

Year End 31st March

2024 Annual Report

Directors' Report &
Financial Statements



Change Mental Health Ltd is a
registered charity SC013649.
Company Number SC088179.

Contents

A / Directors' Report **4**

1. Our Support Impact	6
2. What's new?	12
3. Policy, Public Affairs, Communications and Fundraising	17
4. Review of the financial position	20
5. Structure, governance & management	22

B / Independent Auditor's Report **26**

C / Financial Statements **30**

1. Statement of Financial Activities	31
2. Balance Sheet	32
3. Cashflow	33
4. Notes on Account	34

Who we are

Our vision is a future where no one needs to face mental illness alone.

Our mission is to provide transformational support for people ensuring that everyone has access to the support they need, when they need it, and in a way which works best for them. We seek to change society by changing attitudes, fighting stigma and influencing government to ensure a better quality of life for those affected by mental illness.

Courage and Commitment

We face challenges head on and speak out when we see injustice.

Dignity and Compassion

We care for our staff and the people we support. We recognise human beings as complex and unique. We reach out to others and show kindness.

Leadership

We innovate. We are the first to our own rescue and that of others. We do the difficult things. We work in and build partnerships with others.

Lived Experience

We are driven by the lived experiences of the people we support and work with. We are committed to person centred approaches and meaningful participation.

Integrity

We do the right thing. We are transparent, open and honest.

Directors' Report



“

Strength to strength, Change Mental Health keeps innovating and growing at an incredible pace. What strikes me, however, is how far we have come in a short time with the scale of work we're doing: reaching many more people than ever before and with the quality of the work we do.

The accounts and report below speak for itself. I am incredibly proud of the work of Nick, the leadership and, indeed, the whole organisation in the work that we are doing. It is a team effort and one which the data is showing us, is really paying off for the people we are there to support.

In the coming year, there will no doubt be many more opportunities and indeed challenges but I think we have the right people, resources, and values to tackle those opportunities and challenges head on and ensure that no one needs to face mental illness alone.

Thank you to everyone who has supported this work throughout the year – our volunteers, board members, staff, funders and campaigners – and, of course, thank you to the people we are here to support.

Greg May
Chair of the Board



“

This has been an incredible year for Change Mental Health. I am in awe that we have increased the number of people we support by 40%. Last year, we talked about the increase in income but this year it has to be about the increase in scope.

We have supported over 10,000 people across Scotland. We are reaching more people than ever before across Scotland and supporting them in ways we have never supported them before. Thousands and thousands of people have reached out to us in their time of need and the staff and volunteers of Change Mental Health were there to answer the call. To be able to do this in an incredibly tight financial climate when many others are understandably in retreat is testament to the passion and dedication of our staff.

We still have much to do. I hope next year I am writing not about money, or scale, but about quality. We will be introducing a Quality Assurance Framework in the organisation for the first time, combined with enhanced learning and development opportunities for staff, and a pay structure that allows people to develop in role for the first time.

Good things are happening here. We are supporting more people, we are enhancing our quality, we are working with more partners in deeper and better ways, we are a critical friend to government and those in power, and we are constantly assessing how we can improve our organisation and culture to allow our staff to do what they do best: offer the lifesaving support that sadly still too many need.

As always, I am proud to be the CEO of such a brilliant organisation and I wish to thank, alongside Greg, our volunteers, funders, staff, members, and the people we support. Together, we are making a difference.

Nick Ward
CEO

1. Our Support Impact

We supported 10,071 people across Scotland. This is a 40% increase from 2022/23. In addition to this we have also delivered 9870 hours of support through the Thrive Edinburgh contract. Of the total number we supported, 3,000 were in localities and areas across Scotland and 7,071 were supported through our national services.

- 58% of people received support face-to-face, 31% through phone and 11% through digital means. 45% of people access support once a week.

Responses from service user evaluations identified that:

- 86% felt they were treated with respect, dignity, compassion and empathy at all times
- 79% felt listened to and had the ability to inform the support they received and when they receive it
- 77% were overall satisfied with the support they received
- 72% knew how the support they received was going to help them.

Partnership working is a real area of strength across all of our services, building strong relationships with commissioners in place across the board. These are deliberately cultivated and are helping us to develop our services by ensuring an element of sustainability and security.

Our key partnerships for referrals included:

- Mental Health UK
- Scottish Government
- Social Work, Community Mental Health Teams, GPs, NHS Trusts, Drugs and Alcohol Teams and Psychiatrists
- Health and Social Care Partnerships, Local Councils, Department of Work and Pensions
- Third Sector
- Education
- Police Scotland and Scottish Ambulance Services
- Youth Centres and Community Groups
- Carer centres

Our Services

Dumfries and Galloway

We supported 913 people across Dumfries and Galloway, across our resource centres, outreach, Carer Support and Employability Support Project.

Through our Employability Support Project, we have supported a person who said: **"They have helped me through very difficult personal times and have increased my self-confidence and self-esteem."**

Employability Support Project supports adults and young people who are looking to develop employability skills and access employment. Provided in-person, guidance, mentoring and personal support plans are developed to increase confidence and engagement.



Two team members at our resource centre in Stranraer.

One example is supporting Drew through the Employability Support Project, who looked for ways to help others affected by mental illness through volunteering. After completing a degree at the Cumbria Institute of the Arts in 2019, he learned about Change Mental Health from a friend.

After initially being tasked with creating a virtual exhibition, which he saw as a significant challenge due to his own mental health challenges and low motivation, he overcame hurdles and successfully launched the exhibition which marked a personal victory.

This accomplishment led to running a photography group that provided a creative outlet for others and helped reduce his anxiety. It combated his loneliness

and built confidence through new skills and positive feedback. Other forms of expressive arts, like creative writing, helped to overcome the worst of his social anxiety while being around like-minded people with similar interests.

