

Annual Accounts

2022 - 2023



Mental Health
Foundation





"I wear my green ribbon to put mental health out in the open and challenge stigma."



Contents

Introduction - From resolution to action	4
Trustees' report (including director's report and strategic report)	9
Financial review	45
Structure, governance & management	49
Independent auditor's report	55
Financial statements	59
Group statement of financial activities	59
Charity statement of financial activities	60
Balance sheets	61
Group statement of cash flows	62
Principal accounting policies	63
Notes to the accounts	67
Reference and administrative information	88



Introduction



MARK ROWLAND
Chief Executive

From resolution to action

First of all, I would like to acknowledge the unwavering support of individuals, communities, and organisations across the UK who have continued to support the Mental Health Foundation (MHF) over the past 12 months. It is thanks to you that we have been able to achieve so much, despite the long shadow of COVID-19, which still loomed large over individuals and communities at the start of the year.

The pandemic inflicted immeasurable damage and loss across all four UK nations, with many people bereaved and others enduring the lingering symptoms of long COVID. This took a toll on everyone's mental health, but those already living at the sharp edge of inequality and disadvantage faced even more significant hardships.

Our resolve was clear: to allocate our resources strategically and prioritise support for those whose mental health had been most severely impacted by COVID-19.

Our extensive research into the mental health impacts of the pandemic told us that people living with long term health conditions, lone parents, those from Black and minority ethnic communities, and refugees and asylum seekers were among the people most severely affected.

We not only took this evidence to decision makers, but thanks to the launch of our £2 million Covid Response Programme, also succeeded in getting projects up and running across the UK specifically to support these groups.

his year, we spent time redefining our strategy with a renewed focus on people at the highest risk of poor mental health. The four new strategic objectives give direction and specificity to our commitment to prevention and together provide a roadmap for how we can make prevention happen.

Of course, the aftermath of the pandemic is not the only pressure people are under. And again, this is affecting some groups more than others, with the cost-of-living crisis hitting those with the least the hardest. As you'll see from our Small Talk story on page 21, poverty is one of the most significant pressures faced by lone parents and this can have a major impact on their mental health.

Today, the Mental Health Foundation stands firmer than ever in our commitment to dismantle the social barriers that hinder good mental health.

And in 2023 and beyond, we will be utilising our evidence-based knowledge to make louder calls for government action to tackle discrimination, trauma and poverty and its toll on mental health.

We also took important steps to adapt our own organisation, to make it more accessible, more inclusive, and more representative.

We fulfilled our ambition to become a truly UK-wide organisation by recruiting a talented team in Belfast. Thanks to their efforts, the Mental Health Foundation is rapidly becoming a key player in the public mental health sector in Northern Ireland.

This new Belfast office joins our existing network alongside Glasgow, Cardiff, and London. And I'm pleased to say that all staff are now enjoying a hybrid working model which allows for high productivity as well as a better work/life balance and improved wellbeing.

We are also continuing to make progress on the actions identified in our Race and Diversity Review, because we know that tackling discrimination is core to our mission of preventing poor mental health. The journey is long, requiring continuous commitment, investment, and reflection. And while we haven't yet got everything right, I'm proud that the whole organisation is actively engaged in this process – as you can see on page 39.

Once again, I'd like to thank you for your continued trust in the work of the Mental Health Foundation. We will not stop until there is good mental health for all.

Sincerely,



Mark Rowland
Chief Executive

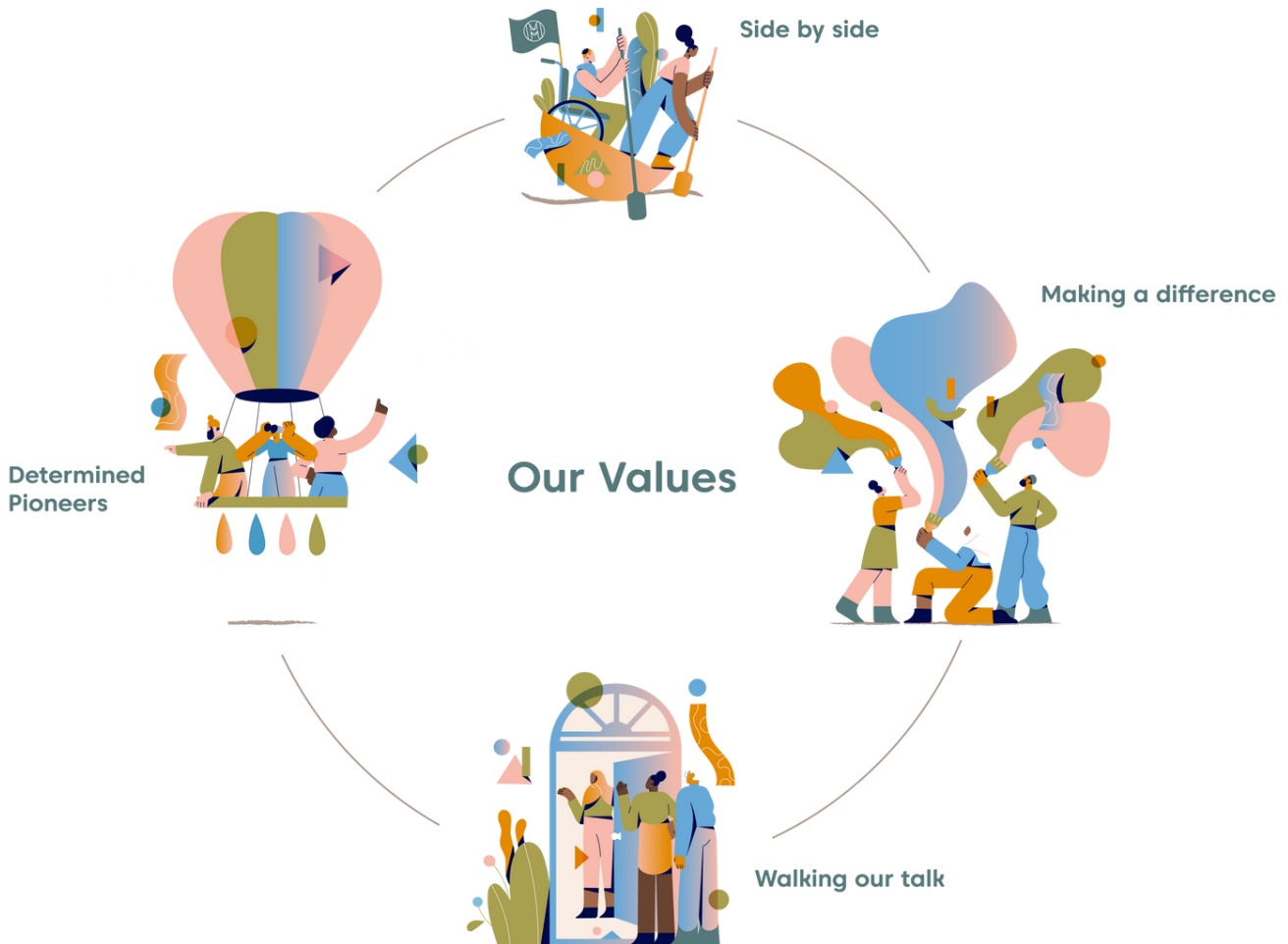


Who we are

Our vision is good mental health for all.

We work to prevent mental health problems, helping people to understand, protect and sustain their mental health. We drive change towards a mentally healthy society for all, and support communities, families and individuals to live mentally healthier lives, with a focus on those at greatest risk.

We are also the home of Mental Health Awareness Week.



Sharpening our focus on those at greatest risk

A message from our Chair of Trustees

As Mark's introduction makes clear, the past year has seen our charity emerge from the pandemic with a renewed focus on people with the greatest barriers to overcome in achieving good mental health.

Through our evolved strategy, we seek to reduce the disparity that exists between different groups in our society and ensure good mental health for all, not just the few.

We're confident that we'll be able to deliver measurable, meaningful change at scale – not just because our strategy is relevant and timely, but because it is rooted in robust evidence. Plus we know we have the operational capacity, even if it's at a stretch.

Given the challenges that lie inevitably lie ahead, it's wonderful to see that the Mental Health Foundation is not just stating its four guiding values but also living by them.

Our value of working Side by Side with others to build understanding, is clearly evident in programmes such as Small Talk (see page 19), which combines our expertise with that of seven partner organisations and the lived experience of lone parents to create a powerful web of peer support.

Similarly, our value of being Determined Pioneers, of striving for excellence in the face of difficult and complex issues, can be seen in our brilliant Being a Man (BAM) Programme (see page 21).

Also important is our value of Making a difference. This is a core feature of our policy and advocacy work (see pages 9 to 12), while our commitment to sharing evidence of what really works can be seen in programmes such as the Perthyn Project (see page 20), which is now achieving greater reach thanks to City of Sanctuary. Finally, our value of Walking the talk, of embracing diversity and prioritising the mental health of our staff and supporters can be seen in the changes we are making to our own organisation (see page 38).

In short, this has been a year of significant progress that has seen us build on the best of the Mental Health Foundation while preparing the way to make an even greater impact in the months ahead.

I would like to extend my personal thanks to everyone who has supported us along the way.

Sincerely,



Aisha Sheikh-Anene
Chair of the Board of Trustees





Our strategic objectives

Objective 1

No one living in the UK is deprived of the opportunity for good mental health as a result of social barriers.

Objective 3

Anyone who has questions about looking after their mental health and/or supporting the people around them, has confidence to seek help and advice.

Objective 2

Those at greatest risk of poor mental health receive psychosocial preventative support through a sustainable, community-based delivery model.

Objective 4

Build a Strong Foundation. The focus will be on becoming an exemplar employer that is inclusive, financially sustainable and culturally thriving.



Trustees' report

(including director's report and strategic report)

The trustees (who are also the directors of the charitable company for the purposes of company law) present their statutory report together with the consolidated financial statements of the Mental Health Foundation (the Foundation) and its subsidiary (Mental Health at Work) for the year ended 31 March 2023.

The report has been prepared in accordance with Part VIII of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 38 - 40 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The trustees confirm that they have had due regard to Charity Commission's guidance on public benefit.



Strategic objective 1

That no one living in the UK is deprived of the opportunity for good mental health as result of social barriers

At The Mental Health Foundation, our mission is to prevent mental health problems, by helping people to understand, protect, and sustain their mental health.

To achieve this, we endeavour to drive change towards a mentally healthy society for all, and to support communities, families and individuals to live mentally healthier lives, with a focus on those at greatest risk. This also means working to address disparity by striving to dismantle the social barriers that stand between people and good mental health.



Underpinning our strategic objectives through policy and advocacy

At the Mental Health Foundation, we call on the Government to do three important things: reduce the factors known to pose a risk to people's mental health, enhance those known to protect it, and create the conditions needed for people to thrive.

Our focus is on prevention. And with the right tools we know can protect and promote good mental health for everyone, at every stage of life.

We also know that those at greatest risk of mental health problems are the people most likely to experience inequality and disadvantage and that if we are to enable prevention right across our society, structural changes are essential.

That's why as well as developing evidence-based programmes, we also advocate for policies that target the root causes of mental ill-health at both a national and local government level.



Progress in England and Wales

The Online Safety Bill

While the online environment offers important opportunities for connection, it also includes some really dangerous material that can damage people's mental health, including content promoting suicide, self-harm, and eating disorders. That's why we've worked closely with MPs and members of the House of Lords to improve the Online Safety Bill.

Our evidence and policy calls for reducing access to harmful content have been cited extensively by parliamentarians during debates.

Our involvement has allowed us to push for changes to help prevent suicide, an issue which impacts all four of the priority groups identified in our strategy. And we were also successful in securing a concession on how users are empowered to control their experience online and avoid harmful content.

The Health and Care Act

After our success in influencing the Health and Care Act in 2022, we worked hard to support its implementation, by contributing extensively to the guidance for the new Integrated Care Systems it sets out to create.

Through the implementation of this act, we have a once-in-a-generation opportunity to ensure that these new systems have a focus on supporting communities' mental health and on preventing mental health problems locally.

While it's still early days, our input means that expectations on how Integrated Care Systems should support the public's mental health are already much clearer.

And we are now putting plans in place to analyse what is happening on the ground so that we can encourage local areas to adopt best practice.

This Bill represents an important opportunity to protect the public's mental health, including at-risk young people. It is now continuing its passage through Parliament, with an expected completion date in autumn 2023. We anticipate that the final version will help to create an online world that is considerably safer for people who are at risk of suicide, self-harm, and eating disorders, thanks in no small measure to our work.

The Mental Health and Wellbeing Plan

We were extremely disappointed that the Government cancelled their 10-year, cross- Government Mental Health and Wellbeing Plan.

We organised a debate in Parliament on this topic, where parliamentarians expressed their deep concern for this cancellation and how it represented a de-prioritisation of mental health.

The Government has told us that their new Major Conditions Strategy will cover some of the same ground, so we are now working to influence this. However, we remain concerned by the Government's lack of focus.

Further evidence of our influence

In 2022/23, the Mental Health Foundation fed into a number of major reports, including the Health and Social Care Select Committee on Integrated Care Systems (mentioned above) and Patricia Hewitt's review of the NHS.

Our work was also cited in MP Kim Leadbeater's report with the Fabians, Healthy Britain: A New Approach to Health and Wellbeing Policy, and the Tony Blair Institute's report, Fit for the Future: How a Healthy Population Will Unlock A Stronger Britain.



Progress in Scotland

The Mental Health and Wellbeing Strategy

In 2022/23, the Mental Health Foundation sought to influence the Scottish Government's Mental Health and Wellbeing Strategy, on its course to publication

Our Policy Team for Scotland first consulted with colleagues in our Programmes and Research teams, as well as with partners and other third sector organisations with a focus on inequality. This included organisations working with Black and minority ethnic communities, care-experienced children, and lone parents. Our views were also informed by the Diverse Experiences Advisory Panel that we host.

This consultation led to a detailed report, outlining our recommendations for the Scottish Government in regard to their Mental Health and Wellbeing Strategy and how it could better prevent mental health problems.

We also met with relevant senior civil servants in the Mental Health Directorate and the Minister for Mental Wellbeing, and also held a dedicated cross-governmental meeting. Our advocacy also extended to the Scottish Mental Health Partnership and government forums.

The resulting Mental Health and Wellbeing Strategy, published in June 2023, reflected our recommendations, both in being a cross-government strategy and in stating aspirations in three key areas: the promotion of mental health, the prevention of mental health problems, and the reduction of inequalities in relation to mental health.

The Diverse Experiences Advisory Panel (DEAP)

In 2022/23, the Mental Health Foundation also established the Diverse Experiences Advisory Panel (DEAP), in partnership with the Health and Social Care Alliance Scotland. The first meeting was held in May 2022.

DEAP brings together people from a variety of communities and backgrounds to share their perspectives. By drawing on their own lived experiences panel members help to inform Scottish Government policy, so that it can better support mental health and well-being for people and communities across Scotland.

Progress in Northern Ireland

The Northern Ireland Mental Health Strategy

In 2022/23, we sought to influence the delivery of the Northern Ireland Mental Health Strategy, in particular theme one, which focuses on promotion and prevention, and on the social determinants of mental health.

The outcome of this has been the development of a Prevention and Early Intervention Action plan, which we helped to shape through strategic engagement with the Department of Health and the Public Health Agency.

