well as local health systems.

As an organisation, Mind continues to engage people with mental health problems in all of our work, including the development of our next strategy. This engagement includes leadership opportunities, as well as many social contact opportunities and many people who engage with Mind feel that their confidence/skills improve through that experience.

**Goal E – Removing Inequality of Opportunity**

**Strategic objectives for 2013-2016**

**We're working to make sure that people who experience mental health and other forms of discrimination are treated equally.**

**What we achieved in 2014/15**

Mental health problems often compound the difficulties faced by many of the most disadvantaged groups in society, which is why we remain committed to our work to tackle inequality.

This year we focussed on our own ability to address inequalities of access with the local Mind network. We established the Diverse Networks programme in 2013/14 to fund innovative pilot projects and share best practice. This network has continued to engage people from marginalised groups (1,081 in 2014/15 – exceeding target). Pilot projects work with a wide range of groups, including Muslim communities; people with autism and mental health problems; Lesbian Bisexual Gay Transgender & Queer communities; and new migrants.

However, our efforts to tackle inequality is not limited to small pilot projects. In the 2014 survey of local Mind service users, only 5% said that their local Mind did not adequately recognise and value their cultural, spiritual, and personal needs. This feedback from a service

## Mind (The National Association for Mental Health)

### Report of the Council of Management (continued)

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#### Trustees' report: Activities, achievements and future plans (continued)

user in Leeds is representative of the overwhelmingly positive comments received: *"I am recognised as being a LGBTQ service user and my open attitude to spiritual and religious needs is respected, not judged or influenced"*

In 2014/15, we started to secure commitments from NHS Clinical Commissioning Groups (CCGs) in England to support vulnerable migrants in three areas. This project involved training up people from migrant communities to influence local commissioners. Many participants found this an empowering experience and all sites have committed to carry on their work beyond the life of the project. Two of the three sites managed to engage with their local CCG to date and one of these secured a commitment to integrate migrants' needs in commissioning documents.

Our national level policy and legal influencing has also contributed to our work to tackle inequality. As part of a Mental Health in Immigration Detention Working Group, Mind helped to secure commitment from Chair of the review into welfare of vulnerable people in immigration detention to consider the 6 immigration detention cases involving Article 3 breaches of the Human Rights Act.

A particular focus of our Goal E work has been Young African Caribbean men – who are dramatically overrepresented in inpatient mental health services and the criminal justice system.

Our 300 Voices project, funded through Time To Change England and based in the West Midlands, is working with Young African & Caribbean men to reduce stigma and discrimination in statutory mental health services and the police. Early evaluation reports suggest this approach increases the confidence and empowerment of Young African-Caribbean Men. In 2014/15, 48% of participants felt more empowered and confident to speak out. This is just below the target of 50%. Also, following training and support from Young African-Caribbean Men, 79% of MH professionals and the police showed an improvement in attitude.

We're also working to support Young African Caribbean Men to increase their resilience and improve their wellbeing – reducing their disproportionate contact with crisis services. The 'Up My Street' project has been developed with the Integrate Movement and MAC-UK. This project will aim to increase participants' resilience and will begin delivery in 2015/16.

Mind has continued to be an active member of the Making Every Adult Matter Coalition (MEAM). This brings together a number of national charities to support adults experiencing multiple needs and exclusions, which this year launched, Voices from the Frontline. This project brings the voices of people with multiple needs and those who support them to the heart of the policy debate and will inform further work in the coming year setting out how the new Government, as well as national and local policy makers and commissioners, can act to reduce stigma, improve

## Mind (The National Association for Mental Health)

### Report of the Council of Management (continued)

Year ended 31 March 2015

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#### Trustees' report: Activities, achievements and future plans (continued)

services, and support people to achieve their ambitions. Our work with MEAM is expected to increase further in 2015/16.

#### Goal F – Organisational Excellence

##### Strategic objectives for 2013-2016

**We're making the most of our assets by building a culture of excellence and working with our partners to create unstoppable momentum for better mental health. A commitment to diversity, equality and full involvement of people who have experience to share is at the heart of everything we do.**

##### What we achieved in 2014/15

We are making good progress and are beginning to see a real change in the profile of mental health with significant policy commitments to match. This continued progress relies on our ability to raise enough money and perform efficiently and effectively with and through the passion, skills and experience of thousands of donors, staff and volunteers.

Mind relies on voluntary, shop and grant income to enable us to carry out our charitable activities. We have to work hard to achieve this income and during the past year we raised over £35 million, more than ever before in our history.

We have benefitted significantly from a range of partners who have continued to invest in Mind over a number of years, as well as new partnerships and supporters, the combination of which has enabled us to grow our fundraising income.

We are appreciative of the commitment of funders such as the Department of Health, Big Lottery Fund and Comic Relief who have continued to support Time to Change, England's biggest programme to challenge mental health stigma and discrimination led by Mind and Rethink Mental Illness; Deloitte LLP who are in the second year of a major programme of support; the Welsh Government who have been a key supporter of Mind Cymru programmes; Zurich Community Trust, Lankelly Chase Foundation and Stavros Niarchos Foundation who have provided vital, multi-year project funding.

As we look to develop and increase our partnerships, we have welcomed new partners such as Sport England, Penguin Random House UK and Societe Generale, in addition to essential project funding from Garfield Weston Foundation and Freemasons' Grand Charity. We were also part of a portfolio of mental health charities who benefitted from The Guardian Christmas Appeal in December 2014, which helped to raise both funds and awareness.

The last year has been an exceptional year as for the first time over 10,000 people generously supported Mind through participating in fundraising events including marathons, sports events and challenge events across England & Wales. This is a 30% increase on the previous year & included a record breaking number of people running the London Marathon and an increase in the support of so many others who organise their own fundraising activities in their local area.

## Mind (The National Association for Mental Health)

### Report of the Council of Management (continued)

Year ended 31 March 2015

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#### Trustees' report: Activities, achievements and future plans (continued)

Alongside traditional fundraising activity, we have also been developing our entrepreneurial activities. Our Workplace Training offer has exceeded its targeted profits this year by 78% and our network of 148 local shops continue to play a vitally important role in helping both raise money for us (a massive £14m last year) as well as raise the profile of Mind and Mental Health more broadly. It has been strengthened over the past year with the opening of 8 new shops and relies on the support of nearly 2000 volunteers and over 400 members of staff.

We know however that there is much more to do and over the coming year we are working to increase both the number of companies and grant making organisations who support our work as well as increasing the number of individual people who donate money to us.

During the past year we have also earned over £14m from sales in our network of 148 shops generating over £3m for the Charity. This would not have been possible without the very generous donations of clothes and other stock which we received from members of the public, nor would it have been possible without the thousands of customers who visit our shops every week.

We also know that increasing the proportion of the public who have an understanding of our work is key to helping us achieve our overall ambition. Over the past year we have seen some good progress towards achieving this, in particular:

- We received 186 for the annual Mind Media Awards entries across all categories this year from 52 different channels and publications; including work with all the major soaps.
- An increase in the awareness of Mind amongst politicians with 99% of Westminster MPs, reached by e-actions from our active campaigner base
- Mind continues to be a brand that is recognised and understood with 31% of people reporting a good understanding of Mind's work and 35% of people naming Mind as a Charity working in mental health
- We continue to work with celebrities who raise funds, champion Mind and speak out about their own mental health. Joining Stephen Fry and our other ambassadors this year were Actress Beverley Callard and ex-footballer and Chair of the PFA, Clark Carlisle. This year we became the first charity to engage a digital ambassador, Vlogger Zoella. YouTube star and teen icon Zoe Sugg speaks to over 8 million subscribers about beauty and fashion, and also about her own mental health experiences.



**Mind (The National Association for Mental Health)**

**Report of the Council of Management (continued)**

**Year ended 31 March 2015**

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**Trustees' report: Activities, achievements and future plans (continued)**

A strong relationship between Mind nationally and local Minds is at the heart of our commitment to achieve organisational excellence. We have worked hard to co-create a community partnership agreement with local Minds. However we know there is more to do to develop a range of relationships with individual local Minds and the national organisation, which reflect our different needs and strengths. In the year ahead we will be developing self-assessment tools to support local Minds who want to be key business partners while also closely aligning our strategic ambitions to have maximum impact and achieve the outcomes that matter to people.

Over the past year we have continued to ensure that the charity is well managed, with good progress in a number of areas including budget management and strong planning. Our 250 staff, together with our volunteers have continued to play a crucial role in enabling Mind to make progress across all of the areas described in this report.

**Financial review**

Mind has had another good financial year, leaving the charity well placed to deliver its current and future strategies. Incoming resources of £37 million were £3.4 million higher than the previous year. The increase was due to a combination of good results from our public, corporate and trusts fundraising and sales in Mind charity shops. The challenge events within public fundraising performed exceptionally well in the present economic climate. Mind also benefitted from growth in the number of shops from 142 to 150 shops and an increase in donated clothes sales.

**Income**

Figure 1 below provides a summary of key sources and relevant size of income for the year. Income from Mind charity shop sales and other activities to generate funds was 40%, grants received for charitable activities was 29% and voluntary income was 28% of the total income for the year. The remaining 3% was received from conference and training, fees and publications sales.

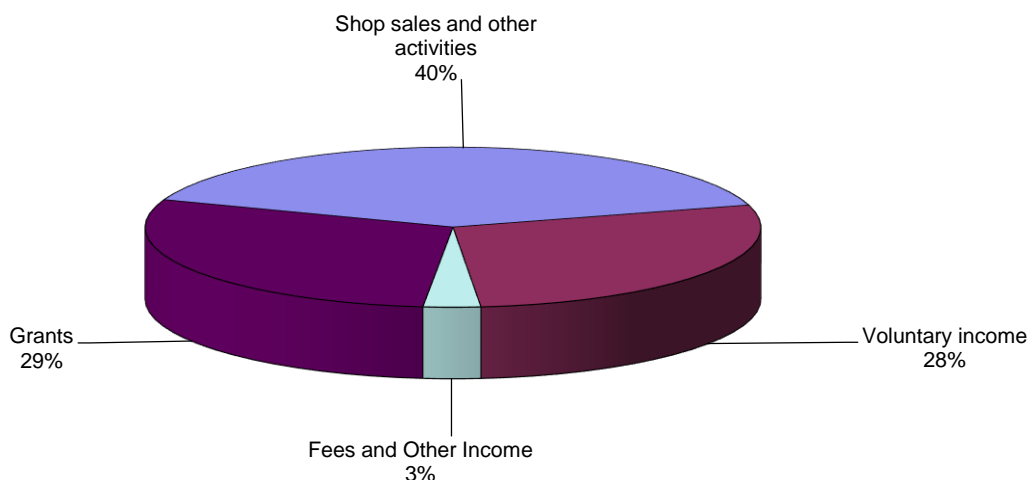


Figure 1: Income by key activities

Voluntary income of £10.5 million was £2.5 million more than the previous year, which is an increase of 31%. The increase was primarily due to more participants in our challenge events and increased income from corporate and trusts donations. Income from challenge events increased by 34% while income from donations also increased by 31%. Income from legacies continued to be very competitive and at £2.2 million, the increase was 28% on the previous year.

In activities for generating funds, sales in Mind charity shops increased by 7% to a record of £14.5 million. This increase was due to an increase in the number of shops from 142 to 150 during the year and the continuation of gift aid reclaim on donated goods.