Volunteering was really important for Drew, as he continued to run the photography group in Dumfries while broadening out to volunteering with a local museum as an artifact photographer. He ran a successful pop-up exhibition in the town centre, a milestone Drew credits to support from Change Mental Health, which led to him taking the next step: employment.

Drew developed his employability skills, updated his CV and finessed skills like public speaking – which reduced his social anxiety further. Drew volunteered with a history-themed support group at the Employability Support Project, where people could learn about the history of the world and Scotland to improve their reading skills. He learned more about risk assessments and administrative tasks.

His artwork was auctioned during a partnership announcement between British Hydropower Association and Change Mental Health, recognising his talent and resilience while giving back to the community.

Now, Drew works part-time at the museum where he previously volunteered and continues to volunteer with Change Mental Health.

“Change Mental Health has been my crucial support network over the past five years.

“I have to thank the staff for their patience and help in getting through some tough times. If not for their understanding and ability to gently push me to challenge myself, I would not be where I am today.”

214 people accessed the Employability Support Project in 2023/24. 16 people were supported into work, 13 people were supported in work, 19 people were supported into further educational opportunities, 13 people were supported in further education, 21 people were supported into volunteering opportunities (21 internal and 9 external) and 2 people were supported to start Open University courses.

Of the people we supported through the service, 142 people reported improved confidence, 161 people reported improved employability skills – including communication, problem solving,

teamwork, decision-making and the ability to engage with people they don't know.

We also measured the consistency and regularity of punctuality and attendance. 94% of those attending arrived on time for one-to-one and group support.

Edinburgh

We supported **640 people** across Edinburgh, across our Stafford Centre drop-in, group work, Signature Project, Carer Support and Veterans Community Café. In addition, 9,870 hours of support through Thrive were provided.

We have been witnessing increased demand on our Carer Support service in Edinburgh and one service user spoke about the benefit of the support they received.



A staff member at our Stafford Centre talking to a service user.

“I’m a very private person – I come to the Stafford Centre for my mental health – but a few months ago I spoke to staff to say I might not be in for a few weeks as my caring responsibilities were having an effect on me. I hadn’t told staff about my caring role before.

“Staff were super supportive, who referred me to the Carer Support Worker in Edinburgh. They’re amazing: within the first meeting I felt listened to and supported around my caring role for the first time ever. They organised for a social work assessment and my son’s needs were assessed as high.

"My son now has a carer six days per week and I have some time for myself. I come to the Stafford Centre four days a week and I get to see the Carer Support Worker every fortnight. It's not like my son now has support, so I don't need it, but honestly it's changed my life in such a positive way."

We supported **37 carers** in Edinburgh across 2023/24. We also supported **253 people** through our drop-in and **199 people** through group work at the Stafford Centre.

Highland

We supported **990 people** across Highland, inclusive of our Community Link Worker service (where we supported **851 people**), resource centres, outreach and Carer Support.

An example of a person we supported through our outreach service in Highland, was someone living alone in a remote location. They are registered deaf and were struggling in multiple areas: housing, finance, social isolation, lack of support networks, physical disability and mental health issues – particularly depression, anxiety and panic attacks.

We explored three distinct goals: whether there is more financial support available, opportunities for socialising and ways to deal with panic attacks.



Working together at our resource centre in Invergordon.

We worked with partners such as Citizens Advice Bureau to gain them access to the Adult Disability Allowance, Highland Council to obtain a bus pass which would lessen their isolation and give them access to social groups, and because of their hearing disability we sought out digital interest groups to enhance interaction.

The team is now working with that person further, using decider skills strategies to manage panic attacks. They said: **"I am getting little glimmers of hope that things will get better. I am feeling very thankful that I have some support. It is making a difference to how I feel."**

We supported **18 people** through outreach in Highland across 2023/24.

Fife and Tayside

We supported **457 people** across Fife and Tayside through Carer Support, Hearing Voices and Resilience.

Supporting a person through our Carer Support service in Fife and Tayside, they said: **"In the context of mental health services, I felt heard for the first time speaking to the Carer Support Worker at Change Mental Health, which gave me a boost in speaking up in other contexts like a parent consultation at school and joining support groups. I also received plenty of valuable advice on other organisations that will help me and my children in the future."**



Two team members working together at our office in Perth.

Althea is someone who benefited from Carer Support in Tayside, stating: **"If it weren't for Change Mental Health, I couldn't have been sitting here."** Being a carer to a disabled son, she faced a life full of adversities that impacted her mental health and brought on suicidal thoughts. Althea faced challenges of abuse and depression, stemming from a tough upbringing that started in her native Jamaica, when she moved to London until present times living in Perth. She describes her past as a chain of problematic and difficult events.

When Althea began to engage with Carer Support, it was discovered that she couldn't read or write and was contacting her children through voice messages. A lot of work was undertaken on a one-to-one basis to strengthen Althea as a carer, build her confidence and help her move forward. A referral was made to our Advice and Support Service to help her with finances, welfare and benefits. Her isolation in Perth means we've worked with Althea to look at different cities where she might feel more comfortable to make social connections and enable a better life for her and her children.

"I am a lot better. I'm better because I know if I'm in crisis and see that my anxiety and depression are hitting the roof, I can voice note to get support. I always feel welcome here."

"I have support now. I have more work to do but all people over here have been a great help. I've grown up a lot as well. I've got four children to live for. I definitely won't be going back to the old life which was holding me back."

We supported **166 carers** in Fife and Tayside, **121 people** through our Hearing Voices service and **170 people** through our Resilience service.

People supported through our National services

Our Advice and Support Service

We supported **1,352 people** through our Advice and Support Service, offering initial advice on people's money worries and help to deal with emergencies. We provide in-depth help with benefits, debt, housing and energy safeguarding, with specialist and impartial advice, advocacy and representation. Our advice line signposts people to local support that most fits their needs and informs about our services.