This plan has now secured £1 million in funding for the 2023/24 financial year.

We will continue to influence the delivery of the Prevention and Early Intervention Action plan through our representatives on the Strategic Steering Group and our role as Chair of the Public Mental Health Learning Network Group.



Underpinning our strategic objectives through research

We are passionate about the transformative power of mental health research and its capacity to create positive change in people's lives, communities, and workplaces.

At the Mental Health Foundation, we contribute to the mental health evidence base by undertaking original research, synthesising existing knowledge, and translating these findings to build understanding of what actually works – and to further the roll out of the most effective interventions.

We also provide evidence to support policymakers in prioritising mental health. Our research supports all our work across objectives.



Media, image, and mental health

Exploring the potential of a new image library to better represent 'good' mental health.

The media plays an important role in shaping public understanding and attitudes towards mental health. And this is especially true of social media, where we often see and interpret an image before reading the accompanying text.

At the Mental Health Foundation, we think it's important that the images used in articles about good mental health reinforce the message conveyed in the text. So, we set out to explore the potential of developing a new image library to represent good mental health in a meaningful way.

First, we conducted research to better understand the types of images being used in articles about good mental health and how people feel about them.

As part of this process, we worked closely with Our Personal Experience Network (OPEN); a diverse online community of over 3,300 adults who contribute their views and personal experiences to support our work.

147 OPEN members responded to our visual survey, sharing their views on existing images and how they might be improved. We then presented our findings at the Advanced Studies Seminar for the Philosophy and Public Mental Health Network, hosted at St Catherine's College, Oxford, contributing to exciting discussions about the relationship between art, culture, and public mental health.

We have now secured funding from Pinterest, to support the creation of our own digital image library on mental health, and research we have conducted is now being used to inform the call for image submissions.



Loneliness and mental health

Evidencing the societal changes necessary to reduce loneliness and prevent poor mental health

As part of 2022's Mental Health Awareness Week on the theme of 'loneliness', we published our All the Lonely People report, laying out the causes and consequences of loneliness in relation to mental health as well as our recommendations.

This report also shed light on the groups of people most likely to experience severe and/or enduring loneliness, including people who've been widowed, those who are unemployed, and people who identify as LGBTQIA+.

During Mental Health Awareness week, we used the findings and recommendations in this report to engage politicians and political influencers across the four nations. Our event at Westminster was attended by the Minister and the Shadow Minister for Mental Health and 32 MPs and Peers.

We also welcomed funding announcements of an additional £15 million for the Scottish Government's Communities and Wellbeing Fund, and £7 million from UK Government to support mental health in further education.

Students and wellbeing

Revealing the extent of the mental health crisis affecting young learners

In December 2022, Mental Health Foundation Scotland launched the findings of the Thriving Learners (Colleges) study; the largest study into the mental health and wellbeing of college students ever undertaken in Scotland.

In this study, which gathered over 2,000 survey responses, almost two thirds (64%) of college students reported low wellbeing and more than half (54%) cited symptoms of depression. This echoes the findings of our Thriving Learners (Universities) study in 2021, which was itself completed by over 15,000 students.

The launch event was well attended, with representatives from the Scottish Government, Colleges Scotland, Universities Scotland, NUS and FE all represented. Since then, our research team has further disseminated the findings and recommendations by presenting to cross-party groups and by contributing to a round table discussion on student poverty with the NUS and Universities Scotland.

The Scottish Government have now committed to continuing to fund university and college counsellors – a key recommendation from the study.

The impact of racial microaggressions

Investigating the impact of racial microaggressions on mental health and wellbeing at work

In 2022, Mental Health Foundation Scotland worked in partnership with partners to conduct a staff survey on experiences of racial microaggressions in the workplace.

Our partners in this were Glasgow City Health and Social Care Partnership and NHS Greater Glasgow and Clyde Mental Health Services.

We are now consolidating learning gained from the survey by conducting qualitative research with staff to understand the impact of these microaggressions on their mental health and wellbeing.

This is a vital first step to ensuring that the right policies and procedures are put in place to challenge such behaviour.

To support this, we are also in the process of gathering further insight from the Black and minority ethnic community in Glasgow.





Strategic objective 2

That those at greatest risk of poor mental health receive psychosocial preventative support through a sustainable, community-based delivery model.

Our programmes are fundamental to these efforts. And together, they encompass the following key ingredients:

- Providing information and/or education about mental health
- Developing skills and/or strategies to support people to feel more empowered and/or in control
- Increasing relational and/or social contact (i.e. building and strengthening relationships)
- Introducing an additional activity with an evidence base around positive effect on mental health
- Including a systemic focus which places individual, family, or group mental health in a broader systemic context

The programmes highlighted in this review each demonstrate up to five of these ingredients in action, while also showcasing a range of our work across the UK.



Small Talk

Enhancing support for lone parents during pregnancy and the early years

Small Talk was set up in Scotland in June 2022, in response to Mental Health Foundation research which showed that lone parents were disproportionately impacted by the COVID-19 pandemic.

Using a capacity-building approach, we worked with 20 staff and volunteers across seven partner organisations, with the aim of improving the support they offer to lone parents in the perinatal period (pregnancy through the early years).


Our role included setting up and facilitating a learning exchange and conducting a needs analysis to determine the real challenges faced by organisations in supporting lone parents. We then used peer group mentoring, delivered peer support groups, and provided training to improve staff knowledge and confidence around mental health and wellbeing. We also collaborated with our partners to write a Framework including session plans on themes such as stigma and self-care, and outlining core ingredients such as play, creativity, and inclusivity.

We also worked closely with 15 lone parents to create two short films exploring their experiences. In particular, these films looked at stigma; both in terms of being a lone parent and in having perinatal mental health problems, and how this stigma can act as a barrier to seeking help.

These films have already received hundreds of views on YouTube and we expect many more after a special screening during the 2023 Scottish Mental Health Arts Festival. They also play an essential role in the Framework as a discussion activity.

In one of these films, 20-year-old Chloe shared her story and what it was like to face postnatal depression after the birth of her son - and the value of attending a supportive group in her community.

“At the start, it was as if there was no emotion... it took me a lot to open up about my mental health... in a way I felt embarrassed. But when I spoke about it... it made sense.”



I didn't think you could get as low as you could... The group gave me a break and my own time... [Now] I'm a super mum and I never thought I could be.

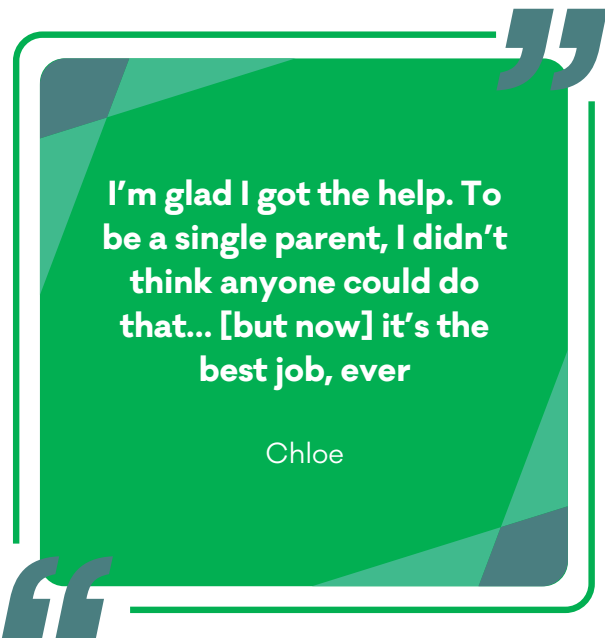
Small Talk participant, Chloe

This sense of embarrassment that Chloe felt is all too common. And this is often amplified by the negative attitudes ingrained in our society.

According to the One Parent Families Scotland report (2022), more than 7 in 10 (74%) of lone parents have experienced negative attitudes and felt stigmatised. And many face multiple stigmas.

For example, more than 4 in 10 (41%) children from single parent households are being brought up in severe poverty, and this layers stigma upon stigma.

Add mental health struggles into the mix and you can easily see why people feel overwhelmed and need practical, accessible, welcoming support.



For Chloe, being part of a supportive peer group has had a profound impact, thanks in part to better-trained and more confident staff who are empowered to do their best to help.

A lasting legacy

Of course, there are many more lone parents like Chloe across the UK who also need targeted help and support. That's why creating a forward-looking Framework was so important.

The next phase of the programme is to test the Small Talk Framework and to digitise it so it can be shared at scale. We hope to launch this in May 2024. The final version has been based on the work already undertaken plus a wider review of perinatal mental health literature conducted by our research team.

This will enable more organisations to plan and deliver peer support to lone parents and to discuss mental health and wellbeing with them in the critical perinatal period.

Crucially, using a sustainable approach means we can safely withdraw our efforts and turn to new challenges in line with our strategic ambition to reach more vulnerable families

The Perthyn Project


Tackling isolation among refugees and asylum seekers

For refugees and asylum seekers, forming supportive social bonds is especially challenging. To help address this, our Perthyn Project gives refugees and asylum seekers the chance to meet and talk about shared experiences or topics that might otherwise be difficult to broach.

It's community based, and through our partnership with City of Sanctuary it has the potential to expand throughout Wales and beyond.

Our Perthyn (Welsh for 'belonging') Project gives people seeking sanctuary a safe place to share their stories, to build friendships, and to develop a sense of belonging. The project started in Newport in 2019, with 11 women recruited and trained as peer leaders. Together, they ran two groups which met twice a month, reaching 43 women in total.

In 2020, the project was moved online in response to the Covid-19 pandemic, in partnership with REACH+ which also allowed it to scale up and reach more people in four locations across Wales.



My own experience... being able to say I am looking at this down the other end of a very long tunnel and things do get better and you can come through this... [that's] the hope part.

Peer group facilitator

We already know that the reciprocity of peer support models can increase emotional resilience and act as a preventative measure against mental health problems. And this is borne out by evaluation of this phase of the project:

Being part of this peer support group was shown to have enhanced wellbeing, reduced social isolation, and increased social support for those taking part. And the women who attended reported a deeper connection with other members as well as better support networks into their communities.

A thriving partnership

The Perthyn project is now expanding, in partnership with City of Sanctuary, to support the mental health and wellbeing of people within their networks throughout Wales - and beyond. Since this partnership began in September 2021, the project has reached over 480 people through a variety of activities involving individuals, health care providers, and community groups supporting people seeking sanctuary.

In March 2023, we gathered eight of City of Sanctuary's Sanctuary ambassadors and started six weeks of training on our Best Ever Top Tips, contextualizing them to scenarios often faced by refugees and asylum seekers.

The aim of this training was to equip these ambassadors with the skills to have conversations with people seeking sanctuary and to share their knowledge on protecting and supporting mental health and wellbeing.

We are also rolling out our evidenced-based Modeled Training Approach to training peer leaders and are training individuals with lived experience to lead peer support groups both in person and online.



Becoming a Man (BAM)

Creating safe space for boys to come together and talk openly about the issues they're facing

Official data from NHS Digital reveals that 1 in 4 young people between the ages of 17 and 19 are living with a probable mental illness; a figure that has more than doubled over the past decade. And this is driven by factors such as financial hardship, bullying, loneliness.

For young men growing up in the inner city, finding a safe space to voice their worries without fear of compromising their public or self-image is daunting and can seem almost impossible. That's why Mental Health Foundation programmes such as Becoming a Man (BAM) are so hugely important.



Becoming a Man (BAM) is a Mental Health Foundation-led programme, currently running in six secondary schools across the London boroughs of Lambeth and Islington.

Adapted from a successful programme originally designed to tackle violence and school dropouts among boys and young men in Chicago, BAM now offers a safe space for boys to come together and talk openly about what's on their mind.

In particular, they reflect on six core values: integrity, accountability, self-determination, positive anger expression, respect for womanhood, and visionary goal setting – qualities that not only 'make a man' but are also bound-up with mental health.

A BAM 'circle' is the only place many of these young people feel able to share their worries, concerns and fears; things they would otherwise bottle up inside themselves, with potentially disastrous effects on their mental health

BAM counsellor, Kohliah

A deeper understanding

According to BAM counsellor, Kohliah, this programme plays a pivotal role, not just in the here and now but in preventing future problems:

Often, those who benefit most from this programme come from really difficult home environments. This means they struggle to participate meaningfully in school life, get labelled as 'bad', and disengage further. To help counter this, BAM sessions include fun activities and challenges that build group cohesion and trust, as well as one-to-one sessions for those who want them.

This means BAM doesn't feel like an intervention. As Kohliah is keen to point out, these young people don't need to be 'fixed'. They just need to be heard and understood. And this starts with a safe place to be vulnerable; somewhere they can challenge common stigmas and taboos and explore what it really means to 'be a man'



Many of the young people I support are facing issues such as trauma, anxiety, and depression, and were it not for BAM, they might not be able to hold it together, stay on track, and stay in school.

A better path

BAM counsellors like Kohliah can give example after example of young people whose behaviour and prospects have been greatly enhanced by the programme.

They speak of young people who, instead of becoming defensive and ending up in altercations with their teachers, now know how to channel their frustration; young people who, instead of flying off the handle, now know how to hold back and explain themselves; young people who, instead of being overwhelmed by their anxiety, now feel valued and able to cope.

As Kohliah says:

"BAM can help to prevent a young person from going down a path that might sabotage their future. And what could be more important than that?"



Strategic objective 3

Anyone who has questions about looking after their mental health and/or supporting the people around them, has confidence to seek help and advice.

While our aim is to create resources to reach the whole population with useful advice and practical resources, we know that stigma and other issues can make it difficult for some people to seek support and instead they try to cope alone.



Our **best** mental health tips

Backed by research!



Underpinning our strategic objectives - through awareness raising

Raising awareness of mental health is vital to tackling stigma and to creating the kind of society that not only prevents mental health problems from developing, but also protects our mental wellbeing as a matter of course.

For too many years, people with mental health issues felt they had to suffer in silence as a result of discrimination, stigma, and shame. The Mental Health Foundation has played an important role in turning this around, by raising awareness, changing attitudes, and encouraging people to seek help.



Mental Health Awareness Week

9 - 15 May 2022

#IveBeenThere

Here are some of the ways we have continued to do this in 2022/23.

Mental Health Awareness Week

The Mental Health Foundation is proud to be the home of Mental Health Awareness Week (MHAW), which takes place every year in May.

Mental Health Awareness Week is an annual opportunity to raise awareness of mental health issues, encouraging people across the UK to think about how we can all have better mental health and take positive steps towards good wellbeing. In 2022, MHAW was themed around 'loneliness'.

While most of us know what it's like to feel lonely from time to time, for some people, that feeling is severe or long-lasting and this can have a negative effect on their mental health.

Despite feelings of loneliness being common in the UK, our research found that more than one third of UK adults (35%) would never admit to feeling lonely. That's why we wanted to open up the conversation, encourage people to share their feelings, and urge them to seek support.

Millions of people engaged with the campaign, with our animation about loneliness, voiced by Mercury Award-winning Hip-Hop artist Speech Debelle, clocking up more than 222 million online views. Many people shared their personal stories via #IveBeenThere, including celebrities such as Dame Arlene Phillips, Gail Porter, Calum Scott, Mark Watson, Fearne Cotton, and AJ and Curtis Pritchard.