# Mind (The National Association for Mental Health)

## Report of the Council of Management (continued)

Year ended 31 March 2015

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### Financial review (continued)

#### Income (continued)

Income from charitable activities consists of income relating to sale of services, publications and training courses and of restricted income for specific work. The latter include grants from The Welsh Government for work in Wales and Time to Change Wales programme, Department of Health in England for VISIP service transformation, Time to Change programme in England and the Cabinet Office's grant of £1.6m for the Blue Light programme. Detailed breakdown of income from key funders are shown under note five within the financial statements in this report.

#### Resources expended

Total resources expended increased by 11% or £3.5 million to £36.4 million. Expenditure on charitable activities increased by 3.3% to £20.4 million while cost of generating funds increased by 9% to £14.2 million. Other costs of £1.8 million include a one off provision of £1.7 million for costs relating to Mind's historical involvement in managing schools and a governance cost of £139,000.

Figure 2 below summarises key areas of expenditure and their relevant size in relation to total expenditure.

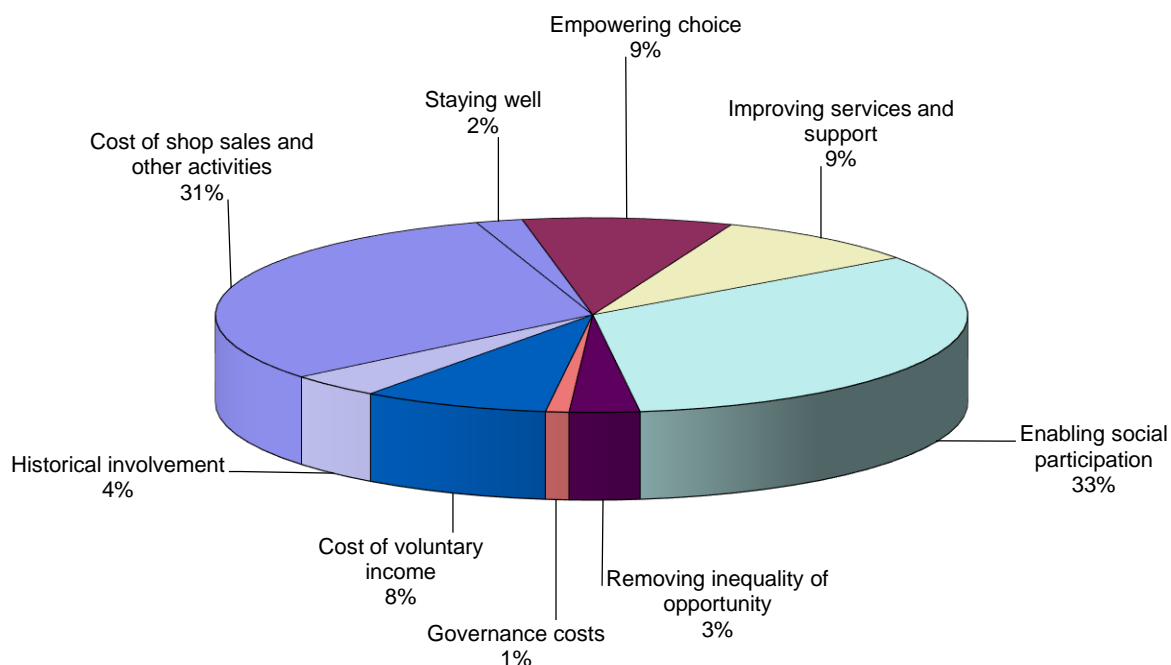


Figure 2: Expenditure by key activities

#### Fundraising costs and performance

We continue to rely heavily on voluntary, shop and grant income to enable us to carry out our charitable activities. We have to work hard to raise this income, particularly as mental health is not

## Mind (The National Association for Mental Health)

### Report of the Council of Management (continued)

Year ended 31 March 2015

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#### Financial review (continued)

##### Fundraising costs and performance (continued)

generally seen by the public as the most attractive cause compared with those of many other charities. This income is crucial so that we can maintain our independence as a campaigning charity.

While the costs of recruiting donors and running shops are high, these remain very effective ways of raising net unrestricted income for Mind to spend on our charitable purpose. The costs of raising voluntary income increased by £693,000 in the year; which helped Mind to increase its fundraising activity. Mind fundraising ratios are comparable to other charities that undertake similar methods of fundraising.

Mind charity shops net profit of £3.3 million was £425,000 higher than the previous year. Sales increased by 7% while costs also increased by 5% mainly due to the start-up costs for eight new shops in the year. However, strong gift aid recovery continued to significantly help to optimise income.

##### Charitable expenditure

Charitable expenditure of £20.4 million was 3.3% more than the previous year. This was primarily due to increases in expenditure in Enabling Social Participation arising from the Blue Light programme, which was launched in the year and from Removing Inequalities work arising from increased activities within the Time to Change programme. However, there was also a slight decrease in activities within our Empowering Choice and Improving Services and Support areas arising from normal fluctuations in activities from year to year.

**Staying well:** These costs mainly consists of staff working on policy and campaigning. Expenditure increased by 4% to £571,000, which was due to a general increase in charitable activities.

**Empowering choice:** Expenditure in this area decreased by 6% compared with the previous year. This is mainly due to the timings of activities and reduced spending in support costs.

**Improving services and support:** Expenditure in this area decreased by 5% from £3.7 million to £3.5 million. This decrease was due to the timing of activities and reduced spending in support costs, which was in line with our expectation and financial planning.

**Enabling social participation:** Expenditure include the Blue Light Programme, which was launched in the year and the Time to Change programme. Total expenditure increased by 5.3% to £11.9 million. The increase was mainly due to the launch of the Blue Light programme.

**Removing inequality of opportunity:** Expenditure in this area arises also include Time To change programme's work on equality. Total expenditure increased by £415,000 to £1 million due to the timings of activities and in line with our expectation.

##### Reserves and reserve policy

Overall, expenditure in the year was less than total income and the net incoming resources were a surplus of £656,000. The surplus was made up of a deficit of £48,000 from unrestricted activities and a surplus of £704,000 from restricted activities in the year. The surplus from restricted income were mainly due to the timings of activities within the Time to Change phase two programme, Peer

## **Mind (The National Association for Mental Health)**

### **Report of the Council of Management (continued)**

**Year ended 31 March 2015**

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#### **Financial review (continued)**

##### **Reserves and reserve policy (continued)**

Support for All and the Blue Light programme. The surplus is being carried forward to the next financial year to continue our work in these areas.

We made an investment gain of £449,000 compared to a gain of £154,000 in the previous year. This is due to the low volatility of the stocks in our portfolio. There was an actuarial loss of £583,000 on the defined benefit pension scheme. These are shown in the SOFA to reach the net movements in funds of £522,000. Mind's general reserves increased from £6.7 million to £6.8 million at the end of the year.

Mind's policy is to maintain general reserves to give financial stability to the charity and to its activities. General reserves exclude restricted funds and reserves invested in tangible fixed assets and they allow Mind to manage the risks that it faces and to fund future work to achieve its aims.

Trustees reviewed the policy taking into account:

- the diverse sources of income;
- the commitment to unrestricted expenditure in line with our corporate strategy and working capital requirements;
- the current cost structure;
- the asset base; and
- the key risks in the corporate risk register, their potential impact on reserves and the time frame in which mitigating actions could be implemented and the impact of these actions.

Trustees agreed to continue to maintain a general reserve in the range of three to six months of unrestricted expenditure.

Applying the above principle, the three to six months' cover of expenditure produces a desirable range of general reserves of between £6.5 million to £13.1 million. Our general reserve currently stands at £6.8 million, which is within the desirable range. We will work to maintain the reserve targets without in any way compromising the pressing charitable activities that we are committed to undertake.

#### **Risk management and key policies**

##### **Risk management**

Council of Management has overall responsibility for risk management and trustees review the analysis, assessment and management of risks on an annual basis alongside the consideration of strategic direction. Council can provide reasonable assurance that the major risks to which the charity is exposed have been reviewed and systems established, or in some cases planned, to mitigate those risks. The major risks identified include concerns about income, and staff management capacity.

## **Mind (The National Association for Mental Health)**

### **Report of the Council of Management (continued)**

**Year ended 31 March 2015**

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#### **Financial review (continued)**

##### **Pension provision**

Although the final salary scheme is now closed for future accrual, it remains a significant risk for the charity. The deficit as valued by FRS17 is included in the balance sheet as a long-term liability and balanced by a negative pension reserve. This negative reserve is not deducted from general reserves, as the liability is long term, with repayment being spread over the next few years. The triennial valuation continues to be used to calculate the repayments required, and the payments are incorporated into Mind's long term financial planning, so that these commitments can be met as they fall due in the future.

##### **Investment powers, policy and performance**

The trustees have the power to invest in such assets as they see fit. We have reviewed our investment strategy, policy and management in the year, and confirmed our policy of maximising total return on investment. Newton Investment Management Limited have managed the investments portfolio for part of the year. In June 2014, trustees appointed Cazenove Capital Management to take over the management of the portfolio after a competitive tendering process in line with our periodic key supplier review policy.

In order that Mind is, and is seen to be, absolutely independent of the pharmaceutical sector, Mind's ethical investment policy is not to hold any investment in companies in the healthcare sector that manufacture pharmaceuticals. To achieve this Mind's investments are in a segregated portfolio rather than a pooled fund, and Newton have had discretionary management of the portfolio. Mind believes in a positive socially responsible approach to investment and delegated this to Cazenove. Cazenove acted on our behalf in voting and engaging with companies on environmental, social and governance issues, and report on this to us quarterly.

Performance is measured by comparing income to targets set at the beginning of the year, and measuring capital growth against relevant benchmarks. Dividend and interests income were as expected. Capital gains over the year were better than the previous year.

##### **Grant-making policies**

Mind gives grants to third parties to carry out projects that help achieve our charitable objectives. Grants are openly advertised and awarded by assessment panels. Mind provides assistance in supporting grant funded projects and monitors performance and outcomes on a regular basis.

##### **Diversity and disability**

Mind is strongly committed to supporting the diversity of staff and volunteers through equal opportunity policies and practice. This includes encouraging applications from those who consider themselves disabled, particularly those who have experience of mental distress. Over half of our staff have experience of mental health problems and about a third use or have used mental health services.

##### **Volunteers**

Mind is also greatly indebted to its volunteers for their commitment, time and skills. This includes all volunteers that help with Mind's work, whether directly helping in Mind's offices or indirectly helping for example by completing surveys or contributing to Mind's campaigns. In particular the Mind charity shops could not run without the support of some 1,900 volunteers. More and more people

**Mind (The National Association for Mental Health)**

**Report of the Council of Management (continued)**

**Year ended 31 March 2015**

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**Financial review (continued)**

**Volunteers (continued)**

carry out voluntary fundraising activities for Mind, often being sponsored for challenging activities such as running marathons, trekking and cycling. We thank them all for their support.

**Thank you**

Mind could not exist without funding from individual donors, companies, trusts, public bodies and other associations, and we thank all for their support. We would like to record our thanks to all of the staff of Mind and Minds Matter (Trading Activities) Ltd, who show much dedication and commitment to their work and to the charity. Also we would like to thank staff and volunteers at the local Minds for their part in working with Mind to contribute to our shared objectives to improve mental health for everyone.

In approving this Report, the Council are also approving the Strategic Report included here in their capacity as company directors.

On behalf of the Council of Management.



**Ryan Campbell**  
**Chair**



**Ian Ruddock**  
**Honorary Treasurer**

Registered Office:  
Granta House, 15-19 Broadway, Stratford, London E15 4BQ

## **Mind (The National Association for Mental Health)**

### **Independent auditors' report to members of Mind (continued)**

#### **Year ended 31 March 2015**

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We have audited the financial statements of Mind (The National Association for Mental Health) for the year ended 31 March 2015 set out pages 25 to 53.