The service supported **173 new advice clients** with **£418,230.81 in financial gains to them** – **85%** reported improved wellbeing and **44%** reported being more confident in managing their money. The advice line targeted approximately **734 instances of information and signposting**, plus approximately **345 instances of emotional support** – **99%** reported increased wellbeing.

The Advice and Support Service merged with the Information Line and the Mental Health and Money Advice service to offer a greater wraparound support.

When Grace reached out to our Advice and Support Service, she was looking for support for her sister living in rural Highland. She was concerned about her sister's wellbeing, who experienced abusive relationships, alcohol and substance dependency and ongoing mental health issues. Her sister was isolated and in desperate need of support but could not reach out for help.



Our Advice and Support Service talking at our National Office.

The family were unsure of available avenues for support and their sense of helplessness was taking a toll on the family.

Our Advice and Support Service team put together a comprehensive list of local and national support services to fit Grace's sister's needs, including contacts for Befriending Highlands and Nature for Health walks, after learning about her sister's love for the outdoors and her dog. Our team also provided contacts for counselling, domestic abuse survivor support and substance use services. The ultimate goal was to ensure she had access to various resources to support her recovery and improve quality of life.

Knowing that Grace's sister would have access to the right support was a massive relief for the entire family, with Grace saying: **"I just wanted to thank you so much for taking the time to source and send me information. I really appreciate the effort you put into our behalf. It was so comprehensively laid out that I could forward it to my mum."**

Grace and her family needed support too, as it became evident that they were facing an emotional, logistical and financial burden as carers. We extended support out to them in Highland, including our own Carer Support Service (where we've supported **38 people** this year). The family said: **"We never expected you to consider as well, thank you for giving us support options – it's nice to be noticed."**

Distress Brief Intervention (DBI)

We supported **2,439 people** through the Distress Brief Intervention (DBI) programme in Highland, Dumfries and Galloway and Argyll and Bute.

We asked clients about their experiences of receiving support from DBI, with:

- **94%** feeling listened to and understood
- **81%** being able to manage immediate stress
- **74%** feeling the overall response was better than their previous experiences of distress and stress.



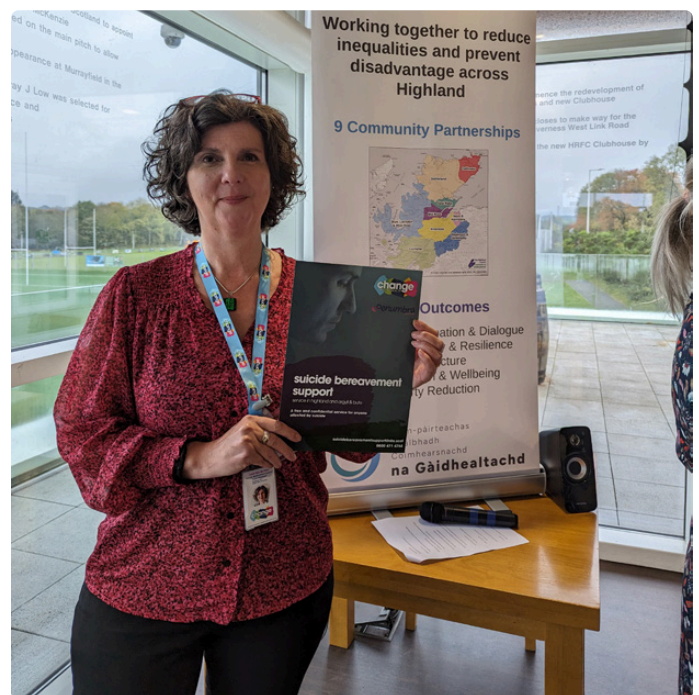
A DBI team member talking to a stakeholder at an event.

A client who received support from DBI said: **"I definitely do feel my distress levels have come right down. I don't feel like I've dealt with everything, but I'm in a much better place to start dealing with these things. I feel I'm able to step back and cut out what I can't do and concentrate on what I can do just now. It's just about prioritising, one little thing at a time. There is just such high value in how fast the referral was made, getting the support over those initial days I found so helpful. I wasn't expecting such a good, quick response. I feel I would be fumbling about on my own in the dark without it."**

Suicide Bereavement Support Service (SBSS)

We supported **101 people** through the Suicide Bereavement Support Service (SBSS) in Highland and Argyll and Bute.

A person who received support from SBSS said: **"Sometimes you just need to know, you just need that reassurance that what you are feeling is normal. There's so much that you're feeling and the thoughts you're having, and you wonder if it will ever stop. They just help you work through it – it's OK to feel those things, it's OK to be thinking that way."**



An SBSS team member holding a leaflet at an event.

Young people's programmes

We supported **3,179 people** through our Bloom and Your Resilience young people's programmes in Scotland. These programmes support young people to become more aware of their resilience by applying skills learnt, knowledge of mental health and resilience tools – enabling them to be more confident of their understanding of mental health. Bloom is delivered in schools and Your Resilience is delivered in non-educational settings.

Through Bloom, **88%** of young people felt very or

somewhat confident of their understanding of mental health, **75%** of educators trained felt very/somewhat confident that they can deliver the programmes and **74%** of young people felt better able to support friends and family.

Our team delivered Bloom at Nairn Academy, which was endorsed by one teacher's conviction and enthusiasm for the Bloom programme. In a previous school, the teacher had been trained to deliver the Bloom programme and had first-hand seen the positive impact on students. They commenced training two of their colleagues, after which our local Training Associate, Liz, co-delivered a programme of workshops – quickly noticing how engagement flourished with each one.