This hashtag, along with #MentalHealthAwareness Week, trended throughout the week as people across the UK (and beyond) got involved in the conversation.



Together we can tackle loneliness

Our Instagram stories were also popular, with more than 414,000 views across the week, including more than 130,000 in a single day.

In addition, our tips to support people experiencing feelings of loneliness were downloaded more than 10,000 times. And our schools' pack was downloaded 7,339 times, supporting thousands of teachers to equip their students with the knowledge of what they can do if they are feeling lonely.

We hope to continue growing this campaign year on year, so that we can reach more people with information and advice to support good mental health for all.

The Scottish Mental Health Arts Festival

The Scottish Mental Health Arts Festival, designed to support and promote artists with lived experience of mental ill health, also returned to live audiences in May, for the first time since 2019.

This three-week festival, led by the Mental Health Foundation, is now in its 16th year. Our theme in 2022 was 'Gather', inspired by our desire to come together and share experiences after two years of restrictions, while also questioning what it means to gather as we enter a post-pandemic world.

The festival featured around 200 events and activities, programmed in partnership with communities across Scotland. It opened with a full-day 'Gathering' in Glasgow, culminating in an evening of film and performance pieces, commissioned during lockdown.

**SCOTTISH
MENTAL HEALTH
ARTS FESTIVAL**

**04-24 May
2022**



mhfestival.com #SMHAF22



Dundee-based writer, poet and visual artist Eilidh Morris (they/them) was one of the artists taking part. Together, with musician Johnny Threshold, their partner in the band 2 Stoned Birds, Eilidh performed a live set, including a new spoken word piece and accompanying video, 'Vessels', which was one of the works we'd commissioned.

For Eilidh, the whole experience has been a wonderful motivator and incredibly validating: "It was the first time we'd brought our music to Glasgow and the largest crowd we've played to"



wanted to be.
Not only does my creative expression fit, but it is a festival where I feel comfortable, welcome, and appreciated for my contributions."

"The opportunities and support afforded to me since we created 'Vessels' have made me feel heard, understood, and encouraged – and valued as an artist and a person."

Eilidh was also named as the overall winner at our Writing Awards, which has now been running for nine years. Their creative non-fiction piece, *The Other Side of the Door*, explores how their diagnosis of autism at age 30 has helped them to better understand their past experiences and to find renewed hope for the future.

"It was a surprise and a welcome fountain of validation when I heard my name called as the winner", says Eilidh: "I was extremely emotional and overwhelmed."

To receive these awards for my writing, something that has always been a necessary but private way of coping and processing, was an intense and appreciated moment."

They also added: "[This was] a necessary thumbs up to my inclination to share my mental health experiences, neurodivergence, and sparkling enthusiasm in an unfiltered and open way – the only way I know how. I am all the more hopeful for my creative future".

World Mental Health Day

Every October, we mark World Mental Health Day and create an opportunity for people across the UK to come together, fight stigma, and talk about mental health.

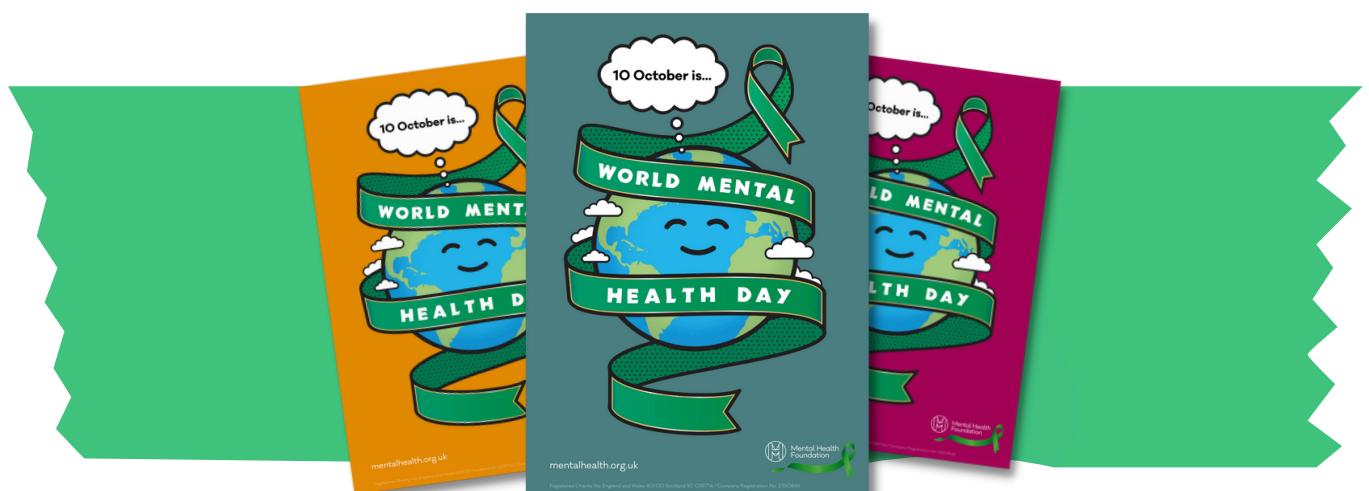
In recent years, our focus for World Mental Health Day has been on building the awareness movement around the green ribbon – the international symbol for mental health – with our #PinItForMentalHealth campaign. In 2022, we also launched an updated version of Our best mental health tips guide.

In the run up to the day, we sold over 3,400 individual green ribbon pin badges, as well as over 350 boxes of fifty badges, used by companies and organisations to raise awareness of mental health. Corporate partners including NEOM, Manolo Blahnik, and Zizzi also got involved on the day itself, raising both awareness and funds to support our work.

We also had some great results in the digital arena. Our branded World Mental Health Day assets – such as our virtual green ribbon – were downloaded over 26,000 times. The ribbon, which people can add to their own social media posts, was used over 7,000 times; that's more than 3,000 more than in the previous year. And our posters were downloaded over 16,000 times.

We were also delighted to see that over 200,000 people viewed our Instagram stories. And political figures from all four UK nations – and across the political spectrum – all shared our content or images of themselves wearing the green ribbon.

This year, we received around 100 pieces of media coverage across the UK, reaching around 1.4 million people. Many articles focused on our mental health tips, ensuring that large numbers of readers will have discovered new ways to support their own or their loved ones' mental health.



Mental Health at Work

Our not-for-profit subsidiary, Mental Health at Work (MHaW) continues to grow its impact globally, helping to open up natural conversations about mental health in the workplace, which in turn enables businesses to thrive.

In 2022/23, MHaW directly delivered corporate mental health workshops, webinars, and focus groups to over 7,500 employees, in a wide range of industry sectors, across 62 countries.

We worked with a range of organisations including Starbucks, Philips UK and Europe, Nando's, WPP, Mizuho and Anglian Water; each of whom now have increased knowledge and greater skills to manage mental health and drive prevention in the workplace.

Several new multi-national employers also came on board, including Hitachi, Haas F1 Team, Jury's Inn, and Open Health. While new UK-based clients included Worcester Bosch, Avon Protection, Guys & St Thomas' NHS Foundation Trust, and Independent Assessment Services.

As well as delivering the three established core workshops - Understanding Mental Health, MHaW Manage[®], and MHaW Allies[®] - Mental Health at Work also developed two new workshops around Organisational Resilience and Workplace Conversations.

A further two new product streams were launched in response to client feedback and market analysis:

- Mental Health at Work Coaching - was established for individuals, offering one-to-one support for leaders who are responsible for managing any aspect of the mental health agenda within their organisation
- Mental Health at Work Consultancy - now offers organisations an independent review of workplace mental health within their company. This includes ways of identifying opportunities for further progress and establishing metrics for measuring success.

Initial clients have included international law firm Clyde & Co and the UK rail industry (in a joint project with Samaritans), also involving GWR, and Department for Transport. This has the potential to significantly impact the working lives of employees in the rail and transport sectors

MENTAL
HEALTH
at WORK





Strategic objective 4

Build a Strong Foundation

The focus will be on becoming an exemplar employer that is inclusive, financially sustainable and culturally thriving



Our fundraising efforts and success stories

We would like to thank every individual, company, Trust and Foundation for every pound they have raised or donated to support our work. Every gift or grant helps to tip the balance in favour of a world with good mental health for all.

Here's an insight into how you have helped in 2022/23

Through campaigns...

As well as raising awareness of mental health and the profile of our charity, Mental Health Awareness Week is also beneficial to our fundraising efforts.

During the 2022 campaign we sold more than 30,000 Green Ribbons raising over £50,000. In addition, almost 13,000 people expressed an interest in our new 80 miles in May challenge event, which went on to raise an impressive £63,700 in total.

We were also pleased to receive enquiries from more than 50 companies and organisations who are interested in partnering with us as part of future Mental Health Awareness Weeks.



Through events...

In the 2022 London Marathon, our fantastic team of 70 runners raised a whopping £190,800 for the Mental Health Foundation.

We also piloted half-price skydives for the first time in 2022 and offered the discounted price to anyone who signed up to leap from a plane during Mental Health Awareness Week.

The initiative was successful, with 35 participants signing up to jump and collectively raising £19,000. That equates to an average of £543 each; a big improvement on our target of £395 per person. Plus most participants were first-time-fundraisers for the Mental Health Foundation.

We received some amazing feedback about the experience, not least from participant Steph, who shares here experiences below.

As a result of this success, skydiving will remain a key event in our portfolio moving forward.

Steph's skydive

How supporter Steph conquered her fears, took to the skies, and raised over £1,400 for our charity during Mental Health Awareness Week. Here she shares her motivation and experience of jumping from 10,000 feet.

"On 14th May 2022, I threw myself out of a plane...

Actually, I was securely strapped to a qualified instructor, who I put my complete faith in... But why did I do this?

For many years now I have lived with depression and anxiety. Depression has a habit of sneaking up when things start to get on top of me. It only takes a few triggers, and I can be sent into a tailspin. Thankfully, this doesn't happen too frequently. Anxiety however plagues me on a daily basis.

The analogy of the devil and angel on your shoulder is a pretty good way to sum up my internal dialogue. That little devil is always chattering about things that could go wrong and likes to point out my faults and failures. He reminds me regularly of all the things I am not good at and tells me I can't do things because I am afraid.

When I think about it, I am afraid of a lot. Dying, flying, heights, small spaces, crowds, failure, sprouting eyes on potatoes... the list goes on!

I decided; 2022 was the year I was going to stop being afraid. I was going to face my fears head on. And what better way than to do that than a skydive?

My aim was also to give other people who suffer from anxiety the courage to face their own fears too. And of course, I wanted to raise lots of money for the Mental Health Foundation, who do so much work around raising awareness and prevention.

The skydive was petrifying and exhilarating all in one go. There were moments of pure terror, combined with sheer excitement and adrenaline. I don't think I could ever top that experience.

Now I know that whenever I am floundering or thinking I can't do something, I will think back to the day when I threw myself out of a plane."



Through gifts from individuals...

Through 2022/23, we continued to build our base of new supporters through face-to-face fundraising.

This activity went from strength to strength, with new locations being tested across the country. This resulted in us acquiring, 1,729 new donors, each giving an average of £10.13 a month in unrestricted funds.

The total income over the year from our face-to-face activity equated to £158,924 and our friendly and professional fundraisers also added value by helping to raise our profile.

Our winter appeal in 2022 was particularly successful. It featured our Becoming A Man (BAM) programme (see page 21) and was authored by counsellor, Kohliah Roberts.

His powerful words coupled with evidence of BAM's success resulted in one of our most successful ever appeals, with donations of over £29,000 including Gift Aid.



Through corporate support...

We would like to thank all of our corporate partners for their steadfast support. This includes Brompton Bicycles, Cooper Moss Rutland LLP, Lloyd's, Lyreco, Manolo Blahnik, NEOM Organics, Ready Steady Store, Serica Energy, Snap Fitness, Starbucks, and Zizzi.

We would also like to give a special mention to the following partners, for stand-out support in 2022/23.

The Lloyd's of London Foundation

provided £300k in grant funding for our Peer Education Project and Picture This programmes.

Staff engagement is at the heart of this partnership, so in Mental Health Awareness Week we visited Lloyd's offices to talk to staff about our work and to offer information booklets on maintaining good mental health.

We also hosted a webinar on the theme of loneliness.

NEOM Organics

took over Kings Cross Station for a week in December, hosting a Wellbeing Extravaganza pop up.

This featured a grabber machine game, giving customers the chance to win some great NEOM products while also raising money for the Mental Health Foundation.

This proved extremely popular, with NEOM raising a fantastic £8,952 for us over the week.

Zizzi

worked with us to create an impactful series of videos on loneliness with celebrity brothers AJ and Curtis Pritchard.

In May, AJ and Curtis sat down at a Zizzi restaurant to have an honest and open conversation about loneliness, tapping into the Mental Health Awareness Week hashtag #IveBeenThere.

The video was viewed over 65,000 times and coverage was included in a Zizzi customer newsletter reaching 1.3 million customers.



If you would like to explore how your organisation could get involved in our work please contact us at

corporate@mentalhealth.org.uk

Through Trusts and other grant-making bodies...

In 2022/23, the total value of grant funding coming into the charity was £2,350,000 meaning it exceeded £2 million for the third year in a row.

This included £250,000 from the Monday Trust, who have contributed £750,000 in total to our three-year Covid Response Programme. This in turn helped us to attract a further £100,031 cash contribution in the year.

We received a further £509,202 towards our Becoming A Man (BAM) programme from the Youth Endowment Fund as part of their 3.5 year grant and Movember also gave £79,647 to BAM.

Thanks to these generous contributions, we have been able to support over 370 young men in London since the programme started.

TUUT Charitable Trust made a second generous grant of £50,000 towards our peer-delivered Further and Higher Education transition programme, U OK?, which supports students with their mental health. In 2022/23 we supported 216 students across England. Thanks to the continued funding, we will be able to further develop our college-only pilot and to continue to expand our reach.

New grants in Scotland included £74,299 from Blue Thread Foundation to support the development of co-produced material on mental health and wellbeing for people seeking sanctuary.

We were also grateful to receive further funding from the Scottish Government for the continuation of our See Me Stigma Project and for hosting VOX.





Culture and wellbeing

Our commitment to ongoing improvement

At the Mental Health Foundation, we are committed to deepening our understanding of diversity and structural discrimination, and to addressing this in every aspect of our work. We are also committed to supporting and enhancing the overall wellbeing of our staff.



Anti Racism

Our Race Review Action Plan committed to become an anti-racist organisation and in 2022/23, we made a number of important steps forward:

- We appointed three interns through the 10,000 Black Interns programme, and two more from the John Smith Centre Minority Ethnic Emerging Leaders Programme. We plan to appoint a further three interns in 23/24
- We improved our collection of staff Equality, Diversity, and Inclusion (EDI) data and EDI reporting to Trustees
- We redesigned our website to be more inclusive and representative
- We highlighted the additional risk of racialised communities to struggle with poor mental health and loneliness through our research and communications during Mental Health Awareness Week 2022
- We took opportunities across our public fundraising initiatives as well as in our press coverage to actively promote the voices of colleagues from minority ethnic backgrounds
- We began the process of procuring a new Customer Relationship Management (CRM) system that allows us to better understand our supporters
- We have been running two Covid Response Programmes which explicitly seek to address the needs of mothers and families in ethnically and culturally diverse communities in England
- We are working with a wide range of organisations led by and for racialised communities across the four nations, including 6 new partner organisations in Scotland over 3 years
- We have changed the polling company we use for our research to reflect a population pool of greater diversity
- We enhanced our Mental Health in the Pandemic study to include qualitative interviews with people from minority ethnic backgrounds
- We have championed race equity in the Mental Health Policy Group in England

Key milestones in our journey so far



June 2021

Foundation updates its dignity at work policy and launches of intern scheme in partnership with 10,000 Black Interns.