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

#### **Respective responsibilities of trustees and auditor**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

#### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Strategic report and the Trustees' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

#### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 March 2015 and of the group's 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.



## Mind (The National Association for Mental Health)

### Independent auditors' report to members of Mind (continued)

Year ended 31 March 2015

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#### Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the **Strategic report and the** Trustees Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

#### Matters on which we are required to report by exception

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

- the parent charitable company has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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.



Nicola May

Senior Statutory Auditor

For and on behalf of

**Crowe Clark Whitehill LLP**

Statutory Auditor

**London**

**10 December 2015**

Mind (The National Association for Mental Health)

Consolidated statement of financial activities

Year ended 31 March 2015

|   | Note | Unrestricted<br>funds<br>£'000 | Restricted<br>funds<br>£'000 | Total<br>2015<br>£'000 | Total<br>2014<br>£'000 |
|---|------|--------------------------------|------------------------------|------------------------|------------------------|
| <b>Incoming resources</b>   |      |                                |                              |                        |                        |
| <b>Incoming resources from generated funds</b>                    |      |                                |                              |                        |                        |
| Voluntary income  | 2    | 10,390                         | 110                          | 10,500                 | 7,993                  |
| <b>Activities for generating funds</b>                            |      |                                |                              |                        |                        |
| Shop income   | 3    | 14,575                         | -                            | 14,575                 | 13,651                 |
| Raffle and other activities                                       |      | 185                            | -                            | 185                    | 247                    |
| <b>Total funds generated from activities</b>                      |      | <b>14,760</b>                  | <b>-</b>                     | <b>14,760</b>          | <b>13,898</b>          |
| Investment income   | 4    | 155                            | -                            | 155                    | 164                    |
| <b>Incoming resources from charitable activities</b>              |      |                                |                              |                        |                        |
| Staying well  |      | 134                            | 57                           | 191                    | 286                    |
| Empowering choice   |      | 646                            | 1,064                        | 1,710                  | 1,588                  |
| Improving services and support                                    |      | 156                            | 2,969                        | 3,125                  | 850                    |
| Enabling social participation                                     |      | 9                              | 6,520                        | 6,529                  | 8,784                  |
| Removing inequality of opportunity                                |      | -                              | 92                           | 92                     | 92                     |
| <b>Total incoming resources from charitable activities</b>        | 5    | <b>945</b>                     | <b>10,702</b>                | <b>11,647</b>          | <b>11,600</b>          |
| <b>Total incoming resources</b>                                   |      | <b>26,250</b>                  | <b>10,812</b>                | <b>37,062</b>          | <b>33,655</b>          |
| <b>Resources expended</b>   |      |                                |                              |                        |                        |
| <b>Cost of generating funds</b>                                   |      |                                |                              |                        |                        |
| Voluntary income  | 6    | 2,884                          | -                            | 2,884                  | 2,191                  |
| <b>Fundraising trading</b>  |      |                                |                              |                        |                        |
| Shop costs  | 3    | 11,257                         | -                            | 11,257                 | 10,758                 |
| Raffle and other activities                                       |      | 74                             | -                            | 74                     | 41                     |
| <b>Total costs of generating funds</b>                            |      | <b>14,215</b>                  | <b>-</b>                     | <b>14,215</b>          | <b>12,990</b>          |
| <b>Net incoming resources available for charitable activities</b> |      | <b>12,035</b>                  | <b>10,812</b>                | <b>22,847</b>          | <b>20,665</b>          |

**Mind (The National Association for Mental Health)**

**Consolidated statement of financial activities (continued)**

**Year ended 31 March 2015**

|  | Note | Unrestricted<br>funds<br>£'000 | Restricted<br>funds<br>£'000 | Total<br>2015<br>£'000 | Total<br>2014<br>£'000 |
|--|------|--------------------------------|------------------------------|------------------------|------------------------|
| <b>Charitable activities:</b>                              |      |                                |                              |                        |                        |
| Staying well   |      | 495                            | 76                           | 571                    | 548                    |
| Empowering choice  |      | 2,807                          | 559                          | 3,366                  | 3,564                  |
| Improving services and support                             |      | 3,191                          | 287                          | 3,478                  | 3,655                  |
| Enabling social participation                              |      | 3,115                          | 8,774                        | 11,889                 | 11,295                 |
| Removing inequality of opportunity                         |      | 636                            | 412                          | 1,048                  | 633                    |
| <b>Total charitable activities</b>                         | 7    | <b>10,244</b>                  | <b>10,108</b>                | <b>20,352</b>          | <b>19,695</b>          |
| Governance costs   | 10   | 139                            | -                            | 139                    | 137                    |
| Historical involvement                                     | 17   | 1,700                          | -                            | 1,700                  | -                      |
| <b>Total resources expended</b>                            |      | <b>26,298</b>                  | <b>10,108</b>                | <b>36,406</b>          | <b>32,822</b>          |
| <b>Net incoming resources</b>                              |      | <b>(48)</b>                    | <b>704</b>                   | <b>656</b>             | <b>833</b>             |
| <b>Other recognised gains/(losses)</b>                     |      |                                |                              |                        |                        |
| Gain on investments  |      | 449                            | -                            | 449                    | 154                    |
| Actuarial (loss)/gain on defined<br>Benefit pension scheme | 23   | (583)                          | -                            | (583)                  | (113)                  |
| <b>Net movement in funds</b>                               | 12   | <b>(182)</b>                   | <b>704</b>                   | <b>522</b>             | <b>874</b>             |
| Balances brought forward                                   |      | 9,339                          | 968                          | 10,307                 | 9,433                  |
| <b>Balances carried forward</b>                            |      | <b>9,157</b>                   | <b>1,672</b>                 | <b>10,829</b>          | <b>10,307</b>          |

- All transactions are derived from continuing activities.
- All recognised gains and losses are included in the Statement of Financial Activities.

**Mind (The National Association for Mental Health)**

**Consolidated balance sheet**

**Year ended 31 March 2015**

|  | Note | 2015          |                      | 2014         |                      |
|--|------|---------------|----------------------|--------------|----------------------|
|  |      | £'000         | £'000                | £'000        | £'000                |
| <b>Fixed assets</b>                          |      |               |                      |              |                      |
| Tangible assets                              | 14   |               | 3,156                |              | 3,070                |
| Investments                                  | 15   |               | 5,283                |              | 4,759                |
|  |      |               | <u>8,439</u>         |              | <u>7,829</u>         |
| <b>Current assets</b>                        |      |               |                      |              |                      |
| Stocks                                       |      | 151           |                      | 137          |                      |
| Debtors                                      | 16   | 5,671         |                      | 4,881        |                      |
| Cash at bank and in hand                     |      | 4,743         |                      | 1,953        |                      |
|  |      | <u>10,565</u> |                      | <u>6,971</u> |                      |
| <b>Creditors: amounts falling due</b>        |      |               |                      |              |                      |
| Within one year                              | 17   | (5,335)       |                      | (3,651)      |                      |
|  |      |               | <u>5,230</u>         |              | <u>3,320</u>         |
| <b>Net current assets</b>                    |      |               |                      |              |                      |
|  |      |               | <u>13,669</u>        |              | <u>11,149</u>        |
| <b>Total assets less current liabilities</b> |      |               |                      |              |                      |
|  |      |               |                      |              |                      |
| Provisions                                   | 17   |               | (2,840)              |              | (842)                |
|  |      |               | <u>10,829</u>        |              | <u>10,307</u>        |
| <b>Net assets</b>                            |      |               |                      |              |                      |
|  |      |               | <u><u>10,829</u></u> |              | <u><u>10,307</u></u> |
| <b>Funds</b>                                 |      |               |                      |              |                      |
| Restricted funds                             | 18   |               | 1,672                |              | 968                  |
| Unrestricted funds:                          |      |               |                      |              |                      |
| Designated fixed asset fund                  | 19   |               | 3,156                |              | 3,070                |
| Designated infrastructure development fund   | 19   |               | 328                  |              | 375                  |
| General reserves                             |      |               | 6,813                |              | 6,736                |
| Pension reserves                             |      |               | (1,140)              |              | (842)                |
|  |      |               | <u>10,829</u>        |              | <u>10,307</u>        |
|  |      |               | <u><u>10,829</u></u> |              | <u><u>10,307</u></u> |

The financial statements were approved and authorised for issue by the Council of Management on 16 September 2015 and were signed below on its behalf by:



**Ryan Campbell**  
Chair



**Ian Ruddock**  
Honorary Treasurer

**Mind (The National Association for Mental Health)**

**Balance sheet (charity only)**

**Year ended 31 March 2015**

|  | Note | 2015         |               | 2014         |               |
|--|------|--------------|---------------|--------------|---------------|
|  |      | £'000        | £'000         | £'000        | £'000         |
| <b>Fixed assets</b>                          |      |              |               |              |               |
| Tangible assets                              | 14   |              | 3,156         |              | 3,070         |
| Investments                                  | 15   |              | 5,283         |              | 4,759         |
|  |      |              | <u>8,439</u>  |              | <u>7,829</u>  |
| <b>Current assets</b>                        |      |              |               |              |               |
| Stocks                                       |      | 65           |               | 48           |               |
| Debtors                                      | 16   | 5,434        |               | 5,055        |               |
| Cash at bank and in hand                     |      | 4,390        |               | 1,321        |               |
|  |      | <u>9,889</u> |               | <u>6,424</u> |               |
| <b>Creditors: amounts falling due</b>        |      |              |               |              |               |
| Within one year                              | 17   | (4,714)      |               | (3,159)      |               |
|  |      |              | <u>5,175</u>  |              | <u>3,265</u>  |
| <b>Net current assets</b>                    |      |              |               |              |               |
|  |      |              | <u>5,175</u>  |              | <u>3,265</u>  |
| <b>Total assets less current liabilities</b> |      |              |               |              |               |
|  |      |              | <u>13,614</u> |              | <u>11,094</u> |
|  |      |              |               |              |               |
| Provisions                                   | 17   |              | (2,840)       |              | (842)         |
|  |      |              | <u>10,774</u> |              | <u>10,252</u> |
| <b>Net assets</b>                            |      |              |               |              |               |
|  |      |              | <u>10,774</u> |              | <u>10,252</u> |
| <b>Funds</b>                                 |      |              |               |              |               |
| Restricted funds                             | 18   |              | 1,617         |              | 913           |
| Unrestricted funds:                          |      |              |               |              |               |
| Designated fixed asset fund                  | 19   |              | 3,156         |              | 3,070         |
| Designated infrastructure development fund   | 19   |              | 328           |              | 375           |
| General reserves                             |      |              | 6,813         |              | 6,736         |
| Pension reserves                             |      |              | (1,140)       |              | (842)         |
|  |      |              | <u>10,774</u> |              | <u>10,252</u> |

The financial statements were approved and authorised for issue by the Council of Management on 16 September 2015 and were signed below on its behalf by:



**Ryan Campbell**  
Chair



**Ian Ruddock**  
Honorary Treasurer

**Mind (The National Association for Mental Health)****Consolidated cash flow statement****Year ended 31 March 2015**

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|  |      | 2015              |                     | 2014              |                     |
|--|------|-------------------|---------------------|-------------------|---------------------|
|  | Note | £'000             | £'000               | £'000             | £'000               |
| <b>Net cash inflow/(outflow) from operating activities</b> | A    |                   | 3,026               |                   | 451                 |
| <b>Returns on investment and servicing of finance</b>      |      |                   |                     |                   |                     |
| Income from investments                                    |      | 98                |                     | 119               |                     |
| Bank and loan interest received                            |      | 57                |                     | 45                |                     |
|  |      | <u>          </u> | 155                 | <u>          </u> | 164                 |
| <b>Taxation paid</b>                                       |      |                   | -                   |                   | -                   |
| <b>Capital expenditure</b>                                 |      |                   |                     |                   |                     |
| Purchase of tangible fixed assets                          |      | (685)             |                     | (1,039)           |                     |
| Purchase of investments                                    |      | (4,909)           |                     | (2,069)           |                     |
| Proceeds from sale of tangible fixed assets                |      | -                 |                     | 1                 |                     |
| Proceeds from sale of investments                          |      | 5,199             |                     | 1,609             |                     |
|  |      | <u>          </u> | (395)               | <u>          </u> | (1,498)             |
| <b>Increase/(Decrease) in cash</b>                         | B    |                   | <u><u>2,786</u></u> |                   | <u><u>(883)</u></u> |

**Mind (The National Association for Mental Health)**

**Notes to the consolidated cash flow statement**

**Year ended 31 March 2015**

| <b>A. Reconciliation of net movement in funds to net cash flow from operating activities</b> | <b>2015<br/>£'000</b>                   | <b>2014<br/>£'000</b>      |  |
|--|---|----------------------------|--|
| Net movement in funds  | 522                                     | 874                        |  |
| <b>Adjustment for:</b>   |   |                            |  |
| Depreciation charge  | 599                                     | 553                        |  |
| Unrealised gain on investments   | (465)                                   | (1)                        |  |
| Realised loss on investments   | (349)                                   | (153)                      |  |
| Realised loss on disposal of tangible fixed assets   | -                                       | 16                         |  |
| Interest receivable  | (57)                                    | (45)                       |  |
| Income from investments  | (98)                                    | (119)                      |  |
| Taxation charge  | -                                       | -                          |  |
|  | <u>152</u>                              | <u>1,125</u>               |  |
| Cash from operations before working capital charge   |   |                            |  |
| (Increase)/Decrease in stock   | (14)                                    | 22                         |  |
| (Increase) in debtors  | (794)                                   | (705)                      |  |
| Increase in creditors  | 3,682                                   | 9                          |  |
|  | <u>3,026</u>                            | <u>451</u>                 |  |
| Net cash inflow/(outflow) from operating activities  | <u><u>3,026</u></u>                     | <u><u>451</u></u>          |  |
| <br><b>B. Analysis of net funds</b>  |   |                            |  |
|  | <b>As at<br/>1 April 2014<br/>£'000</b> | <b>Cash flow<br/>£'000</b> | <b>As at<br/>31 March 2015<br/>£'000</b> |
| Cash at bank   | 1,908                                   | 2,792                      | 4,700                                    |
| Cash in hand   | 45                                      | (6)                        | 39                                       |
|  | <u>1,953</u>                            | <u>2,786</u>               | <u>4,739</u>                             |
|  | <u><u>1,953</u></u>                     | <u><u>2,786</u></u>        | <u><u>4,739</u></u>                      |

**1. Accounting policy**

**Basis of accounting**

The financial statements are prepared under the historical cost basis, modified by the revaluation of investments, and in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005, revised), Companies Act 2006 and with applicable accounting standards.

**Group financial statements**

Group financial statements have been prepared in respect of Mind and its wholly owned subsidiary Minds Matter (Trading Activities) Limited (see note 13) together with connected trusts the Elliott Charity and Mary Hemingway Rees Memorial Fund (see notes 26 to 27). In accordance with Section 408 of the Companies Act 2006, no separate Statement of Financial Activities is presented for Mind. The results are consolidated on a line-by-line basis.

Income and expenditure for the charitable activities within the Statement of Financial Activities are categorised by goals in the four year strategy. Therefore, charitable activities are categorised in accordance with the goals.

**Fund accounting**

Restricted funds are funds subject to specific restricted conditions imposed by the donors.

Unrestricted funds comprise of accumulated net movement in general funds. They are available for use at the discretion of the trustees in furtherance of the general charitable objectives.

Designated funds are amounts that have been put aside at the discretion of the Council of Management. At the year-end they comprised of a fixed assets fund, and an infrastructure development fund, which represents the extent to which funds are invested in property for use by the charity, and therefore are not available for other purposes.

Pension reserves represent the deficit in the defined benefit pension scheme, which was closed for future accrual on 31 July 2002 (see note 23).

**Incoming resources**

Voluntary income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Grant income is recognised in the financial statements at the earlier of when expenditure is incurred or a payment under the grant agreement becomes receivable.

Legacies are recognised in the financial statements once the charity has received notification, where no indication is given of the amount, an estimated is included based on the historic average data. Legacies with continuing life interest are not recognised in the financial statements, as they do not meet all these criteria.

Income from shop sales, raffles and similar activities are recognised when a sale is made. Income from investments is recognised on a receivable basis. Income from charitable activities under contracts for services is recognised as the service is provided.

Some income from charitable activities including grants income is apportioned between two or more categories of charitable activities on a basis consistent with the use of resources.



**1. Accounting policy (continued)**

**Volunteers and donated services**

The value of services provided by the volunteers is not incorporated in these financial statements. Further details of contributions from volunteers can be found in the Report of the Council of Management.

**Donated services**

Donated services and facilities from other institutions are recognised as income and expenditure and they are incorporated in these financial accounts in charitable income and expenditure.

**Resources expended**

A liability is recognised once the charity has entered into a constructive or legal obligation to make a payment to a third party. Grants payable are recognised as expenditure in full on the date that a commitment is made where any conditions attached to the grant are within the recipient's control. Where there is a review of substance performed prior to release of subsequent payments to recipients then the grant is only recognised up until the date of this review.

Costs of fundraising activities are mostly shown in the costs of raising voluntary income but a portion is allocated to costs of charitable activities for providing information in an educational manner to raise awareness of mental health issues in furtherance of the charity's objectives. The apportionment is based on an assessment of particular activities.

Costs of generating funds are those costs incurred in attracting voluntary income. Costs of fundraising trading are those incurred in trading activities that raise funds.

Some expenditure for charitable activities is apportioned between two or more categories on a basis consistent with the use of resources.

Support costs are costs of services supplied centrally, which have been allocated to activity cost categories on a basis consistent with the use of resources. For example, human resources costs have been allocated by the number of staff whereas office property costs have been apportioned by usage of the floor space.

Governance costs include those incurred in the governance of the charity, its assets and those costs associated with constitutional and statutory requirements.

**Taxation**

Irrecoverable VAT is allocated to the same cost heading as the related expenditure.

Tax recovered for voluntary income under gift aid is allocated to the same income heading as the related income, including gift aid now reclaimed relating to charity shop donations.

**Stocks**

Stocks are valued at the lower of cost and net realisable value. Stocks of donated goods held in the Minds Matter charity shops are not valued until they are sold.

## Mind (The National Association for Mental Health)

### Notes to the financial statements (continued)

Year ended 31 March 2015

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#### 1. Accounting policy (continued)

##### Depreciation

All tangible fixed assets, including freehold properties, are stated in the balance sheet at cost, less depreciation. The depreciation of assets is provided in equal annual instalments over the estimated useful lives of the assets at the following rates:

|                                |                            |
|--------------------------------|----------------------------|
| Freehold property              | 2%                         |
| Long leasehold property        | 2%                         |
| Short leasehold property       | Over the term of the lease |
| Office furniture and equipment | 10 to 20%                  |
| Computer equipment             | 20%                        |
| Motor vehicles                 | 33%                        |

Individual items of capital expenditure in excess of £500 are accounted for as fixed asset additions. Individual items of capital expenditure of £200 or more are accounted for as fixed assets for the trading subsidiary Minds Matter (Trading Activities) Ltd.

##### Investments

Investments are shown at market value. Unrealised gains and losses represent the movement in the market value in the financial year. Realised gains and losses are calculated as the difference between sale proceeds and the market value at the beginning of the financial year. Unrealised and realised gains and losses are included together in the Statement of Financial Activities.

##### Pensions

Employees of the charity are entitled to join the group personal pension scheme and employees of the subsidiary Minds Matter (Trading Activities) Ltd are entitled to join one of their defined contribution pension schemes. Employer contributions are charged to expenditure in the accounting period in which they are payable.

Mind operated a defined benefit scheme, which was closed for future accrual on 31 July 2002. The assets and liabilities in the scheme are reported in these financial statements as required by FRS17. Please see the pension note (note 23) for more detail.

#### 2. Voluntary income

|                  | Unrestricted<br>£'000 | Restricted<br>£'000 | 2015<br>Total<br>£'000 | 2014<br>Total<br>£'000 |
|------------------|-----------------------|---------------------|------------------------|------------------------|
| Donations        | 4,848                 | -                   | 4,848                  | 3,697                  |
| Challenge events | 3,440                 | -                   | 3,440                  | 2,562                  |
| Legacies         | 2,102                 | 110                 | 2,212                  | 1,734                  |
| <b>Total</b>     | <b>10,390</b>         | <b>110</b>          | <b>10,500</b>          | <b>7,993</b>           |

## Mind (The National Association for Mental Health)

### Notes to the financial statements (continued)

Year ended 31 March 2015

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#### 3. Mind charity shop results

Total group results from the charity shops included in these financial statements are shown below, some of which is reported in Minds Matter (Trading Activities) Limited accounts and some in Mind's charity only accounts.

|                                      | <b>2015</b>  | <b>2014</b>  |
|--------------------------------------|--------------|--------------|
|                                      | <b>£'000</b> | <b>£'000</b> |
| Shop income                          | 14,575       | 13,651       |
| Other income including rent received | 127          | 119          |
| Costs of selling goods               | (11,257)     | (10,758)     |
|                                      | <u>3,445</u> | <u>3,012</u> |

#### 4. Investment income

|                   | <b>Unrestricted</b> | <b>Restricted</b> | <b>2015</b>       | <b>2014</b>       |
|-------------------|---------------------|-------------------|-------------------|-------------------|
|                   | <b>£'000</b>        | <b>£'000</b>      | <b>Total</b>      | <b>Total</b>      |
|                   |                     |                   | <b>£'000</b>      | <b>£'000</b>      |
| Interest received | 57                  | -                 | 57                | 45                |
| Dividends         | 98                  | -                 | 98                | 119               |
| <b>Total</b>      | <u><b>155</b></u>   | <u><b>-</b></u>   | <u><b>155</b></u> | <u><b>164</b></u> |

#### 5. Incoming resources from charitable activities

|                                      | <b>Unrestricted</b> | <b>Restricted</b>    | <b>2015</b>          | <b>2014</b>          |
|--------------------------------------|---------------------|----------------------|----------------------|----------------------|
|                                      | <b>£'000</b>        | <b>£'000</b>         | <b>Total</b>         | <b>Total</b>         |
|                                      |                     |                      | <b>£'000</b>         | <b>£'000</b>         |
| Government grants                    | 73                  | 5,973                | 6,046                | 5,260                |
| Trusts, foundations and other grants | 21                  | 4,654                | 4,675                | 5,443                |
| Fees                                 | 193                 | 75                   | 268                  | 218                  |
| Publication sales                    | 14                  | -                    | 14                   | 92                   |
| Conferences and training             | 510                 | -                    | 510                  | 361                  |
| Other                                | 134                 | -                    | 134                  | 226                  |
| <b>Total</b>                         | <u><b>945</b></u>   | <u><b>10,702</b></u> | <u><b>11,647</b></u> | <u><b>11,600</b></u> |