Liz said: **“As we started delivering the workshops, the progression of various concepts from one workshop to the next became clear and the teachers’ enthusiasm grew alongside the engagement of the students.”**



Team members working at the young people's programmes

Following this, Deputy Head of Nairn Academy, John Chalmers, wanted additional staff members trained to deliver the Bloom programme. He was impressed by the breadth of the programme and the wealth of expertise and resources accessible to his staff. **“From excellent training to dedicated and user-friendly resources, the programme has much to recommend it. Feedback from teachers has been very positive. The topics covered go beyond the ‘normal’ school focus on ‘hard work and revision’ into destigmatising mental health and developing concrete strategies to support young people as they transition into adulthood.**

“Nothing, in my experience, has matched or even come close to the added value of Bloom.”

Through Your Resilience, **100%** of educators felt very or somewhat confident that they can deliver the programme and **88%** of young people are more aware of their resilience as a result of applying skills learned, knowledge of mental health and resilience tools.

North Ayrshire Youth Services completed Your Resilience and continue to deliver the programme to several groups, including their Modern Apprentice group and young people who have disengaged with education. They have delivered the training to over 45 young people in North Ayrshire and counting.

North Ayrshire is the 5th most deprived council area in Scotland, with studies showing that individuals from deprived backgrounds are more likely to experience poor mental health outcomes. North Ayrshire Youth Services wanted to be more proactive, providing early interventions to help young people build social and emotional skills for learning and life.

Vicky at North Ayrshire Youth Services said: **“Initially, young people do not know what resilience means, whereas, after the session, our young people understood and engaged in open discussion of barriers they might have faced.**

“The sessions have been invaluable for our students. We’ve been able to create a safe environment while building positive, trusting relationships with our young people and equip them with the tools and knowledge to reach out with any concerns and have better resilience. This has had a positive effect on their mental wellbeing.

“The programme helps by giving the young people a greater understanding of their own ability to deal with life’s situations. Short-term changes were things like the respect and understanding toward their peers in their current groups where relationships may have strained. Longer term, young people have an understanding of their own social and emotional awareness and be able to deal with issues in life more proactively.”

2. What's new?

New National Office

We officially moved into our new National Office in June 2023 at Great Michael House in Edinburgh, from Dalkeith Road Mews. The timely move coincided with the charity's continuous growth to ensure there is a fit-for-purpose office for staff to work in.

Resource centre in Alness relocates to Invergordon

Our Ross-shire resource centre moved from Alness to Invergordon. Previously on Alness' High Street for over 25 years, we relocated to Murray House in Invergordon to a more contemporary unit to continue offering mental health support in the local community.



Our staff with the Deputy Lord Lieutenant at the opening of our Invergordon resource centre.

Here, we run safe and welcoming environments with opportunities to take part in a diverse range of one-to-one and social group activities, aimed at building self-confidence and recovery. Our outreach services in Highland operate out of our resource centres – also in Golspie and Fort William – reaching people in the remotest and rural areas of Highland to provide support with their mental health.

Our resource centre in Golspie reopened in May 2023 to showcase its new model and fresh decoration.

"This has helped me to develop a new, positive structure in my life. I find the group work enjoyable and very beneficial in my progress." – Davina.

Elsewhere in our Highland resource centres, we celebrated 30 years of delivering support across Lochaber. On January 12th 1994, we opened the doors to our former Lochaber home, The Glengarry Centre, which was the first mental health facility of its kind in Lochaber.

Since then, the service, now called Cothrom Centre (Gaelic for opportunity and equality) has moved next to the Nevis Centre and continues to support people in the Lochaber community.



Team members of our Fort William resource centre

"The service has undergone many changes and has evolved over the last 30 years but the foundations of the service and how we deliver support remains person-centred and holistic, and a vital community resource that people value and look up to in the area." – Ellen Nicolson, Senior Project Worker at Change Mental Health.

We supported **83 people** across our three resource centres in Highland in 2023/24.

Supporting People in their Communities

Elsewhere, we have further developed supporting people in their own communities. Teams have been moved from having a base for meeting colleagues and service users to providing support remotely from home or in community spaces. We have done this in a transparent way, ensuring that we are flexible to the needs of our service users.

Along with our Ross-shire resource centre moving from Alness to Invergordon, our Perth office has

moved to a more suitable building and location. Our building in Newton Stewart experienced flood damage and has become inaccessible to staff and service users. Since then, we have operated from community spaces to deliver the service. We are proactively looking for a new building which will either be solely occupied by Change Mental Health or we'll seek to collaborate with other organisations in the area in a building.

Our Gift Shop in Munches Street in Dumfries has closed due to lack of footfall. While this was an excellent opportunity for the Employability Support Project to develop the skills of our volunteers, the space will be used differently going forward.

Signature Project given significant funding boost

We received three major funds for our Signature Project service in Edinburgh, supporting men over the age of 16 experiencing Post-Traumatic Stress Disorder (PTSD). £181,118 from National Lottery Community Fund Improving Lives (for three years), £58,735 from Foundation Scotland's R25 Fund and £50,000 from the Lothian NHS Board (for two years) means we are able to expand the service and support more men across the city.

The Signature Project has been running since 2022, based at our Stafford Centre community resource in Edinburgh. The service works with men who may have experienced either single or complex trauma, addressing its physical, psychological and social impact while working towards what is important for the person accessing support.

“At the beginning, there was a lot of stigma going on. It was simmering there for years. Some of it was hereditary, some of it was drug-induced and some of it was the stress of life. A lot of people don't know that there are resources and help out there.