May 2022

Mental Health Awareness week profiles experiences of loneliness for black and minority communities, changing its approach to public polling.

Nov 2022

Foundation runs internal inclusion groups and creates and delivers its own anti-racism training for all staff and trustees. First BHM Summit at the Foundation

March 2023

Foundation responds to the Casey reports into institutional racism, homophobia and sexism. National conference on maternal mental health with a specific focus on the racialised experiences

June 2023

Foundation co-produces new online content on racism and mental health receives funding for research on racial micro-aggressions and mental health and includes first anti-racism report in Impact report

Staff wellbeing

The Mental Health Foundation has pledged to become an exemplar employer, and we take this commitment seriously.

In 2022/23, we have:

- Strengthened the impact and remit of our staff engagement group; our staff led forum, where colleagues voice concerns and make suggestions on a variety of topics, which is all fed back anonymously to senior management for action or response
- Celebrated and recognised the achievement of colleagues at our annual conference
- Improved internal structures for communication, for example by developing The Loop, our staff intranet
- Created further opportunities for staff to collaborate with our subsidiary, Mental Health at Work. This includes stronger wellbeing support during the onboarding process for new colleagues



Financial review

Financial results for the year ended
31 March 2023

**The Foundation recorded a deficit of £3.7m compared to £0.2m the previous year.
Income - £7.4m (2022: £10.7m)**

The decrease in the Foundation's income was mainly due to the continuous decline of the digital fundraising income stream, which surged during the years affected by COVID-19 and is settling back to previous levels as can be seen in the chart below (£0.7m in 2023 from £2.4m in 2022).

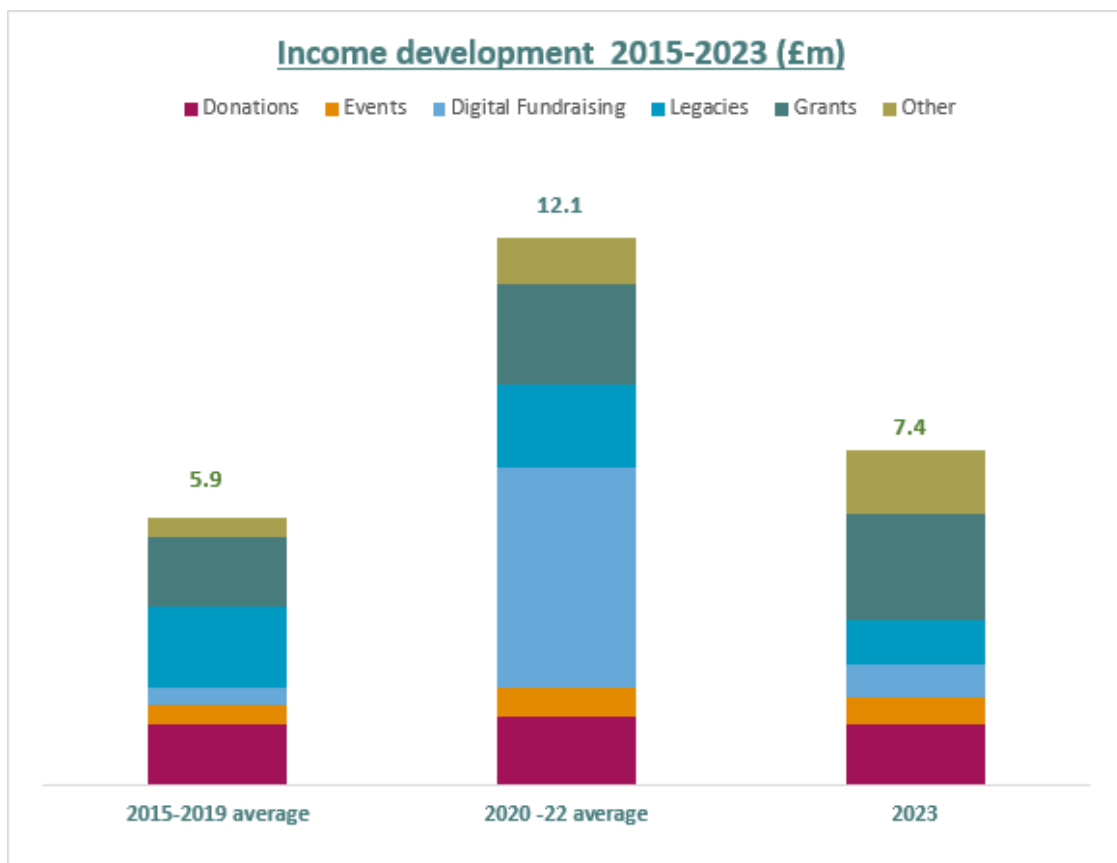
The other contributing element was the reduction of legacy income to £1m, compared to £1.9m in 2022. This income source can fluctuate significantly but still contributed 13% of total income this year.

Income from events is maintained at a similar level at £0.61m compared to £0.67m in 2022.

Trading income continued to grow to the level before COVID-19 and showed a 12% increase compared to last year's figure.

This year the Foundation has commenced receiving significant investment income (£0.17m) as dividends from investments.

The Foundation has continued to deliver collaborative work funded by grants, especially as part of the COVID Response Programme. Grant income represents 32% of total income, the largest funding stream in 2023.



Expenditure - £11.1m (2022: £10.9m)

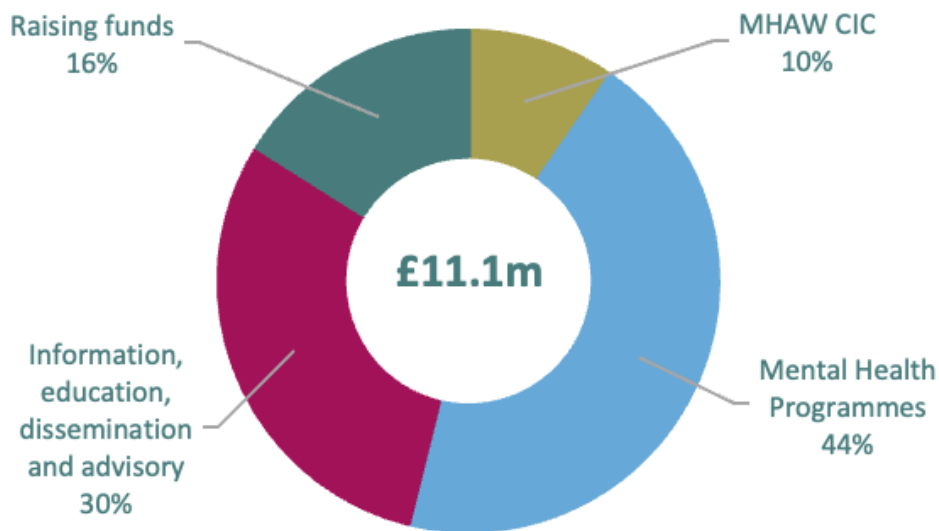
The Foundation's expenditure shows a slight increase of 2% compared to last year as the Foundation continued to deliver the COVID Response Programme which comprises of ten different projects across the four nations, alongside other mental health programmes.

We have also continued our investment into our face-to-face fundraising capabilities.

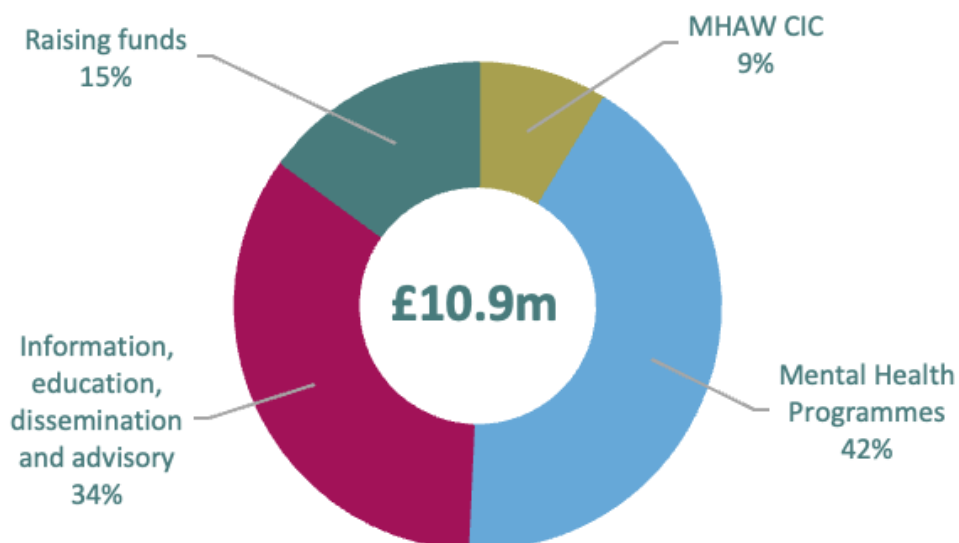
Expenditure in the Foundation's information, education, dissemination and advisory services reduced to £4.4m from £4.7m as the new website has been launched and the development work completed.

The split of overall expenditure areas of the Foundation for 2023 and 2022 are shown below.

Expenditure Split 2023



Expenditure Split 2022



Balance Sheet

Net Assets £14.9m (2022: £18.9m).

The Net Assets decreased by £4m from prior year, as the cash balance reduced to £0.5m from £1.8m in 2022, and investments contracted 30%, driven by the deficit seen in the year. Tangible assets slightly increased to £6.2m (£6.1m in 2022) due to the purchase of a new office in Glasgow. Debtors have reduced from £3.5m in 2022 to £3.3m this year as no large legacy notifications have been received this year.

The total net assets are represented by unrestricted funds of £6.7m (£6.9m in 2022), restricted funds of £0.9m (£1.8m in 2022), designated funds of £7.3m (£10.2m in 2022) out of which £6.3m forms our fixed asset fund (see details below), and permanent endowment funds of £45k which are to be held indefinitely by the charity.

Reserves policy

Charities hold reserves for a variety of reasons - to manage the charity's resources where income is subject to uncertainty in terms of timing, to ensure that the charity has sufficient financial resources to meet its upcoming liabilities, and to provide funds which enable the charity to take advantage of new investment opportunities when they arise.

In addition, given the impact the cost-of-living crisis will have on both revenue and costs, a higher than usual reserve level will ensure we have stability for the coming years.

As noted above, the level of unrestricted reserves at 31 March 2023 was £6.7m. This represents about 10 months of unrestricted expenditure. The trustees estimate that the Foundation should hold a total reserve level of 6 months unrestricted expenditure due to the potentially uneven receipt of funds from legacies, digital fundraising and any other short-term cash necessity, as well as the potential impact from the cost-of-living crisis.

Six months unrestricted expenditure currently equates to £3.9m, so the £6.7m at 31 March 2023 was more than sufficient. The trustees recognise that the Foundation's unrestricted and designated reserves (excluding the fixed assets) of £7.7m as of 31 March 2023, are currently above their reserves policy. However, there are deficits forecasted in the coming period, as the Foundation works towards financial stability by March 2025. Hence, these combined with the outlined designated fund usage will decrease the unrestricted funds closer to the reserve level, whilst enabling the Foundation to manage any impact from the coming period of economic uncertainty highlighted above.

Designated Fund Allocation

The Foundation is in the fortunate position that we are able to allocate recent surpluses to specific designated funds which will secure the long-term future of the Foundation as well as being able to further the strategic objectives of the Foundation.

Therefore, the designated funds have been allocated to the following areas:

Office Purchases Fund

Previously the Foundation was leasing offices in London, Glasgow and Cardiff. We identified that it would be the right option to use some of our recent surpluses to purchase offices, ideally in all three locations, hence having assets that will secure its long-term future whilst decreasing on-going operations costs. In July 2021, the Foundation purchased a new office in London (£6.0m including refurbishment), close to the previous office, and in March 2023 successfully completed the purchase of the Glasgow office (£0.3m) (with a further £0.2m planned on refurbishment). The search for an office in Cardiff did not produce anything appropriate and we are looking to move into a new rental space in Wales by the end of 2023.

COVID Response Programme

Following the decision during 2020 to set up a COVID Response Programme to try to help mitigate the impact of COVID-19 upon the public's mental health, which has been profound and unequal, work started in earnest in Spring 2021. The Foundation is focusing on three groups who have been particularly negatively impacted by the COVID-19 pandemic: lone parents, BAME and refugee communities, and people with long term physical health conditions. The Foundation's insight has been informed by the evidence generated from its pandemic study which has shown the impact of the pandemic and subsequent lockdowns on the UK population and particular subgroups.

The selected groups are also ones where the Foundation has existing experience of evidence-based practice and partnerships that we can draw upon. We have managed to secure matched funding for this work which has enabled the Foundation to amplify the impact.

Investment Policy and Performance

In light of the extremely generous donations we have had over the last few years, which have given us significant surpluses and hence a cash balance in excess of what is required under the reserves policy, the trustees have decided that an element of these should be invested.

The rationale for this is that trustees have a duty to use the charitable assets to further the charity's aims, which in the case of financial investments will usually involve seeking the maximum return consistent with commercial prudence whilst ensuring a diversified portfolio.

Therefore, the trustees have decided that a mixed portfolio of property, investment fund(s) and cash is suitable for the Foundation.

The selected investment fund needed to be in line with the Foundation's aims, whilst providing a good risk/return profile. The fund was deliberately chosen with ethical, environmental and sustainable criteria in mind.

Based on this the CCLA Charities Ethical Investment Fund <https://rebrand.ly/ccla-ethical-investment> was selected and the £5.7m invested by 31 March 2023 had grown to £6.1m which includes the £0.4m unrealised loss this year.

Structure, governance & management

Constitution

The Mental Health Foundation is constituted as a company limited by guarantee, Company Registration No. 02350846 (England and Wales), and is a registered charity, Charity Registration Nos. 801130 (England and Wales) and SC 039714 (Scotland).

The Group's subsidiary, Mental Health at Work CIC, is a company limited by shares, Company Registration No. 10473373 (England and Wales).

Members' liability

In the event of the charitable company being wound up during the period of membership or within the year following, company members are required to contribute an amount not exceeding £1.

Trustees

The trustees constitute directors of the charitable company for the purposes of the Companies Act 2006 and are also members of the charitable company.

Trustees are appointed for an initial three-year term and may be re-elected for a further two three-year periods. In exceptional circumstances the Board may resolve that a trustee may serve one further term of a maximum of three years. At any one time there must be a minimum of three trustees.

The recruitment of trustees is carried out by the Finance, People & Governance Committee which recommends individuals to be appointed by the Board as a whole. New trustees are sought through a number of different routes - from time-to-time trustee posts may be advertised.