**Mind (The National Association for Mental Health)**

**Notes to the financial statements (continued)**

**Year ended 31 March 2015**

| <b>5. Incoming resources from charitable activities (continued)</b> | <b>2015</b>  | <b>2014</b>  |
|---|--------------|--------------|
|   | <b>£'000</b> | <b>£'000</b> |
| <b>Restricted incoming resources by funder:</b>                     |              |              |
| <b>Welsh Government</b>   |              |              |
| Grant scheme for Mind Cymru   | 286          | 286          |
| Time to Change Wales  | 68           | 135          |
| Perinatal Mental Health & Resilience                                | 73           | 43           |
| Time to Change Wales II   | 26           | -            |
|   | <u>453</u>   | <u>464</u>   |
| <b>National Health Service (Wales)</b>                              |              |              |
| Mental Health First Aid   | 75           | 103          |
|   | <u>75</u>    | <u>103</u>   |
| <b>Department of Health</b>   |              |              |
| Time to change  | 3,738        | 4,262        |
| Personalising the future  | -            | 94           |
| VSIP service transformation   | 153          | 200          |
| Crisis care concordat   | -            | 100          |
| Other   | 7            | (5)          |
|   | <u>3,898</u> | <u>4,651</u> |
| <b>The Cabinet Office</b>   |              |              |
| Blue Light Programme  | 1,622        | -            |
|   | <u>1,622</u> | <u>-</u>     |
| <b>Big Lottery Fund</b>   |              |              |
| Time to change Wellbeing 2  | 1,491        | 1,788        |
| Time to change Wales  | 217          | 370          |
| Ecominds  | 76           | 401          |
| Peer support for all  | 400          | -            |
| Positive choices project  | -            | 164          |
| Positive choices evaluation   | -            | 5            |
|   | <u>2,184</u> | <u>2,728</u> |
| <b>People's Health Trust</b>  |              |              |
| Mind's mental health resilience programme                           | -            | 74           |
|   | <u>-</u>     | <u>74</u>    |

**Mind (The National Association for Mental Health)**

**Notes to the financial statements (continued)**

**Year ended 31 March 2015**

| <b>5. Incoming resources from charitable activities (continued)</b> | <b>2015</b>   | <b>2014</b>   |
|---|---------------|---------------|
|   | <b>£'000</b>  | <b>£'000</b>  |
| <b>Restricted incoming resources by funder:</b>                     |               |               |
| <b>Thames Water Trust Fund</b>                                      |               |               |
| Debt Prevention Fund  | 144           | -             |
|   | <hr/>         | <hr/>         |
|   | 144           | -             |
|   | <hr/>         | <hr/>         |
| <b>Sport England</b>  |               |               |
| Sport England   | 816           | -             |
|   | <hr/>         | <hr/>         |
|   | 816           | -             |
|   | <hr/>         | <hr/>         |
| <b>Deloitte LLP</b>   |               |               |
| Infoline Worker   | 100           | 82            |
| Deloitte Shop Training  | 29            | 20            |
|   | <hr/>         | <hr/>         |
|   | 129           | 102           |
|   | <hr/>         | <hr/>         |
| <b>Comic Relief</b>   |               |               |
| Time to Change  | 791           | 1,654         |
| Time to Change Wales  | 64            | 137           |
| Time to Change Wales II   | 32            | -             |
|   | <hr/>         | <hr/>         |
|   | 887           | 1,791         |
|   | <hr/>         | <hr/>         |
| <b>Other</b>  |               |               |
| Stavros Niarchos Foundation: Young Beginning Fund                   | -             | 50            |
| Northern Rock   | 29            | -             |
| NHS Commissioning Board   | 93            | -             |
| Tudor Trust   | -             | 55            |
| Homeless Link   | -             | 31            |
| Lankelly Chase  | 33            | 33            |
| Mental Health Providers Forum                                       | -             | 35            |
| Qatar Foundation  | -             | 28            |
| Abertawe Bro Morgannwg  | -             | 39            |
| Local Government Other  | -             | 42            |
| Other   | 339           | 477           |
|   | <hr/>         | <hr/>         |
|   | 494           | 790           |
|   | <hr/>         | <hr/>         |
| <b>Total</b>  | <b>10,702</b> | <b>10,703</b> |
|   | <hr/> <hr/>   | <hr/> <hr/>   |

Mind (The National Association for Mental Health)

Notes to the financial statements (continued)

Year ended 31 March 2015

6. Cost of generating voluntary income

|                         | £'000        | 2015                  |                              | 2014<br>Total<br>£'000 |
|-------------------------|--------------|-----------------------|------------------------------|------------------------|
|                         |              | Unrestricted<br>£'000 | Restricted<br>Total<br>£'000 |                        |
| Donations               | 1,682        | -                     | 1,682                        | 1,173                  |
| Challenge events        | 802          | -                     | 802                          | 542                    |
| Legacies                | 133          | -                     | 133                          | 111                    |
| Support costs allocated | 267          | -                     | 267                          | 365                    |
|                         | <b>2,884</b> | <b>-</b>              | <b>2,884</b>                 | <b>2,191</b>           |

7. Resources expended on charitable activities

|                                       | Activities<br>undertaken<br>directly<br>£'000 | Grant and<br>other<br>funding of<br>activities<br>£'000 | Support<br>costs<br>£'000 | 2015<br>Total<br>£'000 | 2014<br>Total<br>£'000 |
|---------------------------------------|---|---|---------------------------|------------------------|------------------------|
| Staying well                          | 543   | -   | 28                        | 571                    | 548                    |
| Empowering choice                     | 3,052   | -   | 314                       | 3,366                  | 3,564                  |
| Improving services and support        | 1,668   | 1,478   | 332                       | 3,478                  | 3,655                  |
| Enabling social participation         | 7,705   | 3,757   | 427                       | 11,889                 | 11,295                 |
| Removing inequality of<br>opportunity | 992   | -   | 56                        | 1,048                  | 633                    |
|                                       | <b>13,960</b>                                 | <b>5,235</b>  | <b>1,157</b>              | <b>20,352</b>          | <b>19,695</b>          |

8. Support Costs

|                                       | Management<br>Staff<br>£'000 | Finance, IT<br>and office<br>services<br>Staff<br>£'000 | Property<br>costs<br>Area<br>£'000 | Human<br>resources<br>Staff<br>£'000 | 2015<br>Total<br>Costs<br>£'000 | 2014<br>Total<br>Costs<br>£'000 |
|---------------------------------------|------------------------------|---|------------------------------------|--------------------------------------|---------------------------------|---------------------------------|
| <b>Charitable activities</b>          |                              |   |                                    |                                      |                                 |                                 |
| Staying well                          | 1                            | 19  | (8)                                | 16                                   | 28                              | 34                              |
| Empowering choice                     | 7                            | 118   | 81                                 | 108                                  | 314                             | 469                             |
| Improving services<br>and support     | 6                            | 103   | 130                                | 93                                   | 332                             | 508                             |
| Enabling social<br>participation      | 14                           | 237   | (40)                               | 216                                  | 427                             | 552                             |
| Removing inequality<br>of opportunity | 2                            | 29  | (2)                                | 27                                   | 56                              | 63                              |
|                                       | <b>30</b>                    | <b>506</b>  | <b>161</b>                         | <b>460</b>                           | <b>1,157</b>                    | <b>1,626</b>                    |
| <b>Income generation</b>              |                              |   |                                    |                                      |                                 |                                 |
| Voluntary income                      | 5                            | 82  | 107                                | 74                                   | 268                             | 365                             |
| Raffle and other<br>activities        | -                            | 2   | 4                                  | 2                                    | 8                               | 13                              |
|                                       | <b>5</b>                     | <b>84</b>   | <b>111</b>                         | <b>76</b>                            | <b>276</b>                      | <b>378</b>                      |
|                                       | <b>35</b>                    | <b>590</b>  | <b>272</b>                         | <b>536</b>                           | <b>1,433</b>                    | <b>2,004</b>                    |

**Mind (The National Association for Mental Health)**

**Notes to the financial statements (continued)**

**Year ended 31 March 2015**

**9. Staff costs**

|   | <b>Group</b>  |               |
|---|---------------|---------------|
|   | <b>2015</b>   | <b>2014</b>   |
|   | <b>£'000</b>  | <b>£'000</b>  |
| Wages and salaries                                  | 11,928        | 10,836        |
| Social security costs                               | 1,107         | 910           |
| Other pension contributions                         | 833           | 686           |
|   | <u>13,868</u> | <u>12,432</u> |
| Other pension contributions are made up as follows: |               |               |
| Mind defined benefit scheme related costs           | 59            | 64            |
| Mind defined contribution scheme                    | 711           | 570           |
| Minds Matter defined contribution schemes           | 63            | 52            |
|   | <u>833</u>    | <u>686</u>    |

See note 23 for more information on the pension schemes.

|   | <b>2015</b>   | <b>2014</b>   |
|---|---------------|---------------|
|   | <b>Number</b> | <b>Number</b> |
| The average number of full time equivalent employees during the year was: |               |               |
| Shops   | 290           | 274           |
| Staying well  | 5             | 5             |
| Empowering choice   | 33            | 36            |
| Improving services and support  | 30            | 31            |
| Enabling social participation   | 67            | 64            |
| Removing inequality of opportunity  | 8             | 7             |
| Income generation, support and governance                                 | 49            | 43            |
|   | <u>482</u>    | <u>460</u>    |

**Higher paid employees**

The number of employees whose emoluments for the year fell within the following bands were:

|                      |          |          |
|----------------------|----------|----------|
| £60,000 to £69,999   | -        | 1        |
| £70,000 to £79,999   | 1        | 3        |
| £80,000 to £89,999   | 5        | 1        |
| £100,000 to £109,999 | -        | 1        |
| £110,000 to £119,999 | 1        | -        |
|                      | <u>1</u> | <u>1</u> |

Emoluments include salary and taxable benefits but do not include employer's pension contributions or employer's national insurance. The highest paid employee was the Chief Executive.

**Mind (The National Association for Mental Health)**

**Notes to the financial statements (continued)**

**Year ended 31 March 2015**

| <b>9. Staff costs (continued)</b>  | <b>Group</b>  |               |
|--|---------------|---------------|
|  | <b>2015</b>   | <b>2014</b>   |
|  | <b>£'000</b>  | <b>£'000</b>  |
| Total employer contribution paid to the pension scheme for the above higher paid employees | 52            | 37            |
|  | <u>52</u>     | <u>37</u>     |
| <br>   |               |               |
| <b>10. Governance costs</b>  | <b>2015</b>   | <b>2014</b>   |
|  | <b>£'000</b>  | <b>£'000</b>  |
| Membership and committees  | 18            | 20            |
| External audit costs for the charity   | 19            | 21            |
| Internal audit   | 12            | 10            |
| Management support costs   | 90            | 86            |
|  | <u>139</u>    | <u>137</u>    |
|  | <u>139</u>    | <u>137</u>    |
| <br>   |               |               |
| <b>11. Council of Management emoluments and reimbursed expenses</b>                        | <b>2015</b>   | <b>2014</b>   |
|  | <b>£'000</b>  | <b>£'000</b>  |
| Total expenses relating to travel and subsistence  | 5             | 7             |
|  | <u>5</u>      | <u>7</u>      |
|  | <u>5</u>      | <u>7</u>      |
|  | <b>Number</b> | <b>Number</b> |
| Number of trustees reimbursed  | 9             | 12            |
| Number of trustees in office at some time during the year                                  | 14            | 16            |
|  | <u>14</u>     | <u>16</u>     |
|  | <u>14</u>     | <u>16</u>     |
| <br>   |               |               |
| <b>Trustee remuneration</b>  |               |               |
| No remuneration has been paid to trustees in the year.                                     |               |               |
| <br>   |               |               |
| Related party transactions   |               |               |
| Mind does not have any related party transactions to disclose under FRS 8.                 |               |               |
| <br>   |               |               |
| <b>12. Net movement in funds</b>   | <b>2015</b>   | <b>2014</b>   |
|  | <b>£'000</b>  | <b>£'000</b>  |
| <b>Net movement in funds is stated after charging:</b>                                     |               |               |
| Depreciation   | 599           | 553           |
| <br>   |               |               |
| <b>Auditors' remuneration</b>  |               |               |
| External audit   | 26            | 28            |
| Tax services   | 4             | 3             |
| Internal audit   | 12            | 10            |
| Operating lease: land and buildings  | 2,925         | 2,621         |
| Operating lease: equipment and motor vehicles  | 50            | 44            |
|  | <u>2,981</u>  | <u>2,636</u>  |
|  | <u>2,981</u>  | <u>2,636</u>  |