The Signature Project at our Stafford Centre in Edinburgh

“Having a safe space dedicated for men to talk about their mental health has been a lifesaver. It's hard to get used to at first because you feel isolated. Come into the Peer Group at Signature Project and hearing other men talking about the same things, it's really raw at first but it's like, 'Woah, I'm not alone!' Using Signature Project, I don't feel labelled as I have done in other services. I feel psychologically safe.” – Rob, supported by the Signature Project in Edinburgh.

We supported **58 men** through The Signature Project in Edinburgh in 2023/24.

Hopetown Coffee

The charity opened its first not-for-profit coffee shop, Hopetown Coffee, in December 2023 on Edinburgh's Broughton Street. Raising awareness of Change Mental Health, mental illness and mental health, 100% of profits go to our mental health support services and suicide prevention across Scotland.



The exterior of Hopetown Coffee on Broughton Street.

Hopetown Coffee provides the highest quality artisan coffee, locally sourced food, and a welcoming service and environment – allowing people to purchase their daily coffee knowing that their money is going directly to helping people affected by poor mental health.

We are working with the likes of Santu Coffee, Mossgiel and many different suppliers to create an accessible and inclusive environment suited to everyone's tastes and needs. Hopetown Coffee also offers a 'one on us' policy, enabling people to purchase a coffee for someone that might be having a difficult time. We are continuing to develop our Hopetown Coffee concept with the aim being that it is profit making for the charity by the end of the financial year.

DBI in Western Isles

Change Mental Health has been awarded the contract to deliver Distress Brief Intervention (DBI) work in the Western Isles. The service is a 365 days per year brief intervention for people experiencing mental distress and reduces pressures on frontline services. We are already the lead agency for DBI in Highland, Dumfries and Galloway and Argyll and Bute. The overall aim of DBI is provide a connected, compassionate and effective response to people in distress, making it more likely they will engage with and stay connected to services or support that may benefit them over time.



A DBI team member at a DBI open day in Inverness.

Appraisals and new salary structure

We have introduced a new Performance, Review and Appraisal Policy and Procedure to foster a culture of excellence and continuous improvement. We are dedicated to recognising and cultivating the talents of our staff, ensuring transparency and supportive frameworks for professional growth.

This policy is assisting staff in performing their role to the expected standard, maximising their job satisfaction and providing a clear articulation of their contribution to organisational objectives. We are looking to identify individual training and development needs and support them to be met.

Appraisals will take place annually, from April to March, with a review midway through the year in October. Staff receive four objectives, linking directly

to the organisational strategy, their relevant team/area and their personal goals/job role.

With this, all staff will move to a new salary scale which resulted in a pay rise in April 2024. We condensed many of our old levels to create broader job groupings with more pay points in each grouping. The aim being to allow staff to develop in role and be recognised and rewarded for their impact without having to change roles. 'Additional responsibility payments' are being introduced which are more standardised and transparent ways of rewarding additional responsibility than we have in the past.

Change Mental Health is doing this to enable progression so that staff can develop their expertise and knowledge while being rewarded for it. Importantly, we are now able more clearly to link progression into appraisal and performance. The new salary structure will ensure that all staff are being paid the Real Living Wage and Scottish Government's proposed £12 an hour minimum for health and social care staff.

New personnel

Jonathan Cobbold joined Change Mental Health as our Director of Services (Maternity Cover), replacing Coleen Kelly on an interim basis.

We commenced a reorganisation of our Admin functions to provide new capacity to the charity's operations and the appointment of a new HR team – two HR Officers – to enhance the journey of the professionalisation of our HR processes and systems, given the continuing growth of the charity. The central Admin team are overseeing the use of Peoplesafe, introduced in the previous financial year, which is now fully embedded and consistently used. Increased capacity in this team makes it easier to give response when people need help through Peoplesafe and provides an extra responsibility around compliance.

We bolstered our Board of Trustees with the new appointment of expert charity leader Alison Watson. Director at Shelter Scotland, Alison has three decades of experience in the third sector – previously working in the mental health field where she played a leading role in the development of several innovative services.



Jonathan Cobbold above; Alison Watson below



"At a time when the services and advocacy of this dynamic mental health charity have never been more needed, I look forward to leveraging my experiencing of having worked in both voluntary and statutory mental health services. I am passionate about tackling stigma and promoting positive mental health, ensuring that the lived experience of mental health issues and inequalities is central to defining and driving positive change."

Quality and Improvement

Quality and improvement has continued to be an organisational priority over 2023/24. Throughout the year, the team has taken many steps forward around, but not limited to, areas such as safeguarding, quality assurance, Care Inspectorate readiness, the tools we use, data management and impact reporting, and general reporting.

Our Fife and Tayside services had a short notice inspection by the Care Inspectorate in September 2023, our first in this area post-Covid.

This was a really positive experience for the organisation. It allowed us to identify many things we wanted to change and improve. We worked really closely with the Care Inspectorate and developed a fruitful and productive relationship with them. Through that, we ended up with enhanced and improved safeguarding processes and procedures, and training and development processes.

Revamped safeguarding processes included a whole new system, enhancing our recording, completely changing how staff induction works, looking at our paperwork and how we create and store information and data about the people we support, and strengthening our personal planning processes. This inspection has become the catalyst for significant change that happened and has helped make improvements for the whole organisation.

Having launched AdvicePro in the previous financial year, we have spent 2023/24 training staff to use the system, embedding it into our day-to-day work and continuing to iterate the way we use the tool. From this, we get maximum benefit of internal and external reporting, caseload management and ongoing quality assurance of documentation. We have used it as a reporting functionality to look at trends so we can report the data in a more stimulating way and create useful assessments.

This means it is easier for managers to spot check the consistency of documentation reporting and how it's maintained through regular audits. It has enabled us, in a more precise way, to understand how big caseloads are for staff – how long and how much work has occurred with a service user, or allocating a service user to the right staff member at the start of the journey.