Trustee induction and training

New trustees' induction is carried out by the Chair and Chief Executive and they are additionally invited to spend time with any department of the Foundation in which they are interested. Training is provided as required.

Trustee meetings

The trustees must hold at least four Board meetings each year. In addition, the Board has three sub-committees which usually meet quarterly: Finance, People & Governance, Fundraising & Communications, and Public Mental Health.

Statement of trustees' responsibilities

The trustees (who are also directors of the Mental Health Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the income and expenditure of the charitable company and the group for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102);

- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Each of the trustees confirms that:

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

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

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

Management arrangements

The trustees delegate the management of the Foundation to the staff team led by the Chief Executive and the senior management team (SMT). The Chief Executive has been in place since October 2018. Two of the other four SMT members have joined during the year and the Director of HR and Wellbeing and Director of Finance and Systems roles were combined to form a new Chief Operating Officer role, which the Director of Finance and Systems stepped into.

Appointment policy

The Mental Health Foundation is an equal opportunities employer and applies objective criteria to assess merit. It ensures that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, religion, ethnic or national origin, gender, marital status, sexual orientation or disability.

Selection criteria and procedures are reviewed regularly to ensure that individuals are appointed and promoted on the basis of their relevant merits and abilities.

Wellbeing, Diversity and Inclusion

At the Mental Health Foundation, we are committed to deepening our understanding of diversity and structural discrimination, and to addressing this in every aspect of our work. We are also committed to supporting and enhancing the overall wellbeing of our staff.

Our Race Review Action Plan

<https://www.mentalhealth.org.uk/about-us/our-commitments-race-and-diversity>.

- We are committed to become an anti-racist organisation and in 2022/23, we made a number of important steps forward:
- We trained all colleagues and trustees in developing our understanding of racial injustice and inclusion and the implications for how we work together
- We appointed two interns through the 10,000 Black Interns programme and plan to appoint a further three interns in 2023/24
- We improved our collection of staff Equality, Diversity, and Inclusion (EDI) data and EDI reporting to trustees
- We redesigned our website to be more inclusive and representative
- We actively built Mental Health Awareness Week 2023 with inclusivity and diversity as its guiding principle
- We took opportunities across our public fundraising initiatives as well as in our press coverage to actively promote the voices of colleagues from minority ethnic backgrounds
- We procured a new Customer Relationship Management (CRM) system that allows us to better understand our supporters
- We have been running two COVID Response Programmes which explicitly seek to address the needs of mothers and families in ethnically and culturally diverse communities in England

- We are working with a wide range of organisations led by and for racialised communities across the four nations, including 6 new partner organisations in Scotland over 3 years
- We have changed the polling company we use for our research to reflect a population pool of greater diversity
- We enhanced our Mental Health in the Pandemic study to include qualitative interviews with people from minority ethnic backgrounds
- We have championed race equity in the Mental Health Policy Group in England
- The Mental Health Foundation has pledged to become an exemplar employer, and we take this commitment seriously.

In 2022/23, we have:

- Strengthened the impact and remit of our staff engagement group; our staff led forum, where colleagues voice concerns and make suggestions on a variety of topics, which is all fed back anonymously to senior management for action or response
- Celebrated and recognised the achievement of colleagues at our annual conference
- Improved internal structures for communication, for example by developing The Loop, our staff intranet
- Created further opportunities for staff to collaborate with our subsidiary, Mental Health at Work. This includes stronger wellbeing support during the onboarding process for new colleagues

Remuneration policy

The Mental Health Foundation is committed to ensuring a fair and equal remuneration process for all staff so that we can ensure all staff are paid appropriately for the work they do for us. The key management personnel of the charity comprise the trustees and the senior management team (SMT). The overall responsibility of the charity lies with the trustees who have delegated the day-to-day management of the charity to the SMT.

Responsibility for setting salaries for the CEO and members of the SMT rests with the trustees; responsibility for setting other salaries has been delegated to the SMT and CEO.

The Foundation has a pay and benefits system which provides a clear structure for salaries for new appointments and for salary progression for existing staff as well as clear criteria for evaluating and benchmarking new and changing roles for equitable pay.

The Foundation is signed up to the Living Wage Foundation and ensures all employees are paid at least the London Living Wage regardless of where they are based.

Pension arrangements

The Foundation operates a non-contributory individual money-purchase scheme for all eligible members of staff, contributing 10% of pensionable salary to each employee's fund. Employees can additionally choose to make employee contributions to their pension. The scheme is fully compliant with auto-enrolment regulations.

In line with our recognition that our activities have an environmental impact, our environmental policy lays out our commitment to sustainability in our practices from a people, financial and environmental perspective. To this end, because where pension schemes have their finances invested can be a leading contribution to the climate crisis, we have our pension scheme with Cushon (cushon.co.uk/info/pension) which runs a Net Zero scheme.

Project delivery

Projects are delivered through a combination of in-house and external research, practice development, publications and other dissemination activities. Projects are supported by advisory committees of experts, if required. The Foundation has well-developed links with central government, the Scottish and Welsh governments, health, local government, housing and social services bodies across the United Kingdom, as well as professional bodies, academic research centres and voluntary sector organisations. It is committed to partnership work wherever this will maximise effectiveness and impact.

The Foundation has working relationships with many organisations, as described above. These are carefully curated in order to add value to the nature and content of the programmes as effectively as possible.

Environmental management

The Foundation acknowledges the negative impact that the on-going consequences of the failure to systematically address the climate and ecological crisis is having, and will have, on the Mental Health of the Earth's population. Therefore, in line with our values of walking our talk we have ensured we are looking at all areas of our organisation to find ways to improve our impact on this man-made crisis.

Since 2021, when we implemented our new Environmental Policy, we have made numerous improvements including:

- The new London office was designed with environmental sustainability centrally embedded in the design and build, and the other office moves will follow the same process.
- A new procurement policy has been launched which embeds the responsibility of staff to consider the environmental (as well as other factors) effect of what they buy or use.
- The pension scheme with Cushon mentioned above
- There is an organisational green team from across the organisation, led by a member of the SMT, who meet regularly to discuss ideas and progress.
- These items amongst others lead to a very positive external environmental audit which helped show how far the organisation has come.

Risk management

The senior management team takes the lead in reviewing the key risks facing the Mental Health Foundation on a regular basis, after considering input from across the organisation. These are documented in a risk register, which is reviewed by the Finance, People & Governance Committee and approved by the trustees at least annually.

The risk register is updated to reflect recent operational and financial developments, strategic annual organisational objectives, and changes in the external environment. Each risk item is analysed according to its perceived potential impact and likelihood of occurrence, together with actions that either have been, or will be, taken in mitigation.

The period of economic uncertainty that we are now in, driven by the significant cost-of-living crisis, has accentuated some risks, e.g. a significant decrease in income and hence the lack of financial stability. The Foundation will not be immune from the economic activities but thanks to our above average reserves and planned cost reduction activities, we have had, and will have, time to ensure any actions we take due to external factors will be well planned.

The principal risks currently facing the organisation are:

- A significant decrease in unrestricted income and consequently not achieving financial stability.
- A vulnerable person is exploited or harmed.
- Political and Societal uncertainty leading to a decreased focus on Mental Health.
- Lack of senior management and board diversity and inclusion.

The plans and strategies for managing these risks are:

- The Foundation has invested in its Fundraising team and website and is in the process of upgrading its CRM system so that it can diversify its income and explore new avenues of income. The cost base has been reviewed and decreased in line with the new income levels. Regular financial reporting occurs so any new trends can be identified and addressed.
- We continue to ensure that our safeguarding policy is reviewed and updated as needed. Within it, it includes a provision for a designated safeguarding officer who has responsibility for ensuring all staff who have contact with vulnerable adults and children are aware of their responsibility under the policy and the law.
- The Foundation continues to push for lasting change for the prevention agenda, engaging with all players in the political spectrum at a UK and national level.
- We have set six public commitments on race and diversity in our Board, one of which is 'Public targets and regular reporting on diversity'. These will include having 20% of our Board and 20% of our Leadership team from diverse racial backgrounds by 2024, with further diversity targets to be developed. There is commitment throughout MHF to ensure we work towards and meet these targets with the Board currently having maintained the level at 38% but the Leadership team has decreased to 0% following some resignations as at Sept 2023.

For the principal risks listed last year which are not on the principal risks for the current year the main actions the charity has taken are:

- Whilst Data and other regulation remains an area of focus for the Foundation, processes have been and are being put in place to ensure the impact is minimised including training clarity on how data is handled.

The trustees have confirmed that there are procedures in line with key risks and other identified risks to prevent or manage their effects. These procedures include implementation of control systems and processes throughout the entire organisation, the transfer of risk to external insurers, and the management of risks that cannot be avoided.

The trustee's report, prepared under the Charities Act 2011, which also contains all information required in a director's report by the Companies Act 2006, and the incorporated strategic report, prepared under the Companies Act 2006, were approved by and signed on behalf of the trustees.



AISHA SHEIKH-ANENE
Chair of Trustees

Independent auditor's report

To the trustees and members of the Mental Health Foundation

We have audited the financial statements of the Mental Health Foundation (the 'charitable parent company') and its subsidiary (the 'group') for the year ended 31 March 2023 which comprise the consolidated statement of financial activities, the charitable parent company and group balance sheets, the consolidated statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable parent company's affairs and those of the group as at 31 March 2023 and of the group's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report, which is also the directors' report for the purposes of company law and includes the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable parent company and of the group and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

How the audit was considered capable of detecting irregularities including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the charitable parent company and the group through discussions with key management and from our knowledge and experience of the charity sector;

- We focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the activities of the charitable parent company and group. These included but were not limited to the Companies Act 2006, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102) (effective 1 January 2019) and the Code of Fundraising Practice; and
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of key management and review of minutes of trustees' meetings.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of key management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Tested and reviewed journal entries to identify unusual transactions;
- Carried out substantive testing of expenditure including the authorisation thereof;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of trustees; and
- Enquiring as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at frc.org.uk/auditorsresponsibilities.

This description forms part of our auditor's report.

Use Of Our Report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees as a body, in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

SHACHI BLAKEMORE

Senior Statutory Auditor

For and on behalf of Buzzacott LLP,
Statutory Auditor
130 Wood Street
London
EC2V 6DL

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

Group statement of financial activities

(including income and expenditure account)

Year to 31 March 2023

	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2023 funds £'000	Total 2022 funds £'000
Income from:							
Donations		2,040	4	—	—	2,044	4,241
Legacies		991	—	—	—	991	1,867
Fundraising events		609	—	—	—	609	670
Investments		168	—	—	—	168	1
Charitable activities		—	—	—	—		
- Statutory grants receivable	1	—	882	—	—	882	1,413
- Other grants	1	4	1,466	—	—	1,470	1,411
- Charitable trading activities	2	1,138	61	11		1,210	1,081
Total income		4,950	2,413	11	—	7,374	10,684
Expenditure on:							
Raising funds		1,776	—	—	—	1,776	1,619
Charitable activities	3						
- Mental Health Programmes		2,069	2,824	—	—	4,893	4,555
- Information, education, dissemination and advisory services programme		3,878	504	11	—	4,394	4,683
Total expenditure		7,724	3,328	11	—	11,063	10,857
Operating (expenditure) for the year before transfers		(2,774)	(915)	—	—	(3,689)	(173)
Unrealised (losses) gains on investment		(366)	—	—	—	(366)	588
Net (expenditure) income for the year before transfers	6	(3,140)	(915)	—	—	(4,055)	415
Transfers between funds	14	2,889	9	(2,898)	—	—	—
Net movement in funds		(251)	(906)	(2,898)	—	(4,055)	415
Reconciliation of funds:							
Funds brought forward at 1 April		6,921	1,771	10,174	45	18,911	18,496
Funds carried forward at 31 March		6,670	865	7,276	45	14,856	18,911

All of the group's activities derived from continuing operations during the above two financial periods. A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

Charity statement of financial activities

(including income and expenditure account)

Year to 31 March 2023

	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	Total 2023 funds £'000	Total 2022 funds £'000
Income from:							
Donations		2,040	4	—	—	2,044	4,241
Legacies		991	—	—	—	991	1,867
Fundraising events		609	—	—	—	609	670
Investments		168	—	—	—	168	1
Charitable activities		—	—	—	—		
- Statutory grants receivable	1	—	882	—	—	882	1,413
- Other grants	1	4	1,466	—	—	1,470	1,411
- Charitable trading activities	2	170	61	11	—	242	191
Total income		3,982	2,413	11	—	6,406	9,794
Expenditure on:							
Raising funds		1,776	—	—	—	1,776	1,619
Charitable activities	3						
- Mental Health Programmes		2,069	2,824	—	—	4,893	4,555
- Information, education, dissemination and advisory services programme		2,819	504	11	—	3,333	3,729
Total expenditure		6,664	3,328	11	—	10,003	9,903
Operating (expenditure) for the year before transfers		(2,682)	(915)	—	—	(3,597)	(109)
Unrealised (losses) gains on investment		(366)	—	—	—	(366)	588
Net (expenditure) income for the year before transfers	6	(3,048)	(915)	—	—	(3,963)	479
Transfers between funds	14	2,889	9	(2,898)	—	—	—
Net movement in funds		(159)	(906)	(2,898)	—	(3,963)	479
Reconciliation of funds:							
Funds brought forward at 1 April		6,809	1,771	10,174	45	18,799	18,320
Funds carried forward at 31 March		6,650	865	7,276	45	14,836	18,799

All of the charity's activities derived from continuing operations during the above two financial periods. A full comparative statement of financial activities for the previous year is shown in the appendix to these financial statements.

Balance sheets

As at 31 March 2023

	Notes	Group		Charity	
		2023 £'000	2022 £'000	2023 £'000	2022 £'000
Fixed assets					
Tangible assets	10	6,186	6,050	6,182	6,048
Investments	11	6,129	8,796	6,129	8,796
		12,315	14,846	12,311	14,844
Current assets					
Debtors	12	3,306	3,506	3,076	3,323
Cash at bank and in hand		522	1,766	285	1,505
		3,828	5,272	3,361	4,828
Liabilities					
Creditors: amounts falling due within one year	13	(1,287)	(1,207)	(836)	(873)
Net current assets		2,541	4,065	2,525	3,955
Total net assets		14,856	18,911	14,836	18,799
Represented by:					
Funds and reserves					
Income funds					
Unrestricted funds		6,670	6,921	6,650	6,809
Designated funds	15	7,276	10,174	7,276	10,174
Restricted funds	14	865	1,771	865	1,771
		14,811	18,866	14,791	18,754
Capital funds					
Permanent endowment funds	16	45	45	45	45
		14,856	18,911	14,836	18,799

Signed on behalf of the Trustees by:



AISHA SHEIKH-ANENE
Chair of Trustees

Mental Health Foundation, Company Limited by Guarantee
Registration Number O2350846 (England and Wales)
Approved by the Trustees on 29 November 2023

Group statement of cash flows

Year to 31 March 2023

	Notes	2023 £'000	2022 £'000
Cash flows from operating activities:			
Net cash (used in) operating activities	A	(3,366)	(999)
Cash flows from investing activities:			
Investment income received		168	1
Purchase of tangible fixed assets		(346)	(6,082)
Long term cash investment disposal		2,300	(3,000)
Net cash provided by (used in) investing activities		2,122	(9,081)
Change in cash and cash equivalents in the year		(1,244)	(10,080)
Cash and cash equivalents at 1 April 2022	B	1,766	11,846
Cash and cash equivalents at 31 March 2023	B	522	1,766

Notes to the statement of cash flows for the year to 31 March 2022.