**Mind (The National Association for Mental Health)**

**Notes to the financial statements (continued)**

**Year ended 31 March 2015**

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**13. Results from trading subsidiary, Minds Matter (Trading Activities) Ltd**

For full financial results for the charity shops see note 3.

|   | <b>2015</b>   | <b>2014</b>  |
|---|---------------|--------------|
|   | <b>£'000</b>  | <b>£'000</b> |
| Turnover                                    |               |              |
| Cost of sales                               | 11,425        | 10,907       |
|   | (1,219)       | (1,281)      |
| <b>Gross profit</b>                         | <u>10,206</u> | <u>9,626</u> |
| Other operating income                      |               |              |
| Operating expenses and administration costs | 840           | 786          |
| Interest receivable                         | (9,611)       | (9,093)      |
|   | 3             | 3            |
| Profit for the year                         | <u>1,438</u>  | <u>1,322</u> |
| Gift aid payable to Mind                    |               |              |
| Taxation                                    | (1,438)       | (1,322)      |
|   | -             | -            |
| Profit for the year                         | <u>-</u>      | <u>-</u>     |
|   | <u>-</u>      | <u>-</u>     |

Mind (The National Association for Mental Health)

Notes to the financial statements (continued)

Year ended 31 March 2015

14. Tangible fixed assets

| Group                    | Freehold properties<br>£'000 | Long leasehold properties<br>£'000 | Short-term leasehold properties<br>£'000 | Furniture, Equipment and vehicles<br>£'000 | Total<br>£'000 |
|--------------------------|------------------------------|------------------------------------|--|--|----------------|
| <b>Cost</b>              |                              |                                    |  |  |                |
| At 1 April 2014          | 219                          | 1,438                              | 384                                      | 5,757                                      | 7,798          |
| Additions at cost        | -                            | -                                  | 17                                       | 668  | 685            |
| Disposals                | -                            | -                                  | (5)                                      | (133)                                      | (138)          |
| <b>At 31 March 2015</b>  | <b>219</b>                   | <b>1,438</b>                       | <b>396</b>                               | <b>6,292</b>                               | <b>8,345</b>   |
| <b>Depreciation</b>      |                              |                                    |  |  |                |
| At 1 April 2014          | 54                           | 504                                | 301                                      | 3,869                                      | 4,728          |
| Charge for year          | 4                            | 30                                 | 15                                       | 550  | 599            |
| Disposals                | -                            | -                                  | (5)                                      | (133)                                      | (138)          |
| <b>At 31 March 2015</b>  | <b>58</b>                    | <b>534</b>                         | <b>311</b>                               | <b>4,286</b>                               | <b>5,189</b>   |
| <b>Net book value</b>    |                              |                                    |  |  |                |
| At 31 March 2015         | <b>161</b>                   | <b>904</b>                         | <b>85</b>                                | <b>2,006</b>                               | <b>3,156</b>   |
| At 31 March 2014         | <b>165</b>                   | <b>934</b>                         | <b>83</b>                                | <b>1,888</b>                               | <b>3,070</b>   |
| <b>Mind charity only</b> |                              |                                    |  |  |                |
| <b>Cost</b>              |                              |                                    |  |  |                |
| At 1 April 2014          | 219                          | 1,438                              | 370                                      | 5,409                                      | 7,436          |
| Additions at cost        | -                            | -                                  | 17                                       | 668  | 685            |
| Disposals                | -                            | -                                  | (4)                                      | (133)                                      | (137)          |
| <b>At 31 March 2015</b>  | <b>219</b>                   | <b>1,438</b>                       | <b>383</b>                               | <b>5,944</b>                               | <b>7,984</b>   |
| <b>Depreciation</b>      |                              |                                    |  |  |                |
| At 1 April 2014          | 54                           | 504                                | 287                                      | 3,521                                      | 4,366          |
| Charge for year          | 4                            | 30                                 | 15                                       | 550  | 599            |
| Disposals                | -                            | -                                  | (4)                                      | (133)                                      | (137)          |
| <b>At 31 March 2015</b>  | <b>58</b>                    | <b>534</b>                         | <b>298</b>                               | <b>3,938</b>                               | <b>4,828</b>   |
| <b>Net book value</b>    |                              |                                    |  |  |                |
| At 31 March 2015         | <b>161</b>                   | <b>904</b>                         | <b>85</b>                                | <b>2,006</b>                               | <b>3,156</b>   |
| At 31 March 2014         | <b>165</b>                   | <b>934</b>                         | <b>83</b>                                | <b>1,888</b>                               | <b>3,070</b>   |

**Mind (The National Association for Mental Health)**

**Notes to the financial statements (continued)**

**Year ended 31 March 2015**

| <b>15. Investments</b>                              | <b>2015</b>         | <b>2014</b>         |
|---|---------------------|---------------------|
|   | <b>£'000</b>        | <b>£'000</b>        |
| The following movements took place during the year: |                     |                     |
| Market value brought forward                        | 4,759               | 4,145               |
| Disposals of investments                            | (4,850)             | (1,456)             |
| Additions to investment at cost                     | 4,909               | 2,069               |
|   | <u>4,818</u>        | <u>4,758</u>        |
| Net unrealised gain on revaluation                  | 465                 | 1                   |
|   | <u>4,818</u>        | <u>4,759</u>        |
| <b>Market value carried forward</b>                 | <b><u>5,283</u></b> | <b><u>4,759</u></b> |

The investment portfolio is divided into the following classes and geographic regions:

|                             | <b>2015</b>         | <b>2014</b>         |
|-----------------------------|---------------------|---------------------|
|                             | <b>£'000</b>        | <b>£'000</b>        |
| UK bonds                    | 637                 | 289                 |
| UK equities                 | 1,074               | 1,529               |
| Other                       | 855                 | 563                 |
|                             | <u>2,566</u>        | <u>2,381</u>        |
| Total UK                    | 2,566               | 2,381               |
| Overseas equities and bonds | 2,717               | 2,378               |
|                             | <u>5,283</u>        | <u>4,759</u>        |
|                             | <b><u>5,283</u></b> | <b><u>4,759</u></b> |

The only investment representing >5% of the investment portfolio is the Charities property Fund with a market value at 31 March 2015 of £356,000

| <b>16. Debtors</b>                     | <b>Group</b>        |                     | <b>Mind</b>         |                     |
|--|---------------------|---------------------|---------------------|---------------------|
|  | <b>2015</b>         | <b>2014</b>         | <b>2015</b>         | <b>2014</b>         |
|  | <b>£'000</b>        | <b>£'000</b>        | <b>£'000</b>        | <b>£'000</b>        |
| Amount due from subsidiary undertaking | -                   | -                   | 986                 | 1,142               |
| Other debtors                          | 146                 | 155                 | 135                 | 145                 |
| Prepayments                            | 3,514               | 3,406               | 2,843               | 2,722               |
| Accrued income                         | 2,011               | 1,320               | 1,470               | 1,046               |
|  | <u>5,671</u>        | <u>4,881</u>        | <u>5,434</u>        | <u>5,055</u>        |
|  | <b><u>5,671</u></b> | <b><u>4,881</u></b> | <b><u>5,434</u></b> | <b><u>5,055</u></b> |

## Mind (The National Association for Mental Health)

### Notes to the financial statements (continued)

Year ended 31 March 2015

| 17. Creditors: amounts falling due within one year | Group         |               | Mind          |               |
|--|---------------|---------------|---------------|---------------|
|  | 2015<br>£'000 | 2014<br>£'000 | 2015<br>£'000 | 2014<br>£'000 |
| Trade creditors                                    | 305           | 803           | 113           | 751           |
| Other creditors                                    | 204           | 104           | 203           | 104           |
| Income tax and social security                     | 284           | 276           | 210           | 186           |
| Other taxes  | 3             | 3             | -             | -             |
| Grants payable                                     | 1,951         | 912           | 1,951         | 912           |
| Accruals   | 1,823         | 974           | 1,476         | 624           |
| Deferred income                                    | 765           | 579           | 761           | 582           |
|  | <u>5,335</u>  | <u>3,651</u>  | <u>4,714</u>  | <u>3,159</u>  |

#### Provisions

|                        | Group         |               | Mind          |               |
|------------------------|---------------|---------------|---------------|---------------|
|                        | 2015<br>£'000 | 2014<br>£'000 | 2015<br>£'000 | 2014<br>£'000 |
| Pension                | 1,140         | 842           | 1,140         | 842           |
| Historical Involvement | 1,700         | -             | 1,700         | -             |
|                        | <u>2,840</u>  | <u>842</u>    | <u>2,840</u>  | <u>842</u>    |

Mind was involved in the running of two schools during the 1970s and 1980s, which cared for children and young people. Since then, instances of abuse at these schools have come to light and claims for compensation have been made against Mind. Mind is working with the claimants, former governors and insurers to resolve these claims.

The Trustees have considered the value of current and potential claims and believe it is prudent to make a provision of £1.7m in the accounts. This provision includes some sums which may be recoverable from insurers. The majority of the provision is expected to be paid out within the next two to three years and is based on actual outcomes known to date.

**Mind (The National Association for Mental Health)**

**Notes to the financial statements (continued)**

**Year ended 31 March 2015**

| 18. Restricted funds by activity     | Balance at<br>1 April 2014<br>£'000 | Incoming<br>Resources<br>£'000 | Resources<br>Expended<br>£'000 | Balance at<br>31 March 2015<br>£'000 |
|--------------------------------------|-------------------------------------|--------------------------------|--------------------------------|--------------------------------------|
| Time to Change Phase 2               | -                                   | 4,530                          | (4,184)                        | 346                                  |
| Time to Change Wellbeing 2           | 57                                  | 1,491                          | (1,486)                        | 62                                   |
| Time to Change Wales                 | 154                                 | 348                            | (502)                          | -                                    |
| Time to Change Wales<br>Phase 2      | -                                   | 58                             | (58)                           | -                                    |
| Mental Health Professionals          | -                                   | 93                             | -                              | 93                                   |
| Ecominds                             | 9                                   | 67                             | (76)                           | -                                    |
| Mind Cymru                           | -                                   | 286                            | (286)                          | -                                    |
| Mental Health First Aid              | 63                                  | 32                             | (61)                           | 34                                   |
| Peer Support for All                 | -                                   | 400                            | (48)                           | 352                                  |
| Elefriends mobile app                | 55                                  | 44                             | (19)                           | 80                                   |
| Two in Mind                          | 8                                   | 73                             | (79)                           | 2                                    |
| VSIP service transformation          | 50                                  | 153                            | (163)                          | 40                                   |
| Sport England                        | -                                   | 816                            | (816)                          | -                                    |
| Crisis care concordat                | 76                                  | -                              | (76)                           | -                                    |
| Carers Booklet                       | 141                                 | 244                            | (300)                          | 85                                   |
| Blue Light Programme                 | -                                   | 1,622                          | (1,409)                        | 213                                  |
| Debt Prevention                      | -                                   | 144                            | (140)                          | 4                                    |
| Other                                | 300                                 | 411                            | (405)                          | 306                                  |
| <b>Mind restricted funds</b>         | <b>913</b>                          | <b>10,812</b>                  | <b>(10,108)</b>                | <b>1,617</b>                         |
| <b>The Elliott Charity</b>           | 40                                  | -                              | -                              | 40                                   |
| Mary Hemingway Rees<br>Memorial Fund | 15                                  | -                              | -                              | 15                                   |
| <b>Group restricted funds</b>        | <b>968</b>                          | <b>10,812</b>                  | <b>(10,108)</b>                | <b>1,672</b>                         |

Restricted grants are received from a variety of sources including government, trusts and foundations and are for a variety of purposes that help us to achieve our strategic goals.