Enhancing our internal training

Realising that we have an internal training deficit, we have planned the creation of a core training suite. We have introduced a catalogue of training opportunities, with different modules on relevant subjects regarding the support we deliver that can be accessed on the NHS Education Scotland TURAS website. With this, we are encouraging staff to reflect on these learning opportunities to record engagement.

Topics covered include trauma training, mental health improvement, enhanced psychological practice, working with substance use and mental health, and more.

Suicide Prevention Scotland outcome lead

We commenced work with Penumbra Mental Health to co-lead on Outcome 3 of the Suicide Prevention Strategy ('Creating Hope Together'). This outcome states: Everyone affected by suicide is able to access high quality compassionate, appropriate and timely support – which promotes wellbeing and recovery. This applies to all children, young people and adults who experience suicidal thoughts and behaviour, anyone who cares for them, and anyone affected by suicide in other ways.

3. Policy, Public Affairs, Communications and Fundraising

Policy Impact

- Scottish Mental Health and Wellbeing Strategy – Change Mental Health played a key role in influencing the strategy's formation. The Policy and Public Affairs team regularly engaged with the Scottish Government through various stakeholder groups and emphasised the need for specific measures for people with severe and enduring mental illness, highlighted the inequalities faced by people living in remote and rural Scotland, and called for a mental health in all policies approach. Our policy asks are reflected throughout the final document, with firm commitments around improving healthcare in rural communities and improving local, community-based support.
- The National Care Service (NCS) – In line with our strategy, Change Mental Health are continuing to play a significant role in the formation of the proposed new National Care Service. Following the service being delayed, our Public Affairs team continue to sit on the Expert Legislative Advisory Group, contributing to policy development.
- Mental Health Moratorium – Change Mental Health sat on the Working Group for the Mental Health Moratorium aspect of the Bankruptcy and Diligence Bill. We raised concerns about key aspects of the bill, which was seen as too limited with a potential to stigmatise users. Following our work on the Working Group and lobbying of several opposition members, we lodged two separate legislative amendments at Stage 2 aiming to reduce the stigma by ruling out a public register and increasing participation. At Stage 3, the Scottish Government amended the bill by ruling out a public register and increased participation to a wider pool – our two main asks.
- Suicide Prevention enquiry – Change Mental Health were invited to take part in the Scottish Parliament's Human Rights, Civil Justice and Equalities Committee's enquiry into suicide prevention in Scotland, in recognition of our work in suicide bereavement support. We gave evidence, raising concerns about the levels of funding currently invested in suicide prevention and of suicide levels in rural Scotland. Both of these points were included in the Committee's final report and letter to the Minister for Social Care, Mental Wellbeing and Sport.
- Substance Use and Mental Health – the Policy and Public Affairs team currently lead policy development into substance use and mental health. Working with Healthcare Improvement Scotland and the Scottish Drugs Forum, the team is creating a vital protocol for all NHS systems to use when caring for those with substance use and mental illness. Change Mental Health is amplifying the voices of those within our services and ensuring rural voices are at the heart of this policy development.
- Child and Adolescent Mental Health Services (CAMHS) in Rural Scotland – the Policy and Public Affairs' team researched and released a report, **The Rural Divide**, spotlighting CAMHS challenges for children and young people in rural Scotland. The report was raised in First Minister's Questions, receiving a commitment from the Scottish Government and it was highlighted in local and national press across Scotland.
- Mind to Mind – the Policy, Public Affairs and Communications team worked with Scottish Government's Mental Wellbeing division to create content for the NHS Inform 'Mind to Mind' resource. Following a competitive tender process, Change Mental Health was selected as the lead agency for this work. The team worked with a range of stakeholders across Scotland to source lived experience around social isolation and loneliness, mental health stigma and discrimination, and the cost-of-living crisis and living in poverty. The stipulated 30 clips were provided to the Scottish Government, covering backgrounds that include men, young people (16+), carers, parents, disabled people, those from lower socio-economic backgrounds, LGBTQI+ and minority ethnic.

Policy Briefings

- Throughout the year the Policy and Public Affairs team have produced briefings for every Member of the Scottish Parliament (MSP) ahead of Scottish Parliament debates where we believe that the debates are relevant to mental health and mental illness. These debate topics ranged from the new Mental Health Strategy, the proposed Mental Health Moratorium, our contribution to the Rural and Islands Parliament and on Adult Mental Health.
- Our briefings were consistently raised in Chamber debates, helping inform policy development.

Engagement with Politicians

- Over the last year, we have engaged with a range of MSPs from all political parties to further our policy objectives.
- We attended the Scottish Labour Conference in early 2024 to meet with a host of representatives, including the Shadow Veterans' Minister.
- Throughout the year the team have arranged multiple visits to our services from MPs, MSPs and local councillors. A highlight was a visit from the Minister for Social Care, Mental Wellbeing and Sport to our newly opened service in Invergordon in her constituency.
- We were visited by 12 MSPs at our Royal Highland Show stand in June 2023. This included the Deputy First Minister, Cabinet Secretary for Rural Affairs and the Minister for Equalities, Migration and Refugees.



Our stand at the Royal Highland Show.

National Rural Mental Health Forum

- Change Mental Health established the National Rural Mental Health Forum in 2017 to tackle mental health in communities and workplaces across Scotland.
- The Forum continues to grow and now has over **260 membership organisations** from third, private and public sectors.
- April 2023 to end of March 2024, the team have held 10 seminars, of which a total of **904 people** registered attendance.
- The Forum builds vital resilience in rural Scotland to directly support those experiencing mental health. An estimated 500,000 people are reached through the Forum's network across Scotland.