A Reconciliation of net movement in funds to net cash provided by operating activities

	2023 £'000	2022 £'000
Net movement in funds (as per the statement of financial activities)	(4,054)	415
Adjustments for:		
Depreciation charge for the year	211	57
Investment income receivable	(168)	(1)
Unrealised investment loss (gain)	366	(588)
Decrease (increase) in debtors	199	(992)
Increase in creditors	80	110
Net cash (used in) provided by operating activities	(3,366)	(999)

B Analysis of cash and cash equivalents

	2023 £'000	2022 £'000
Total cash and cash equivalents:		
Cash at bank and in hand	522	1,766
	522	1,766

No separate statement of changes in net debt has been prepared as there is no difference between the movements in cash and cash equivalents and movement in net cash (debt).

Principal accounting policies

Basis of accounting

These financial statements have been prepared for the year to 31 March 2023 with comparative information provided in respect to the year to 31 March 2022.

The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to the financial statements.

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

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements are presented in sterling and are rounded to the nearest thousands.

Basis of consolidation

The consolidated financial statements of the Group incorporate the financial statements of Mental Health Foundation and its subsidiary undertaking Mental Health at Work CIC. The net expenditure attributable to the charity in the year was £3,597k (Net expenditure in 2022: £109k).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements.

The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

Income recognition

Income is recognised in the period in which the charity is entitled to receipt, the amount can be measured reliably, and it is probable that the funds will be received.

Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Income comprises donations, legacies, income from fundraising events, interest receivable, investment income, grants and other trading income.

Donations and income from events are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the charity is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity.

Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution.

Entitlement is taken as the earlier of the date on which either:
the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the charity that a distribution will be made; or
a distribution is received from the estate.

Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. In the event that the gift is in the form of an asset other than cash, or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having been transferred to the charity.

Grants and donations from government, other statutory agencies and charitable bodies are included as income from charitable activities where these amount to a contract for service or where they are specific to particular activities.

Along with income of a contractual nature and income generated from trading and commercial sources, they are recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. All such income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Other trading income is recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured.

Investment income is recognised once the dividend or interest has been declared and notification has been received of the amount due.

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

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings.

The classification between activities is as follows:

- Expenditure on raising funds include the salaries, direct costs and support costs associated with generating donated income.
- Expenditure on charitable activities, including grants payable, comprises expenditure on the charity's primary charitable purposes as described in the trustees' report.

Welfare grants payable to individuals are included in the statement of financial activities when approved.

Grants or award funding to institutions are included in full in the statement of financial activities when the award agreement has been returned, completed and signed, by the recipient. Small final instalments of some award grant payments are subject to receipt of a satisfactory final report on the award project.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Support costs and governance costs are apportioned using percentages based on the time spent on the activities by the employees of the charity.

Tangible fixed assets

All assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised.

Expenditure on the purchase and replacement of fixtures, fittings and equipment is capitalised and depreciated, on a straight-line basis, over a period ranging from 3 to 10 years, in order to write off each asset over its estimated useful life. Property is depreciated using the diminishing value method at a 2% rate.

Investments

Cash deposits held in interest earning accounts and held for the long term are classified as fixed asset investments.

Investments in unlisted companies are included on the balance sheet at a valuation determined by the trustees, calculated having regard to the net asset value of the relevant company at the balance sheet date.

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Investment gains and losses are recognised in the statement of financial activities. The Foundation does not acquire complex financial instruments.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. Debtors have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as current asset investments. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt.

They have been discounted to the present value of the future cash payment where such discounting is material.

Fund structure

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and may be used at the discretion of the trustees. The designated funds represent assets set aside by the trustees to be applied in future years towards specific purposes.

The restricted funds are monies raised for a specific purpose, or donations subject to donor-imposed conditions.

The permanent endowment funds comprise monies which must be held as capital indefinitely. The income therefrom is used in accordance with the terms of each individual endowment (note 16).

Pension costs

Contributions to employees' personal pension plans and in respect to defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the relevant scheme.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight-line basis over the lease term.

Critical accounting estimates and areas of judgement

Preparation of the financial statements requires the trustees to make significant judgements and estimates.

The items in the financial statements where these judgements and estimates have been made include:

- Estimating the useful economic life of tangible fixed assets for the purposes of calculating the depreciation charge;
- Estimating the recoverability of debtors and determining any necessary provision for bad or doubtful debts;
- Estimating the future income and expenditure streams which underpin the going concern assumption;
- Estimating the probability and value of legacy distributions; and
- Determining the basis for the allocation of support and governance costs across the charitable key areas of activity as shown in note 3.

Notes to the financial statements

31 March 2023

1. INCOME FROM GRANTS RECEIVABLE

Group and Charity	2023 £'000	2022 £'000
Statutory grants		
- Scottish	642	1,142
- English and Welsh	240	286
	882	1,428
Other grants	1,470	1,396
	2,352	2,824
The income from grants relate to the following charitable activities:		
Group and Charity	2023 £'000	2022 £'000
Mental Health Programmes	1,668	2,665
Information, education, dissemination and advisory services programme	684	159
	2,352	2,824
Statutory grants receivable comprise:		
Group and Charity	2023 £'000	2022 £'000
Scottish		
COVID Response Programme - Lone Parent (Scottish Government)	-	125
COVID Response Programme - Minority Ethnic Communities (Scottish Government)	-	125
COVID Response Programme - Minority Ethnic Communities (NHS Greater Glasgow & Clyde)	-	22
Edinburgh Summer Programme (Thrive Edinburgh)	-	300
Elevate (Scottish Government)	60	-
New Scots Edinburgh Partnership (South West Children's Practice Team)	50	20
Refugee Health Policy Action Group (Scottish Government)	-	60
Scottish Government Mental Health Ref Group (Scottish Government)	117	20
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Lothian)	10	20
Scottish Mental Health Arts and Film Festival (SMHAFF) (Scottish Association for Mental Health)	8	20
Scottish Mental Health Arts and Film Festival (SMHAFF) (NHS Greater Glasgow & Clyde)	5	10
Scottish MH Res Network (NRS Mental Health Network)	9	9
Stigma (Scottish Association for Mental Health)	100	131
Stigma Report Card (Scottish Association for Mental Health)	-	65
Talking Heads (Scottish Government)	10	-
Together to Thrive - Youth MH Task Sharing (NHS Tayside)	30	-
Together to Thrive - Youth MH Task Sharing (Dundee City Council)	50	-
Visibility & Voices (Glasgow City Council)	31	25
VOX (Scottish Government)	162	190
	642	1,142
English and Welsh		
Arts Festival Wales (Art Council of Wales)	2	15
Becoming a Man (Islington Council)	138	-
COVID Response Programme -	-	53
Long COVID Peer Support Project (Betsi Cadwaladr University Health Board)	-	53
COVID Response Programme - Perthyn Phase 3 (Welsh Government)	100	35
Drawing Neighbours Together (Westminster City Council)	-	9
My Life My Future (London Borough of Lambeth)	-	100
Refugee and Asylum Seeker - Perthyn (Welsh Government)	-	35
South Wales Police (South Wales Police and Crime Commissioner)	-	39
	240	286
Total Statutory Grants	882	1,428

Other grants comprise:

Group and Charity (by funder)

	2023 £'000	2022 £'000
National Lottery funding	21	140
– England – Community Fund (Kids Time)	20	100
– Scotland – Heritage Fund (Reclaim Our Heritage)	1	39
– Wales – People and Places (Standing Together Cymru)	-	1
Barnardo's	85	123
Mental Health & Wellbeing Evaluation	41	123
CPPSP MH & Wellbeing Evaluation Phase 3	44	-
Group and Charity (by project)		
Scottish Mental Health Arts and Film Festival (SMHAFF)	16	45
Creative Scotland	11	42
Other grants	5	3
Peer Education	118	88
Constance Travis Charitable Trust	50	-
Lloyds	66	88
FASTn	2	-
Becoming a Man	589	502
Movember	80	-
Youth Endowment Fund	509	502
Other grants >£25,000		
Baring Foundation (Commissions and Creative Network)	(14)	27
Garfield Weston Foundation (U OK?)	50	-
Lloyd's (Picture This)	-	62
Lloyd's of London Foundation (U OK?)	50	-
Monday Charitable Trust (COVID Response Programme)	250	250
Motability (Transport and Public Mental Health)	112	-
Robertson Trust (Thriving Learners)	-	60
The Blue Thread (Refugee Communications Project)	74	-
The Wellcome Trust (Dads, Football, and Public Engagement)	-	39
T.U.U.T Charitable Trust (U OK?)	25	-
University of Sussex (SITUATE)	-	32
Other grants <£25,000		
Association of Colleges	16	3
Brabners Foundation	3	-
Creative Scotland	4	-
FASTn	-	5
London South East Colleges	24	8
Queen University Belfast	-	2
Single Parents Wellbeing CIC (National Lottery Community Fund)	17	-
Single Parents Wellbeing	17	-
SJP Charitable Foundation	5	-
University of Glasgow	4	7
University of Stirling	3	-
University of York	1	1
Other grants <£25,000	-	2
	1,470	1,396

2. INCOME FROM CHARITABLE TRADING ACTIVITIES

Group and Charity	2023 £'000	2022 £'000
Publications and merchandise	120	85
Training	7	14
Contract	78	65
Other	21	27
Charity total	226	191
Income from subsidiary	984	890
Group total	1,210	1,081

Expenditure relating to the Group's subsidiary, Mental Health at Work CIC, are included within costs associated with charitable activities.

Of the above, £8,000 of publications, £43,000 of contract, £7,000 of training and £4,000 of other income related to restricted funds.

(2022: £3,000 of training, £179,000 of contract, £14,000 of training and £10,000 of other income related to restricted funds).

3. EXPENDITURE ON CHARITABLE ACTIVITIES

Group	Direct costs £'000	Support costs (note 5) £'000	Total 2023 £'000	Direct costs £'000	Support costs (note 5) £'000	Total 2022 £'000
Mental Health Programmes	4,004	889	4,893	3,823	732	4,555
Information, education, dissemination and advisory services programme	3,861	532	4,393	4,142	541	4,683
	7,865	1,421	9,286	7,965	1,273	9,238

Direct costs comprise

Group	Staff costs £'000	Other costs £'000	Total 2023 £'000	Staff costs £'000	Other costs £'000	Total 2022 £'000
Mental Health Programmes	2,700	1,304	4,004	2,138	1,685	3,823
Information, education, dissemination and advisory services programme	2,287	1,574	3,861	2,357	1,785	4,142
	4,987	2,878	7,865	4,495	3,470	7,965

4. GOVERNANCE COSTS

Group and Charity	2023 £'000	2022 £'000
Legal and professional fees	25	52
Trustees' expenses and other trustee related costs	3	9
Group and Charity total	28	61

All governance costs relate to unrestricted funds.

5. SUPPORT COSTS

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2023 £'000
Costs of raising funds	113	47	34	70	264
Mental Health Programmes	381	157	115	236	889
Information, education, dissemination and advisory services programme	220	116	64	132	532
	714	320	213	438	1,685

Group	Office £'000	IT £'000	Finance £'000	Human resources £'000	Total 2022 £'000
Costs of raising funds	84	42	33	75	234
Mental Health Programmes	263	133	103	233	732
Information, education, dissemination and advisory services programme	187	116	74	164	541
	534	291	210	472	1,507

Support costs are allocated to the activities they are supporting on the basis of the number of staff working on each activity.

6. NET INCOME

This is stated after charging:

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Staff costs Note 7)				
Depreciation	6,656	6,009	5,913	5,366
Auditor's remuneration	319	57	209	55
- Audit	18	17	18	17
- Other services (Emen audit, VAT consultancy)	-	1	-	1
Operating lease rentals				
- Land and buildings	87	78	87	78

7. STAFF COST

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Wages and salaries	5,575	5,015	4,913	4,443
Social security costs	608	523	530	464
Other pension costs	466	411	463	399
	6,649	5,949	5,906	5,306
Agency and temporary staff	7	60	7	60
	6,656	6,009	5,913	5,366

The average monthly number of employees (including temporary staff) during the year was 145 (2022: 136).

Redundancy payments of £31,352 and settlement payments of £10,338 were paid during the year (2022: none).

The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

Group	2023	2022
	No.	No.
£60,000 - £70,000	4	4
£70,000 - £80,000	1	3
£80,000 - £90,000	3	-
£110,000 - £120,000	1	1

Employer contributions made to a money purchase scheme in respect of the above employees during the year amounted to £59,259 (2022: £59,806).

The key management personnel in charge of directing, controlling, running and operating the group on a day-to-day basis comprise the trustees together with the Chief Executive, the Director for England, the Director for Scotland, Wales and Northern Ireland, the Director of Fundraising and Communications, the Director of HR and Wellbeing, Director of Finance and Systems and the Chief Operating Officer. The total remuneration payable to key management personnel during the year was £572,070 (2022: £581,070).

8. TRUSTEES' REMUNERATION, EXPENSES AND DONATIONS

No trustee received any remuneration in respect of their services as a trustee during the year (2022: none).

Expenses reimbursed to, or paid on behalf of, trustees during the year were as follows:

	2023		2022	
	Aggregate amount		Aggregate amount	
	No of trustees	£'000	No of trustees	£'000
Travel, expenses and other	7	2	5	1

The trustees have taken out trustee indemnity insurance to cover the liability which by virtue of any rule of law would otherwise attach to the trustees in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Foundation. The premium paid by the charity during the year amounted to £10,433 (2022: £6,990) and provided cover of £1,000,000 (2022: £1,000,000).

The charity did not receive any donations from trustees during the year (2022: none).

9. TAXATION

The Mental Health Foundation is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

10. TANGIBLE FIXED ASSETS

Group	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2022	5,851	266	6,117
Additions	303	43	346
Disposals	-	-	-
At 31 March 2023	6,154	309	6,463
Depreciation			
At 1 April 2022	37	30	67
Charge for the year	147	63	210
Disposals	-	-	-
At 31 March 2023	184	93	277
Net book values			
At 31 March 2022	5,814	236	6,050
At 31 March 2023	5,970	216	6,186
Charity			
	Property £'000	Fixtures, fittings and equipment £'000	Total £'000
Cost			
At 1 April 2022	5,851	264	6,115
Additions	303	40	343
Disposals	-	-	-
At 31 March 2023	6,154	304	6,458
Depreciation			
At 1 April 2022	37	30	67
Charge for the year	147	62	209
Disposals	-	-	-
At 31 March 2023	184	92	276
Net book values			
At 31 March 2022	5,814	234	6,048
At 31 March 2023	5,970	212	6,182

11. INVESTMENTS

Group and charity	2023 £'000	2022 £'000
Listed investments		
Market value at 1 April	8,795	5,208
Additions at cost	-	3,000
Disposal at cost	(2,300)	-
Net unrealised investment (losses) gains	(366)	588
Market value at 31 March	6,129	8,796
Historic cost of listed investments	5,700	8,000

Individual holdings representing more than 5% of the market value of the portfolio at the balance sheet date are as follows:

	2023 £'000	2022 £'000
COIF Charities Ethical Investment Fund	6,129	8,796

The charity's unlisted investments also comprise shares in Helpcards Holdings Limited and Mental Health at Work CIC.