Time to Change Phase 2, a partnership between Mind and Rethink Mental Illness, was launched in October 2011 with funding from the Department of Health and Comic Relief. The programme aims to end mental health stigma and discrimination through large social marketing campaign bursts, community events and training and support for individuals and organisations.

Time to Change Wellbeing 2 funding was awarded by the Big Lottery Fund in June 2013 to increase Time to Change's work to end mental health stigma and discrimination including focused work with African and Caribbean communities.

**18. Restricted funds by activity (continued)**

Time to change Wales is a Wales wide programme, which was launched in February 2015 to challenge stigma and discrimination associated with mental illness. The current programme is funded by the Welsh Government and Comic Relief until December 2017.

NHS England is funding our work with Mental Health Professional including social marketing campaigns, evaluation and research to reduce stigma and discrimination linked to mental health. The work is expected to start in April 2015.

Ecominds is a grant giving project funded by the Big Lottery Fund's Changing Spaces programme. It provides grants to community environmental projects involving mental health service users. Funding for this programme ended in 2014-15.

A significant part of Mind Cymru's core work including policy development, enabling local support and removing inequality is funded by the Welsh Government.

The Mental Health First Aid project is funded by the Public Health Wales. The fund is used to train instructors to deliver courses in Wales on approaches to help people with mental health issues.

Peer Support for All is funded by the Big Lottery Fund. The programme aims to work in partnership with a wide range of organisations to deliver peer support, build an evidence base to support future delivery and promote peer support to commissioners and people with mental health problems.

Elefriends (Elefriends.org.uk) is our social network, open to anyone struggling with their mental health. The Elefriends iPhone and Android mobile apps will empower members of the community to get support on the go, whenever they need it. The app's development will be led by the 'Elefriends' through design workshops and on and offline testing.

Two in Mind' is a perinatal mental health project based in Wales to provide early intervention resources, training and raise awareness for families at this critical time of transition into parenthood. Two in Mind is funded by the Welsh Government. It started in August 2013 and expected to end in July 2017.

VSIP service transformation is Mind's co-morbidity work funded by the Department of Health's VSIP fund. The programme is testing an approach to building resilience amongst people with long term health conditions, specifically diabetes and heart disease. The project works in conjunction with Diabetes UK and the British Heart Foundation and two local Minds, Birmingham and Manchester.

Sport England is funded by the Sport England's Get Set to Go programme. The project aims to improve the lives of 75,000 people with mental health problems through access to sport in their local communities. The programme delivery is via eight local Minds, a national communication campaign and a sport specific extension to our online peer support platform, Elefriends.

Crisis Care Concordat is an England-wide initiative aimed to improve mental health crisis care services. Mind is one of the 22 national signatories to the Concordat and has been contracted since February 2014 by the Department of Health to support local implementation of the Concordat.

## Mind (The National Association for Mental Health)

### Notes to the financial statements (continued)

Year ended 31 March 2015

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#### 18. Restricted funds by activity (continued)

Mind's Infoline supports members of the public with information on a range of mental health topics including types of mental health problems, where to get help, medication and alternative treatments and advocacy. The Infoline can be contacted by phone, email, text or letter. The Infoline text service is a two year pilot for Mind's Infoline, enabling people who want access to mental health information and support to send their query by text message.

Carers Booklet is one of a number of information booklets provided by Mind. Mind researches, writes and publishes information booklets on a variety of mental health topics. These booklets are provided free-of-charge to Mind Shops and local Minds and are distributed onwards to local Mind service users and members of the public.

Blue Light Programme is an England wide programme, which was launched in March 2015 to improve the mental health and wellbeing of emergency service staff and volunteers. The programme is funded by the Cabinet Office from its LIBOR related fund.

Debt Prevention provides funding for four local Minds to deliver interventions that work with individuals with mental health problems who are at risk of developing issues relating to debt. Delivery is via group work, peer support and information provision. The project is funded by the Thames Water Trust.

| <b>19. Designated funds</b> | <b>At 1 April<br/>2014<br/>£'000</b> | <b>New<br/>Designations<br/>£'000</b> | <b>At 31 March<br/>2015<br/>£'000</b> |
|-----------------------------|--------------------------------------|---------------------------------------|---------------------------------------|
| Fixed asset fund            | 3,070                                | 86                                    | 3,156                                 |
|                             | <u>3,070</u>                         | <u>86</u>                             | <u>3,156</u>                          |

The fixed asset fund is utilised over its economic life in accordance with our depreciation policy (see note 1).

## Mind (The National Association for Mental Health)

### Notes to the financial statements (continued)

Year ended 31 March 2015

| 20. Analysis of group net assets                              | Unrestricted<br>Funds<br>£'000 | Restricted<br>Funds<br>£'000 | Total<br>Funds<br>£'000 |
|---|--------------------------------|------------------------------|-------------------------|
| <b>Fund balances at 31 March 2015<br/>are represented by:</b> |                                |                              |                         |
| Tangible fixed assets   | 3,156                          | -                            | 3,156                   |
| Investments   | 5,283                          | -                            | 5,283                   |
| Current assets  | 6,657                          | 3,908                        | 10,565                  |
| Current liabilities   | (3,099)                        | (2,236)                      | (5,335)                 |
| Liabilities after 1 year                                      | (1,700)                        | -                            | (1,700)                 |
| Pension Deficit   | (1,140)                        | -                            | (1,140)                 |
|   | <u>9,157</u>                   | <u>1,672</u>                 | <u>10,829</u>           |

### 21. Investment in subsidiary undertakings

| Name of subsidiary                    | Holding                      | Proportion of<br>voting rights |
|---------------------------------------|------------------------------|--------------------------------|
| Minds Matter (Trading Activities) Ltd | 5 ordinary shares of £1 each | 100%                           |

### 22. Share capital

The company is limited by guarantee and has no share capital. The liability of the members is limited to the sum of £1 per member.

### 23. Pension commitments

Mind operated a group personal pension scheme, and contributions are charged to expenditure in the accounting period in which they are payable. Charges in the year were £711,000 (2014: £570,000).

The trading subsidiary, Minds Matter (Trading Activities) Ltd, operates two defined contribution based pension schemes. Contributions are charged to expenditure in the accounting period in which they are payable. Charges in the year were £63,000 (2014: £52,000).

#### Defined benefit scheme

Mind operates a defined benefit scheme, which was closed for future accrual on 31 July 2002. The assets of the scheme are held by The Pensions Trust on behalf of the members and are invested on behalf of The Pensions Trust by designated Fund Managers. The scheme was not contracted out of the state second-tier of pension provision. The contributions are determined by a qualified actuary on the basis of triennial valuations using the projected unit method.



Notes to the financial statements (continued)

Year ended 31 March 2015

23. Pension commitments (continued)

The most recent formal valuation was as at 30 September 2013. The main actuarial assumptions were that the investment returns would be 4.6 per cent per annum, and that present and future pensions would increase at the rate of 2.5 per cent per annum. The valuation showed that the market value of the scheme's assets was £7,559,000 and that this fund value was less than the benefits that had accrued to members, after allowing for expected future increases in earnings. The funding level was 80 per cent.

The deficiency will be made up by payments over the expected future working lifetime of the current members, which together with scheme expenses requires employers' contributions of £306,000 per annum until April 2015 when the contribution level will go up to £348,000. This payment is paid monthly and will be made over ten years to eliminate the deficit.

The Mind defined benefit pension scheme was professionally valued as at 31 March 2015 in accordance with the accounting standard FRS17 as follows:

| <b>Net pension deficit at 31 March:</b> | <b>2015</b>           | <b>2014</b>         |
|---|-----------------------|---------------------|
|   | <b>£'000</b>          | <b>£'000</b>        |
| Market value of scheme assets           | 9,012                 | 7,811               |
| Present value of scheme liabilities     | (10,152)              | (8,653)             |
|   | <u><b>(1,140)</b></u> | <u><b>(842)</b></u> |

| <b>Asset</b> | <b>2015</b>                                 |                        | <b>2014</b>                                 |                        |
|--------------|---|------------------------|---|------------------------|
|              | <b>Expected rate<br/>Of return<br/>% pa</b> | <b>Value<br/>£'000</b> | <b>Expected rate<br/>of return<br/>% pa</b> | <b>Value<br/>£'000</b> |
| Equities     | 7.50  | 2,664                  | 7.00  | 2,329                  |
| Bonds        | 3.85  | 5,659                  | 3.40  | 4,920                  |
| Property     | 6.50  | 592                    | 6.00  | 527                    |
| Other        | 0.50  | 97                     | 0.50  | 35                     |
|              |   | <u><b>9,012</b></u>    |   | <u><b>7,811</b></u>    |

| <b>Actuarial assumptions used:</b> | <b>2015</b> | <b>2014</b> |
|------------------------------------|-------------|-------------|
|                                    | <b>% pa</b> | <b>% pa</b> |
| Rate of increase of pensions       | 2.0         | 2.4         |
| Discount rate                      | 3.1         | 4.4         |
| Retail price inflation             | 3.0         | 3.3         |
| Deferred pension revaluation       | -           | 5.0         |

## Mind (The National Association for Mental Health)

### Notes to the financial statements (continued)

Year ended 31 March 2015

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#### 23. Pension commitments (continued)

The following amounts have been recognised in the financial statements under the requirements of FRS17:

|  | <b>2015</b>       | <b>2014</b>       |
|--|-------------------|-------------------|
|  | <b>£'000</b>      | <b>£'000</b>      |
| <b>Amount charged to functional cost categories</b>                                      |                   |                   |
| Current service cost   | (59)              | (64)              |
| Interest cost  | (374)             | (372)             |
| Expected return on assets  | 397               | 354               |
|  | <u>          </u> | <u>          </u> |
| <b>Net amount charged to expenditure</b>   | <b>(36)</b>       | <b>(82)</b>       |
|  | <u>          </u> | <u>          </u> |
| <b>Actuarial gains/(losses)</b>  |                   |                   |
| Gain/(loss) on assets  | 850               | (163)             |
| Gain/(loss) arising on Scheme Liabilities  | -                 | (26)              |
| Gain/(loss) on change of assumptions   | (1,433)           | 76                |
|  | <u>          </u> | <u>          </u> |
| <b>Actuarial gain/(loss) credited/(charged) to the Statement of Financial Activities</b> | <b>(583)</b>      | <b>(113)</b>      |
|  | <u>          </u> | <u>          </u> |
| <b>Analysis of movement in deficit</b>   |                   |                   |
|  | <b>2015</b>       | <b>2014</b>       |
|  | <b>£'000</b>      | <b>£'000</b>      |
| Deficit at the beginning of year   | (842)             | (961)             |
| <b>Movement in year :</b>  |                   |                   |
| Current service cost   | (59)              | (64)              |
| Contributions paid by charity  | 321               | 314               |
| Other finance income   | 23                | (18)              |
| Actuarial gain/(loss)  | (583)             | (113)             |
|  | <u>          </u> | <u>          </u> |
| <b>Deficit at end of the year</b>  | <b>(1,140)</b>    | <b>(842)</b>      |
|  | <u>          </u> | <u>          </u> |