Communications

- We have developed our website by adding more content than ever before, with more rich, evergreen content to break down stigma and change attitudes around mental health and mental illness. We have worked to increase the amount of resources in these areas, looking at specific conditions and situations that can impact poor mental health. We have published **14 new resources** and revamped all of our informative content across the website.
- We have had **49,000 active users** on the website, accumulating **323,000 page views** and an average engagement time of **3 minutes**.
- Our social media remains active on Facebook, X (formerly Twitter), Instagram and LinkedIn. We have a regular audience of **12,000 people**, reached **655,000 people** with approximately **30,000 engagements**.
- We secured 46 pieces of media coverage over the year in a range of formats – online, print and broadcast. This included Hopetown Coffee opening in key Edinburgh titles, our National Rural Mental Health Forum presence at the Royal Highland Show in The Scotsman and our work with Scotland's Mental Health Partnership across many key national titles.
- In 2023/24, we invested a significant chunk of time on developing our brand awareness and getting the Change Mental Health brand out there. This included attending a range of community engagement and awareness building events across Scotland, such as the Royal Highland Show, presenting on climate anxiety during the Green Summit in the Scottish Borders, and building on our work supporting carers through a Highland Roadshow, a dedicated event for carers in Fife and various events in

Angus and Dumfries and Galloway.

- We worked with Police Scotland on developing two separate 'Firearms and Mental Health' leaflets for England + Wales and Scotland. This has an estimated reach of approximately 623,551 firearms license holders across the UK (just over 100,000 in Scotland).

Fundraising and Business Development

- 249 people took part in a community fundraising challenge across the year, raising **£28,641** – inclusive of key events such as the 100 challenge and a Pub Quiz in Edinburgh. Top individual and group fundraisers include a gaming livestream at £1533.49, a concert at £919.94, an ultra-mixed material arts (MMA) challenge at £870 and a Kiltwalk team who raised £837.50.
- We had 187 one-off and regular donors, with a fundraised amount equating to **£6,654**.
- We were very grateful to be remembered in wills from generous supporters, resulting in **£30,000**. We would like to extend a massive thank you for these.
- We have been really fortunate to receive corporate donations, with people from these organisations individually fundraising for Change Mental Health. Together, they have raised **£24,686.35**, with key corporates including Apache North Sea, Turcan Connell, PureMalt and Plum Films.
- We also became the charity partner of the British Hydropower Association.
- Our charity partnership with Turcan Connell completed in May 2023.
- Restricted trusts and grants funding included:
 - Significant funds towards our Signature Project work in Edinburgh from The National Lottery Community Fund and Foundation Scotland (R25 Fund)
 - £101,836 from the Corra Foundation to further fund our Advice and Support Service
 - £7,688 from Christina Mary Hendrie Trust and £5,550 from ABF The Soldiers' Charity to continue our Veterans Community Café work in Edinburgh
- £26,014 from Gannochy Trust to continue supporting more people through our Hearing Voices service
- Several other funds from NHS Tayside, Leng Charitable Trust, National Lottery Awards for All, Alexander Moncur Trust, and Third Sector Interface Perth and Kinross support our Hearing Voices work in Fife and Tayside.
- We received **£17,000** in unrestricted funding from trusts and foundations.
- We delivered quality mental health training through Rural Connections and Insight into Mental Health to **164 people**.

Launching the 100 challenge

- We revamped our 100 Streets Challenge to the 100 challenge – creating a more accessible fundraising challenge for Scotland that encourages people to do 100 of anything that makes them feel great while improving their wellbeing. The aim is to raise £100 to make sure people get the mental health support they need, when they need it and in a way which works best for them.
- The 100 challenge raised **£5,147** in 2023. 43 participants took part during the month of July with unique challenges that included 100 yoga poses, running 100 miles, baking 100 cakes and drawing 100 pictures.



ABF The Soldier's Charity visiting our Stafford Centre.

4. Review of the financial position

This has been another successful year for the charity with an emphasis on people working in the organisation and accessing services.

The total incoming resources for the year were £4,772,771 (2023 - £4,918,790). This is a slight decrease in income of just over 3.1% from last year.

In 2023/24, we received an increase in income through Adult Social Care Uplift across a number of our services. New funding from Corra Foundation for our Advice and Support Service, a reduction in the MHUK funding for Advice and Support but with new streams due to come on board from April 2024 as well as an increase in monies for our Veterans Project through ABF Soldiers Charity and Christina Mary Hendrie. Our Signature Project funding from MHUK reached an end but we have subsequently secured funding from Foundation Scotland's R25 Fund, National Lottery Community Fund Improving Lives (for three years) and £50,000 from the Lothian NHS Board (for two years). We also received seed funding, through MHUK, to establish Hopetown Coffee our first not-for-profit café.

New work in the year includes:

The Distress Brief Intervention programme continues to expand and we now deliver services in Inverness, Dumfries and Galloway and Argyll and Bute and from April 2024 we will also deliver services in the Western Isles. We were also successful with some standalone pieces of work delivering the Mind to Mind and Mental Health and Substance Use contracts. Outcome 3 of the Suicide Prevention Strategy ('Creating Hope Together') has also expanded the work that we do.

We received some legacies and one-off donations and added the new income stream from our café sales.

On 31 March 2023 the total unrestricted fund balance was £603,635 (2023 - £575,85) and the total restricted fund balances were £2,031,105 (2023 - £1,963,065) making a total fund balance of £2,634,740 (2023 - £2,538,921).

The charity has invested heavily in increasing the proportion of unrestricted income and hopes to see gains in this area in the following years.

The Board is committed to ensuring that project expenditure is brought into line with the available

funding for the service. In previous Directors' Reports, steps taken to reduce deficits on ordinary activities have been described in detail and liaison with local funders across Scotland has continued to be a key feature of the Company's strategy. This is with the aim of ensuring awareness on funders' parts of the need to provide adequate funding for services and the associated infrastructure costs.