The charity holds 7,227 1p shares in Helpcards Holdings Limited, comprising 1.23% of the share capital. The shares have been valued by the trustees having regard to the company's net assets as at 31 March 2023.

On 27 July 2018, the shareholders of Mental Health at Work CIC gifted the shares in the company to the charity. The net assets position as at 31 March 2022 was £20,437. The shares have been valued by the trustees at £nil value as at 31 March 2023.

12. DEBTORS

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Trade debtors	302	293	72	110
Prepayments	359	347	359	347
Accrued income	359	797	359	797
Other debtors	23	18	23	18
Legacy notifications	2,263	2,051	2,263	2,051
	3,306	3,506	3,076	3,323

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Expense creditors	369	389	358	368
Other creditors	252	385	173	299
Service delivery deferred income	492	285	131	58
Fundraising events deferred income	111	30	111	30
Accruals	63	118	63	118
	1,287	1,207	836	873

Deferred income includes the following income received in advance to carry out the activities in the next financial year: Youth Endowment Fund Grant for the Becoming a Man project: £20,661; Lambeth Council grant also for the Becoming a Man project: £75,000; and grant from Baring Foundation £35,000 for delivery of the Arts and Mental Health Resource and Development project.

Deferred income also includes income for the following fundraising events postponed to the next financial year: London Marathon 2023: £76,683; Mental Health Awareness Week 2023 skydive: £17,919; Edinburgh Marathon 2023 £2,577; London Landmarks Half Marathon 2023: £8,433 and UK Challenge Events: £5,627.

14. RESTRICTED FUNDS

The income funds of the charity and group include restricted funds comprising the following donations and grants held on trust to be applied for specific purposes:

	At 1 Apr 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2023 £'000
Arts Festival Wales	6	(12)	(7)	13	-
Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3	-	44	2	3	49
Barnardo's Mental Health & Wellbeing Evaluation	102	41	(139)	(4)	-
Barnardo's National Counter Trafficking Service Sleep	-	8	(8)	-	-
Becoming a Man	(0)	509	(509)	-	-
Becoming a Man (Islington Council)	-	138	(94)	-	44
Becoming a Man (Movember)	-	80	(6)	-	74
Blue Prescribing - London	27	-	(32)	5	-
Blue Prescribing - Summerset	9	-	-	(9)	-
Commissions and Creative Network	12	-	(12)	-	-
Corporate restricted income	299	117	-	(416)	-
COVID Research	-	-	(1)	1	-
COVID Response Programme - Home	524	350	(1,040)	260	94
Elevate	-	60	(60)	-	-
Future Learn	-	-	(21)	116	95
Gaming and Mental Health	1	-	-	-	1
J Sinson	7	-	-	-	7
KidsTime Southwark	46	20	(64)	(2)	-
Learning Partner	32	17	(29)	(4)	16
Mind Our Future - Single Parents	-	17	(12)	-	5
My Life My Future	62	-	(53)	-	9
New Scots Edinburgh Partnership	1	50	(51)	-	-
Peer Education Project	90	72	(159)	66	69
Peer Group Mentoring in Angus	-	15	(8)	-	7
Picture This	26	-	(29)	3	-
Primary School Programme	20	-	-	-	20
Refugee Communications Project	-	74	-	-	74

14. RESTRICTED FUNDS continued

	At 1 Apr 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2023 £'000
Refugee Health Policy Action Group	6	2	(8)	-	-
Restricted Legacies - Helen Oliver	96	-	-	(75)	21
Restricted Legacies - Research	191	-	(98)	-	93
Scottish Government Mental Health Ref Group	-	117	(117)	-	-
Scottish Mental Health Arts Festival	-	25	-	-	25
Scottish MH Res Network	-	9	(9)	-	-
SMHAFF Restricted	53	17	(70)	-	-
SOCTIS	-	1	(1)	-	-
South Wales Police	3	-	(6)	3	-
Stigma	38	100	(135)	-	3
Talking Heads	-	10	-	-	10
Targeted 22-23 EDI Programme	-	4	-	-	4
Thriving Learners	56	-	(56)	-	-
Transport and Public Mental Health	-	115	(107)	-	8
Triumph	0	3	(3)	-	-
U OK?	31	121	(124)	50	78
Visibility & Voices	-	31	(31)	-	-
VOX	33	162	(195)	-	-
Wales Arts Learning and Development	-	16	(15)	(1)	0
Youth Mental Health Task Sharing	-	80	(21)	-	59
	1,771	2,413	(3,328)	9	865

14. RESTRICTED FUNDS continued

	At 1 Apr 2021 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2022 £'000
Arts & Stigma	2	-	(2)	-	-
Arts Festival Wales	(3)	15	(10)	4	6
Barnardo's Mental Health & Wellbeing Evaluation	75	123	(96)	-	102
Becoming a Man	-	502	(502)	-	-
Blue Prescribing - London	-	-	(80)	107	27
Blue Prescribing - Summerset	-	13	(4)	-	9
Commissions and Creative Network	-	27	(15)	-	12
Corporate restricted income	-	299	-	-	299
COVID Research	-	-	(145)	145	-
COVID Response Programme - Home	251	608	(357)	22	524
Creating Communities	-	-	(1)	1	-
Dads Football	-	39	(39)	-	-
Drawing Neighbours Together	(1)	9	(8)	-	-
Edinburgh Summer Programme	-	300	(301)	1	-
Evaluation of DBI	5	-	(5)	-	-
Gaming and Mental Health	163	-	(162)	-	1
Gwynedd Youth Service	5	-	(9)	4	-
Irish Men	-	-	(13)	13	-
J Sinson	7	-	-	-	7
KidsTime Southwark	16	100	(128)	58	46
Learning Partner	-	25	-	7	32
My Life My Future	16	100	(54)	-	62
New Scots Edinburgh Partnership	-	20	(19)	-	1
Peer Education Project	51	104	(165)	100	90
Picture This	31	94	(99)	-	26
Primary School Programme	20	-	-	-	20
Reclaiming our heritage	28	1	(22)	(7)	-
Refugee and Asylum Seeker	12	35	(44)	(3)	-
Refugee Health Policy Action Group	20	60	(74)	-	6
Restricted Legacies - Helen Oliver	154	-	-	(58)	96
Restricted Legacies - Research	311	-	(120)	-	191
Scottish Government Mental Health Ref Group	-	20	(20)	-	-
Screening Inequality	105	-	(105)	-	-

14. RESTRICTED FUNDS continued

	At 1 Apr 2022 £'000	Income £'000	Expenditure £'000	Transfers £'000	At 31 Mar 2023 £'000
SITUATE	-	32	(33)	1	-
SMHAFF Restricted	40	100	(87)	-	53
South Wales Police	-	39	(36)	-	3
Standing together-Cymru	-	39	(51)	12	-
Stigma	26	137	(125)	-	38
Stigma Report Card	-	65	(65)	-	-
Survivors	-	-	-	-	-
The ACES (Adverse Childhood Experiences) Resilience	11	19	(23)	(7)	-
Thriving Learners	62	60	(66)	-	56
Triumph	-	7	(7)	-	-
U OK?	10	41	(20)	-	31
Visibility & Voices	13	25	(38)	-	-
VOX	-	193	(160)	-	33
Wales Arts Learning and Development	-	-	(2)	2	-
What I Need to Tell You	9	-	(9)	-	-
Women of Scotland	21	-	(3)	(18)	-
	1,460	3,251	(3,324)	384	1,771

Barnardo's CPPSP MH & Wellbeing Evaluation Phase 3

Phase 3 of the Barnardo's Core Priority Programme in Mental Health and Wellbeing is the final phase of work commissioned by Barnardo's to implement a systems-change approach in infant, children and young people's mental health services in three localities – North Tyneside, Renfrewshire and Northern Ireland. The overarching aim of the programme is to demonstrate the added value of a strategic partnership approach facilitated by the third sector to improving child and young people's mental health. This phase of the programme aims to measure progress towards five core outcomes – prevention and early intervention, sustainability, partnership working, shared language and co-production – to explore the mechanisms of change that result in successful systems change approach. To achieve this, MHF as Barnardo's research and learning partner has plans to deliver a coordinated programme of evaluation activities including reviewing underpinning systems change theory, undertaking literature reviews, and data collection with end user beneficiaries (children, young people and families).

Barnardo's Mental Health & Wellbeing Evaluation

Commissioned by Barnardo's for its Mental Health and Wellbeing Core Priority Programme Strategic Research Partnerships' work in Renfrewshire, North Tyneside and Northern Ireland. The aim of these strategic partnerships is to facilitate systems change within mental health and wellbeing services and systems for children, young people and families, and to support the development of new and innovative ways of working, so that children, young people and their families experience improved mental health and wellbeing outcomes and the demand on secondary mental health service provision (e.g., CAMHS) is reduced.

Becoming a Man (BAM)

A trauma-informed mentoring and counselling project in Lambeth and Islington, which integrates clinical theory and practice, men's rites of passage work and a dynamic approach to youth engagement. Over a two-year curriculum, the programme offers in-school activities that promote relational and emotional learning strongly correlated with positive long-term outcomes in the areas of health, education and justice system involvement.

We delivered weekly group counselling sessions (BAM Circles) to groups of young men across six schools in Lambeth and Islington. We would like to thank the Youth Endowment Fund, Movember and Islington Council for their support towards this incredible project. We would also like to thank Lambeth Council for committing to partially funding the continuation of delivering in our three Lambeth schools for the 2023-2024 school year.

Blue Prescribing

The Blue Prescribing Project at the London Wetland Centre was a partnership between the Mental Health Foundation and the Wildfowl and Wetlands Trust, funded by Simplyhealth. Participants engaged in a six week nature engagement and self-management course on the wetland site, to explore their relationship with the natural world, and ways of deepening this to improve and protect their mental health. Project delivery came to an end in April 2023.

Commission and Creative Network

With funding from the Baring Foundation this project worked with three artists across Scotland (Glasgow, Fife and the Highlands) who worked with participants in their local communities to support them to make creative work exploring mental health issues. In tandem, the Mental Health Arts Network was developed as a plan for a peer-to-peer support network for people who are either already making or are interested in making creative work about mental health.

COVID Response Programme

Our COVID Response programme works with partner organisations to create new projects across the UK, targeting three beneficiary populations identified by our longitudinal COVID-19 study as having more mental health challenges due to the pandemic: people with long-term conditions, lone parents and people from BAME communities. The Programme is match-funded from external sources and the MHF designated funds.

Elevate

The project aim is to increase the representation of refugee background people within civic forums in education and health and social care in the Glasgow area. The project will deliver support programmes to those refugees and asylum seekers parents to join parent councils, and likewise to support parent councils and schools to welcome refugee backgrounds families.

We approach civic forums in transport companies, Police Scotland, education, health and social care and offer a training to their staff. We deliver training to refugee and asylum seeker community members to increase their confidence to engage more with civic forums.

Future Learn

Future Learn is an online learning platform where we are developing a suite of free to access e-learning courses aimed primarily at the social care, health and education sectors to better support professionals to understand, protect and sustain the mental health of those they work with. Learners will engage with the courses through articles, reflective exercises, interactive discussions, and case studies.

These courses aim to create lasting learning legacies from our work across Programmes, Policy, and Research, and disseminate our work to wider audiences. We currently have two available courses on Body Image and Trauma-Informed practice and are developing further courses on topics such as supporting people seeking sanctuary, and loneliness and healthy relationships.

J Sinson (Research prize fund)

This fund represents an original donation of £10,000 in memory of Dr Janice Sinson, which is to be used for prizes in ongoing research competitions.

KidsTime Southwark

Funded by the National Lottery Community Fund and delivered in partnership with Our Time, who have developed the KidsTime workshops over many years, alongside London Borough of Southwark. The workshops provided support for both children and parents affected by parental mental health problems bringing whole families together to promote wellbeing and resilience. The Foundation successfully adapted the workshops for online delivery during the pandemic. The project came to an end in November 2022.

Learning Partner

Mental Health Foundation partnered with Single Parents Wellbeing CIC in their Wellbeing Workshops project funded by the National Lottery Community Fund. The main aims of the project are to reduce loneliness and isolation and improve mental wellbeing for single parents by giving them the skills and tools to improve their lives. MHF have been part of the Steering Group, providing support and expertise to the project and also conducting the evaluation. The project came to an end in June 2023.

Mind Our Future - Single Parents

The Mental Health Foundation is part of a partnership led by Single Parents Wellbeing who secured funding from the National Lottery Community Fund through their Mind Our Future programme in Wales. A Mental Health Manifesto 'Action for Our Future' is a project working with young people aged 10 to 24 in single parent households who have an interest in increasing resilience and improving mental health services. This will empower a mentally healthy future generation to feel confident in taking opportunities and actions to move forward and make positive changes in their lives, influence their communities and wider policy development in Wales.

My Life My Future

In 2020, Feeling Our Way was developed in Nottingham City in response to the unique and heightened challenges faced by care leavers, particularly social isolation and rapidly deteriorating mental health, as a result of COVID-19 lockdown restrictions. The project, in partnership with Nottingham City Council, provided to-the-doorstep Wellbeing Kits (practical tools such as mindfulness colouring, skipping ropes, self-care items); Digital access (mobile phones, free data, minutes, texts) and Digital Packs (psychoeducation, signposting, interactive resources such as films and quizzes) to promote good mental health and encouraging help-seeking.

New Scots Edinburgh Partnership

Supported with funding from the Asylum, Migration and Integration Fund (European Union) matched with support from the Scottish Government, this project is working with unaccompanied young refugees living in Edinburgh. Working with lead partner City of Edinburgh Council and the NHS Lothian CAMHS and Cyrenians we are delivering a peer mentoring activity to support the mental health and wellbeing of this group of young people.

Peer Education Project (PEP)

This project continues to increase engagements with schools, training thousands of Year 12 students as peer educators and reaching over 50,000 Year 7 students giving them the skills and knowledge to safeguard their mental health, know where to seek help, and be better able to support the mental health of their friends.

Peer Group Mentoring in Angus

Mental Health Foundation has partnered with Aberlour Children's Charity to provide early intervention work with families and children in Angus. MHF will deliver facilitation of training and coaching-style support based on the content of the StressLESS resource. Support focused on mental health and wellbeing in the context of peer group mentoring will be provided for Aberlour staff, primary school teaching and support staff, volunteers, and parents.

Picture This

Picture This was a new digital creative programme designed to support people in later life who are experiencing digital exclusion and social isolation. As a response to the pandemic, the Mental Health Foundation partnered with Lloyds to deliver the project with people in later life housing. As well as letting participants explore their creativity and develop peer support relationships during the course, the project gave them digital skills to create better connections online with their family and friends. The project came to an end in June 2022.

Refugee Communications Project

Supported with funding facilitated through the Blue Thread Foundation a grant to: develop a refugee mental health communication hub; develop and adapt refugee mental health resources; and support refugee led dissemination and media. Includes working with a lived experience panel to build resources on mental health and wellbeing to individuals and communities from refugee backgrounds in Scotland.