Mind (The National Association for Mental Health)

Notes to the financial statements (continued)

Year ended 31 March 2015

|   |              |              |
|---|--------------|--------------|
| <b>23. Pension commitments (continued)</b>                                    | <b>2015</b>  | <b>2014</b>  |
|   | <b>£'000</b> | <b>£'000</b> |
| <b>Recognised gains/(losses)</b>  |              |              |
| Actual return less expected return on scheme assets                           | 850          | (163)        |
| Experience gains/(losses) arising on the scheme liabilities                   | -            | (26)         |
| Changes in assumptions underlying the present value of the scheme liabilities | (1,433)      | 76           |
|   | <u>(583)</u> | <u>(113)</u> |
| <b>Actuarial gain/(loss) charged to Statement of Financial Activities</b>     | <b>(583)</b> | <b>(113)</b> |

|  |              |              |              |              |              |
|--|--------------|--------------|--------------|--------------|--------------|
| <b>History of experience gains and (losses)</b>                        | <b>2015</b>  | <b>2014</b>  | <b>2013</b>  | <b>2012</b>  | <b>2011</b>  |
|  | <b>£'000</b> | <b>£'000</b> | <b>£'000</b> | <b>£'000</b> | <b>£'000</b> |
| <b>Difference between expected and actual return on scheme assets:</b> |              |              |              |              |              |
| Amount   | 850          | (163)        | 464          | 296          | 37           |
| % of scheme assets   | 9.4          | (2.1)        | 6.1          | 4.4          | 0.6          |
| <b>Experience gains/(losses) on scheme liabilities</b>                 |              |              |              |              |              |
| Amount   | -            | (26)         | -            | -            | 336          |
| % of scheme assets   | -            | (0.3)        | -            | -            | (5.5)        |
| <b>Total actuarial gain/(losses) recognised</b>                        |              |              |              |              |              |
| Amount   | (583)        | (113)        | 2            | (285)        | 1,022        |
| % of scheme liabilities  | 5.7          | 1.3          | 0.0          | 3.6          | 14.2         |

|   |                     |                     |                     |                     |
|---|---------------------|---------------------|---------------------|---------------------|
| <b>24. Operating lease commitments</b>              | <b>2015</b>         |                     | <b>2014</b>         |                     |
|   | <b>Group</b>        | <b>Mind</b>         | <b>Group</b>        | <b>Mind</b>         |
|   | <b>£'000</b>        | <b>£'000</b>        | <b>£'000</b>        | <b>£'000</b>        |
| <b>Land and buildings</b>                           |                     |                     |                     |                     |
| Annual commitments under operating leases expiring: |                     |                     |                     |                     |
| Within one year                                     | 92                  | 92                  | 49                  | 49                  |
| In the second to fifth year                         | 958                 | 958                 | 1,085               | 1,085               |
| After five years                                    | 1,494               | 1,494               | 1,315               | 1,315               |
|   | <u>2,544</u>        | <u>2,544</u>        | <u>2,449</u>        | <u>2,449</u>        |
|   | <u><u>2,544</u></u> | <u><u>2,544</u></u> | <u><u>2,449</u></u> | <u><u>2,449</u></u> |

24. Operating lease commitments (continued)

|   | 2015           |               | 2014           |               |
|---|----------------|---------------|----------------|---------------|
|   | Group<br>£'000 | Mind<br>£'000 | Group<br>£'000 | Mind<br>£'000 |
| <b>Equipment and motor vehicles</b>                 |                |               |                |               |
| Annual commitments under operating leases expiring: |                |               |                |               |
| Within one year                                     | 10             | -             | 11             | -             |
| In the second to fifth year                         | 62             | 49            | 63             | 48            |
| After five years                                    | -              | -             | -              | -             |
|   | <u>72</u>      | <u>49</u>     | <u>74</u>      | <u>48</u>     |

25. Grants and other distributions to institutions

|                                       | 2015                    |                | 2014           |                |
|---------------------------------------|-------------------------|----------------|----------------|----------------|
|                                       | Local<br>Minds<br>£'000 | Other<br>£'000 | Total<br>£'000 | Total<br>£'000 |
| <b>Grants</b>                         |                         |                |                |                |
| Local Mind grant fund                 | 167                     | -              | 167            | 112            |
| Local Mind distribution fund          | 196                     | -              | 196            | 191            |
| Young beginnings fund                 | 21                      | -              | 21             | 18             |
| Nasa Begum Fund                       | -                       | -              | -              | 46             |
| Local Mind reserve fund               | 103                     | -              | 103            | 72             |
| Creative therapies fund               | 36                      | -              | 36             | -              |
| Sport England                         | 760                     | -              | 760            | -              |
| Thames Water                          | 140                     | -              | 140            | -              |
| Blue Light                            | 330                     | -              | 330            | -              |
| VSIP service transformation           | 50                      | -              | 50             | -              |
| Other                                 | 40                      | 4              | 44             | -              |
|                                       | <u>1,843</u>            | <u>4</u>       | <u>1,847</u>   | <u>439</u>     |
| <b>Other distribution</b>             |                         |                |                |                |
| Time to change project distributions: |                         |                |                |                |
| Local Minds                           | -                       | -              | -              | 235            |
| Institute of Psychiatry               | -                       | 266            | 266            | 177            |
| Rethink Mental Illness                | -                       | 2,790          | 2,790          | 3,907          |
| Other                                 | -                       | 29             | 29             | 1,015          |
| Time to change Wales distributions    | -                       | 303            | 303            | 381            |
|                                       | <u>1,843</u>            | <u>3,392</u>   | <u>5,235</u>   | <u>6,154</u>   |

## Mind (The National Association for Mental Health)

### Notes to the financial statements (continued)

Year ended 31 March 2015

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#### 25. Grants and other distributions to institutions (continued)

Grants and distributions made in the 2015 financial year varied from £1,000 to £150,000 and were made to the following institutions:

##### Local Mind grant fund

Andover Mind  
City & Hackney Mind  
Coastal West Sussex Mind  
Herts Mind Network  
Manchester Mind  
Merthyr and the Valleys Mind

Mind in Bexley  
Mind in Harrow  
Norwich Mind  
South Lakeland Mind  
Tameside, Oldham, Glossop Mind  
Westminster Mind

##### Local Mind distribution fund

Aberconwy Mind  
Mind in Brighton and Hove  
Bromley & Lewisham Mind  
Coastal West Sussex Mind  
Darlington Mind  
Doncaster Mind  
Hastings & Rother Mind  
Islington Mind  
Lambeth and Southwark Mind  
Maidstone Mind  
Mind in Enfield

Mind In Cambridgeshire  
Mind In Croydon  
Mind In Haringey  
Northampton & District Mind  
Richmond Borough Mind  
South East & Central Essex Mind  
Sheffield Mind  
Lambeth & Southwark Mind  
Wealden Eastbourne & Lewes Mind  
West Leicestershire Mind  
Woking Mind

##### Young beginnings fund

Dartford, Gravesham & Swanley Mind  
Mind in Suffolk  
Suffolk Mind

Tameside, Oldham, Glossop Mind  
Ynys Mon & Gwynedd Mind

##### Local Mind reserve fund

Andover Mind  
Brent Mind  
City & Hackney Mind  
Leeds Mind

Mind Haringey  
South Lakeland Mind  
Richmond Borough Mind  
Maidstone Mind

**25. Grants and other distributions to institutions (continued)**

**Time to change**

Institute of Psychiatry  
Rethink Mental Illness  
MindOut

**Time to change Wales**

Gofal Social Marketing Strand  
Hafal Training Strand

**26. The Elliott Charity**

Mind is Trustee for the Elliot Charity. The figures below have been included in the consolidated accounts in restricted funds.

|                            | <b>2015</b><br><b>£'000</b> | <b>2014</b><br><b>£'000</b> |
|----------------------------|-----------------------------|-----------------------------|
| <b>Net assets</b>          |                             |                             |
| Cash at bank               | 40                          | 39                          |
|                            | <u>40</u>                   | <u>39</u>                   |
| <b>Funds</b>               |                             |                             |
| Balance at 1 April         | 40                          | 39                          |
| Income/(expenditure)       | -                           | 1                           |
|                            | <u>40</u>                   | <u>40</u>                   |
| <b>Balance at 31 March</b> | <b>40</b>                   | <b>40</b>                   |

The charity makes grants to provide training and personal development opportunities for persons employed in the field of mental health. We are reviewing how best these funds can be used for the beneficiaries.

**27. Mary Hemingway Rees Memorial Fund**

Mind is the trustee of this Fund. The figures below have been included in the consolidated accounts in restricted funds.

|                            | <b>2015</b><br><b>£'000</b> | <b>2014</b><br><b>£'000</b> |
|----------------------------|-----------------------------|-----------------------------|
| <b>Net assets</b>          |                             |                             |
| Cash at bank               | 15                          | 15                          |
|                            | <u>15</u>                   | <u>15</u>                   |
| <b>Funds</b>               |                             |                             |
| Balance at 1 April         | 15                          | 15                          |
|                            | <u>15</u>                   | <u>15</u>                   |
| <b>Balance at 31 March</b> | <b>15</b>                   | <b>15</b>                   |

The Trust gives grants towards speaker's expenses for lectures on mental health and spiritual values usually organised by the World Federation for Mental Health as a memorial to the late Dr Mary Hemingway Rees.

**Mind (The National Association for Mental Health)**

**Advisors and supporters**

**Year ended 31 March 2015**

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**Auditors**

Crowe Clark Whitehill LLP  
St Bride's House  
10 Salisbury Square  
London EC4Y 8EH

**Principal solicitors**

Anthony Collins Solicitors  
134 Edmund Street  
Birmingham B3 2ES

**Principal bankers**

The Royal Bank of Scotland  
9<sup>th</sup> Floor, 280 Bishopsgate  
London EC2M 4RB

**Investment managers**

Cazenove Capital Management,  
12 Moorgate,  
London, EC2R 6DA

## **Mind (The National Association for Mental Health)**

### **Advisors and supporters (continued)**

**Year ended 31 March 2015**

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#### **Supporting Mind**

Without the generous support of charitable trusts and foundations, companies, organisations and individuals, we would not be able to continue our vital work in improving the quality of life of people who experience mental distress. We would like to thank and make special mention of the following organisations, who made large grants or donations to Mind during the year, in alphabetical order:

Berwin Leighton Paisner LLP  
Big Lottery Fund  
Cabinet Office  
Comic Relief  
Deloitte LLP  
Department of Health  
Freemasons' Grand Charity  
Gabriele Telesio  
Garfield Weston Foundation  
ICAP plc  
Lankelly Chase Foundation  
MoneySuperMarket  
Northern Rock Foundation  
Penguin Random House UK  
People's Health Trust  
Secret Cinema  
Sport England  
Stavros Niarchos Foundation  
Thames Water Trust Fund  
The Guardian  
Tudor Trust  
Welsh Government  
Zurich Community Trust

#### **Ambassadors**

Mind's Ambassadors support our President by promoting our work as widely as possible and encouraging more people to support Mind. They are committed to our cause and to raising awareness of mental health problems. Our current ambassadors are listed below in alphabetical order:

Alastair Campbell  
Beverley Callard  
Clarke Carlisle  
Denise Welch  
Frankie Bridge  
Phillips Idowu  
Ruby Wax  
Stuart Semple  
Zoe Sugg