Refugee Health Policy Action Group

Supported with funds from the Scottish Government's "Promoting Equality and Cohesion Fund", the project is working to develop local responses to refugee health support in local authorities across Scotland. This includes training volunteers from refugee backgrounds on mental health, policy development and delivering work in local authority areas.

Restricted Legacies – Research

The balance relates to several legacies that the Foundation was instructed to use to further research into mental health. The balance has been invested in research projects led by the Foundation in collaboration with partners including the University of Cambridge in England and Strathclyde University in Scotland.

Restricted Legacies - Helen Oliver

The funds from the Helen Oliver legacy received in 2016-17 are being used to evaluate ways to promote the mental health of children and young people whose parents are at risk of mental health problems. The total value of the legacy was £153,812, which has been used for the Kidstime and Young Mums Connect evaluation.

Scottish Government Mental Health Ref Group

In 2022-23, the Mental Health Foundation also established the Diverse Experiences Advisory Panel (DEAP), in partnership with the Health and Social Care Alliance Scotland. The first meeting was held in May 2022. DEAP brings together people from a variety of communities and backgrounds to share their perspectives. By drawing on their own lived experiences panel members help to inform Scottish Government policy, so that it can better support mental health and well-being for people and communities across Scotland.

Scottish Mental Health Res Network

The NHS Research Scotland (NRS) Mental Health Network is funded by the Scottish Government through the Chief Scientist Office (CSO) with the main objective of improving the quality and quantity of research and promoting excellence in mental health clinical research in Scotland. Within the Scotland Research Team, our Citizenship and Participation Officer spends one day a week with the Network to support the engagement between the research community, the NHS, patients, and people with lived experiences of mental health care and treatment.

Scottish Mental Health Arts and Film Festival (SMHAFF)

The 16th Scottish Mental Health Arts Festival (SMHAF) took place from 4-24 May 2022. It featured around 180 events taking place across Scotland and online, exploring the theme of 'Gather'. It reached estimated audiences of over 12,500 people. Led by the Mental Health Foundation, the annual festival aims to support the arts, explore how engagement in the arts can help to prevent mental health problems, and challenge preconceived ideas about mental health. SMHAF 2022 was supported by national partners Creative Scotland, Thrive Edinburgh, Edinburgh Health & Social Care Partnership, Baring Foundation, See Me Scotland, NHS Greater Glasgow & Clyde, media partner The List, and design partner Ilka.

Scottish Mental Illness Study (See Me)

The Scottish Mental Illness Stigma Study was a programme of research managed by the Mental Health Foundation, commissioned by See Me, and delivered in partnership with Glasgow Caledonian University and the Lines Between. The aim of this study was to identify the nature and impact of stigma and discrimination faced by people who reported living with severe, complex and/or enduring mental illness in Scotland. The research findings – based on 346 survey respondents and 70 people who engaged in qualitative research – were launched in September 2022. The findings have had significant impact at national level, gaining interest across Scotland and from the Scottish Government. The findings have been presented at conferences, won an NRS poster award competition and will feature as part of the European Conference on Mental Health in Slovenia in September 2023, where the MHF See Me team will chair a session on stigma. The traction that the findings have achieved demonstrates that stigma around more complex and less understood mental health conditions in Scotland are pervasive in society, despite increased awareness of mild to moderate mental health problems. This work continues to inform the work of the See Me programme, MHF research and learning team and is influencing policy and strategy at national level in Scotland. It has started discussions about complex mental health illness that are challenging for the public, services and systems and demonstrates that people who report living with severe and enduring mental illness enjoy fewer rights than others in society. Another result of this work is international collaboration with anti-stigma programmes in Australia and Canada which has the potential to yield joint international peer reviewed publications and interventions.

Targeted 22-23 EDI Programme

Supporting groups and organisations working at a grassroots level to access a small grants programme delivered through Creative Scotland to use the arts and creative activity to promote positive mental health and wellbeing in their community.

Thriving Learners

Thriving Learners is a pioneering study of student mental health in tertiary educational institutes across Scotland. Working with partners, Universities Scotland, Colleges Scotland and with funding from the Robertson Trust, the study will be undertaken over two years. With the knowledge and insight gathered, we will provide recommendations for best practice in prevention, early intervention and support of students' emotional wellbeing in Scotland's universities and colleges.

Transport and Public Mental Health

The Transport and Public Mental Health project is supported with funding from Motability. The purpose of this project is the facilitation of a user research project which explores the impact transport has on public mental health through the lens of three different groups: people with existing psychiatric diagnoses, people living with dementia and new mothers.

Triumph

Transdisciplinary Research for the Improvement of Youth Mental Public Health (TRIUMPH) Network brings together young people, health practitioners, policymakers and those working with voluntary organisations including the Foundation, with academics from across clinical, social sciences, arts and humanities, design, and computer sciences disciplines.

U OK?

Psychoeducation and peer-to-peer based project to support young people aged 16+ with the transition out of statutory education and onto independent living, work, and higher education. Now in its second year, the project has been funded by TUUT Charitable Trust, Garfield Weston Foundation, FASTn, Association of Colleges London and South East Colleges.

Visibility & Voices

The Visibility & Voices programme is supported with funding from Glasgow City Council's "Glasgow Communities Fund".

The purpose of this programme is to engage people from refugee and asylum-seeking backgrounds in civic life across the city.

Centring lived experience it is working to benefit the health and wellbeing of refugees and asylum seekers through increased and focused civic participation.

Voices of Experience (VOX)

VOX Scotland is Scotland's national mental health service user collective that represents its members' views to Scotland's politicians and health professionals to make sure Scotland's laws and mental health services reflect service user needs and interests.

VOX is Scotland's only national mental health advocacy organisation run by service users for service users. VOX is an independent organisation that has a service and support agreement with the Mental Health Foundation for its running and delivery.

Youth Mental Health Task Sharing

This project is a test-and-learn task-sharing approach to redirecting specialist mental health supports from NHS Tayside to community-based organisations for children (aged 5-11). Schools across three locality areas in Dundee work in partnership with MHF and third-sector organisations to identify and support parents/carers whose child may have or be considered for a neurodevelopmental referral to CAMHS. Support strategies were identified by responding to CAMHS data and Additional Support Needs Census (Education) data. Specialist training, peer group mentoring opportunities for staff and parents, and co-design with community partners and families are at the heart of the project which will be supported by Dundee City Neighbourhood Services.

15. DESIGNATED FUNDS

	At 1 Apr 2022 £'000	New designation Income £'000	Utilised/ released £'000	At 31 Mar 2023 £'000
Group and charity				
Stephen Schick legacy	1,500	—	(1,500)	—
COVID Response Programme	2,000	—	(1,000)	1,000
Foundation Offices Property Fund	6,674	452	(850)	6,276
	10,174	452	(3,350)	7,276

	At 1 Apr 2021 £'000	New designation Income £'000	Utilised/ released £'000	At 31 Mar 2022 £'000
Group and charity				
Stephen Schick legacy	2,000	—	(500)	1,500
COVID Response Programme	2,000	—	—	2,000
Foundation Offices Property Fund	6,500	174	—	6,674
	10,500	174	(500)	10,174

16. PERMANENT ENDOWED FUNDS

	At 1 Apr 2022 £'000	Additions £'000	At 31 Mar 2023 £'000
Group and charity			
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

	At 1 Apr 2021 £'000	Additions £'000	At 31 Mar 2022 £'000
Group and charity			
Wilke Fund	12	—	12
Lander Fund	33	—	33
	45	—	45

The above funds represent permanent endowment which must be retained indefinitely and held as capital. Both funds are constituted under separate trust deeds. Under the deed of trust relating to the Wilke Fund, all income arising from the capital sum may be used for the general purposes of the charity and it is credited, therefore, to general funds on receipt. Under the terms of the deed governing the Lander Fund, 25% of the income generated by the fund each year must be added to the capital sum and be retained as part of the permanent endowment. The remaining 75% of the income may be credited to general funds on receipt and used for the general purposes of the charity.

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2023 Total funds £'000
Tangible fixed assets	60	-	6,126	-	6,186
Investments	6,084	-	-	45	6,129
Net current assets	526	865	1,150	-	2,541
	6,670	865	7,276	45	14,856

Charity	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2023 Total funds £'000
Tangible fixed assets	56	-	6,126	-	6,182
Investments	6,084	-	-	45	6,129
Net current assets	510	865	1,150	-	2,525
	6,650	865	7,276	45	14,836

Group	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2022 Total funds £'000
Tangible fixed assets	26	-	6,024	-	6,050
Investments	8,751	-	-	45	8,796
Net current assets	(1,856)	1,771	4,150	-	4,065
	6,921	1,771	10,174	45	18,911

Charity	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2022 Total funds £'000
Tangible fixed assets	24	-	6,024	-	6,048
Investments	8,751	-	-	45	8,796
Net current assets	(1,966)	1,771	4,150	-	3,955
	6,809	1,771	10,174	45	18,799

The total unrealised gains as at 31 March 2023 constitutes movements on fair value and are as follows:

	2023 £'000	2022 £'000
Unrealised gains included above:		
On investments	430	796
Total unrealised investment gains at 31 March 2023	430	796
Reconciliation of movements in unrealised gains:		
Unrealised gains at 1 April 2022	796	208
Net (losses) gains arising on fair value movement arising in the year	(366)	588
Total unrealised gains at 31 March 2023	430	796

18. OPERATING LEASE COMMITMENTS

At 31 March 2023 the charity had the following total minimum lease payments under non-cancellable operating leases:

	Land and buildings		Other	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Operating leases which expire:				
- Within one year	87	89	-	-
- After one but within two years	51	87	-	-
- After two but within five years	-	51	-	-
	138	227	-	1

19. RELATED PARTIES

During the year ended 31 March 2023, the group had no related party transactions (2022: none).

20. ULTIMATE PARENT UNDERTAKING AND CONTROLLING PARTY

The immediate parent undertaking is The Mental Health Foundation. The ultimate parent undertaking and controlling party is The Mental Health Foundation, a company incorporated in England and Wales.

The Mental Health Foundation is the parent undertaking of the largest and smallest group of undertakings to consolidate these financial statements at 31 March 2023.

The consolidated financial statements of The Mental Health Foundation are available from Unit 2, 197 Long Lane, SE1 4PD.

21. COMPARATIVE GROUP AND CHARITY STATEMENT OF FINANCIAL ACTIVITIES

Group	Note s	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2023 Total funds £'000
Income from:						
Donations		3,883	358	—	—	4,241
Legacies		1,867	—	—	—	1,867
Fundraising events		670	—	—	—	670
Investments		1	—	—	—	1
Charitable activities						
- Statutory grants receivable	1	9	1,404	—	—	1,413
- Other grants	1	5	1,406	—	—	1,411
- Charitable trading activities	2	998	83	—	—	1,081
Total income		7,433	3,251	—	—	10,684
Expenditure on:						
Raising funds		1,619	—	—	—	1,619
Charitable activities	3					
- Mental Health Programmes		1,797	2,758	—	—	4,555
- FPLD		—	—	—	—	—
- Information, education, dissemination and advisory services programme		4,117	566	—	—	4,683
Total expenditure		7,533	3,324	—	—	10,857
Operating (expenditure) for the year before transfers		(100)	(73)	—	—	(173)
Unrealised gains on investment		588	—	—	—	588
Net income (expenditure) for the year before transfers		488	(73)	—	—	415
Transfers between funds		(58)	384	(326)	—	—
Net movement in funds		430	311	(326)	—	415
Reconciliation of funds:						
Funds brought forward at 1 April 2021		6,491	1,460	10,500	45	18,496
Funds carried forward at 31 March 2022		6,921	1,771	10,174	45	18,911

Group	Notes	Unrestricted funds £'000	Restricted funds £'000	Designated funds £'000	Permanent endowment funds £'000	2022 Total funds £'000
Income from:						
Donations		3,883	358	—	—	4,241
Legacies		1,867	—	—	—	1,867
Fundraising events		670	—	—	—	670
Investments		1	—	—	—	1
Charitable activities						
- Statutory grants receivable	1	9	1,404	—	—	1,413
- Other grants	1	5	1,406	—	—	1,411
- Charitable trading activities	2	108	83	—	—	191
Total income		6,543	3,251	—	—	9,794
Expenditure on:						
Raising funds		1,619	—	—	—	1,619
Charitable activities	3	1,797	2,758	—	—	4,555
- Mental Health Programmes		—	—	—	—	—
- FPLD		3,163	566	—	—	3,729
- Information, education, dissemination and advisory services programme		6,579	3,324	—	—	9,903
Total expenditure		(36)	(73)	—	—	(109)
Operating (expenditure) for the year before transfers		588	—	—	—	588
Unrealised gains on investment		552	(73)	—	—	479
Net income (expenditure) for the year before transfers		488	(73)	—	—	415
Transfers between funds		(58)	384	(326)	—	—
Net movement in funds		494	311	(326)	—	479
Reconciliation of funds:						
Funds brought forward at 1 April 2021		6,315	1,460	10,500	45	18,320
Funds carried forward at 31 March 2022		6,809	1,771	10,174	45	18,799

Reference and administrative information

Patron

HRH Princess Alexandra The Hon
Lady Ogilvy KG GCVO

Trustees

Aisha Sheikh-Anene (Chair)

Sonia Nerys Edmonds
(appointed 26th May 2022)

Saash Blaylock
(appointed 26th May 2022)

Huma Maryam Malik
(appointed 26th May 2022)

Laura Alice Earnshaw
(appointed 26th May 2022)

Richard Scothorne

Gavin Davidson

Rosie Tressler OBE

Jonny Jacobs

Chris Martin

Steve Workman

Jenny Paton
(resigned 1st October 2022)

Narayanan Vaidyanathan
(appointed 1st October 2022)

Karla Portilla
(resigned 20th June 2023)

Pamela Chaterjee
(appointed 21st June 2023)

Rose Braithwaite
(appointed 23rd November 2022
and resigned 20th June 2023)

Secretary
Adrian Lance

President
Professor Jacqui Dyer OBE

Senior Management Team

Mark Rowland
Chief Executive

Anna Kingsley-Nyinah
Director of HR and
Wellbeing
(left 31st December 2022)

Antonis Kousoulis
Director of England & Wales
(left 8th February 2023)

Lee Knifton
Director of Scotland, Wales
& Northern Ireland

Alexa Charnley
Director of Fundraising and
Communications
(joined 12th September
2022)

Adrian Lance
Chief Operating Officer

Alexa Knight
Director of England
(joined 22nd February 2023)

Registered and principal office

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London,
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Social media

Website mentalhealth.org.uk
Twitter @mentalhealth
Facebook
[mentalhealthfoundation](https://www.facebook.com/mentalhealthfoundation)

Company registration number

O2350846 (England and
Wales)

Charity registration numbers

England and Wales: 801130
Scotland: SC 039714

Auditor

Buzzacott LLP,
130 Wood Street,
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Bankers

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London,
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Investment managers

CCLA Investment
Management Limited COIF
Charity Funds,
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London,
EC4V 4ET

Solicitors

Bates Wells Braithwaite
London LLP, 10 Queen Street
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EC4R 1BE

To find out more visit

[mentalhealth.org.uk](https://www.mentalhealth.org.uk)



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Scotland SCO39714.

Company Registration No. 2350846.