Since 31 March 2024 we have been successful in securing delivery of Distress Brief Intervention in the Western Isles; secured and expanded Community Link Worker delivery in Highlands for 3 years; secured continued funding for our Veterans' Community Café base in Edinburgh.

We have also been added to the Glasgow City Council Framework for the provision of Mental Health and Wellbeing Support in Schools.

Our Money Advice Service is expanding too with additional funding through a number of corporate partnerships with MHUK.

Investment policy and performance

Brewin Dolphin continued to be engaged as investment managers. The policy is to adopt an investment strategy based on capital growth, within a portfolio held at the discretion of the investment managers and in line with the legacy expenditure policy agreed by the Board of Management that excludes investments in armaments, gambling and tobacco. The value of the portfolio has increased over the year to £424,406 (2023 - £380,673) and there has been a net gain on investments of £39,022 (2023 - loss of £20,929).

Risk management

Through its Finance and Services Committee, the Management Committee maintains a risk register, which is subject to review at every Finance and Services meeting. The Management Committee is satisfied that systems are in place to mitigate the exposure to the major risks identified.

The primary risks to the charity are an uncertain funding landscape and challenges in recruitment hampering our ability to deliver services or appoint staff with the appropriate experience and skillset. To

mitigate these we are building stronger relationships with commissioners, developing our partnerships and have a fundraising and tender team in place. Our HR Team regularly review the recruitment market and we are in dialogue with our commissioners if there are any delivery issues.

Reserves Policy and Going Concern

The Board of Management has established a reserves policy whereby the unrestricted funds not committed or invested in tangible assets ('the free reserves') of the Company should meet all irrecoverable cumulative project deficits and six months of the resources expended by National Office. At present the free reserves are below this target level with a shortfall of £344,612 and while this is currently acceptable, the situation requires to be continually monitored.

The organisation has adequate funding and resource levels to continue to deliver the majority of our services for the next financial year if our total funding was to suddenly and unexpectedly stop.

Priorities for 2024/25

- We will continue to consider how we can involve lived experience in our services in a meaningful way. We know lived experience has become more important than ever in the design and development of the support we offer, finding ways to do this that are appropriate and balance our desire to improve and iterate our delivery while providing opportunities for service users that feed into our work that do not feel tokenistic.
- We will launch a Quality Assurance Framework in late 2024 across all of our work to ensure we're demonstrating impact and providing the best experience for the people we support across Scotland. We will also further develop and set expectations about using AdvicePro and how we enhance it going further – the approach being plan, deliver, iterate.
- We will be instituting a strategic planning cycle to align all the various pieces of activity the organisation conducts to enhance our impact and planning.
- We will continue to improve and manage our buildings and estates to ensure that they are the right places to do the work we need to do.
- We will begin the work of formulating our next strategy with the Board.

- We will continue to build deeper and more sustainable partnerships with other organisations to maximise our impact.
- We will significantly enhance our internal and external training offer, creating a learning and development strategy that supports everyone within the organisation to thrive. This will involve an in-depth audit of our knowledge, skills and experience across the charity, followed by the development of a range of additional training opportunities for staff that have been developed in-house.
- We will conduct an important HR exercise in standardising job descriptions and contracts and will look to begin a grading review to ensure roles are at the appropriate grade.
- We will deliver the first ever GLOW Edinburgh city night walk in conjunction with Mental Health UK (MHUK) and seek to build and enhance our knowledge of mass community events and individual giving.
- We will be expanding our Board of Trustees to bring in a more diverse range of backgrounds, experience and knowledge.
- We will prioritise the development of earned income products and services and will look to establish a trading subsidiary.
- We will continue to develop our membership offer with more localised member days.
- We will continue to develop our individual giving programme and consider the work needed to enhance legacy giving.
- We will deliver work for the Scottish Government around hub models for the delivery of mental health services in remote and rural locations and host an event in the Scottish Parliament to launch our findings.

Strategy

The Board of Change Mental Health regularly reviews the organisation's strategy and progress towards achieving its strategic goals through specific engagement with the strategy in Board meetings and the Finance and Services Committee (F&S). The Board biannually reviews strategic progress at Board away days. The strategy is 'made real' for individual staff members through inclusion in their annual objective setting process.

5. Structure, governance & management

Governing Document

The company is a recognised charity limited by guarantee, incorporated on 29 May 1984. The company was established under a Memorandum and is governed under its Articles of Association.

Recruitment and Appointment of the Board of Directors

The Board of Directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as members of the Management Committee. Our Articles say that: "there shall be a majority of elected members who have personal experience of mental illness either as a carer/close relative or as a service user".

Although we no longer have an Annual General Meeting (AGM) we still hold at least one annual Members' Meeting and at that meeting we elect Board of Directors. However, we operate a specific Directors' recruitment process with an application form that allows the Board to seek people with specific skills and expertise who can then be recommended to the membership at this annual meeting.

Under the requirements of the Memorandum and Articles of Association, one third of the elected members of the Management Committee must retire annually and are eligible for re-election immediately thereafter. Vacancy among members of the Management Committee may be filled by co-option. The co-opted member is required to stand for election at the next Annual Meeting. The Board of Directors and key management personnel meet a minimum of 4 times per year.

The Management Committee has one standing committee:

The Finance and Services Committee (F&S)

This Committee ensures that the essential governance functions of the Board are carried out effectively throughout the year, including the drawing up of a Risk Register and a Finance Action Plan annually. The F&S Committee meet a minimum of 4 times a year.

Induction and Training of Management Committee Members

The recruitment process includes time with the Chief Executive and the Chair to ensure that the potential new Director has a good understanding of the organisation and their role before being appointed. The organisation also organises specific training for Board of Directors throughout the year.

New Directors can request support from a mentor, such as a volunteer from among longer-standing members of the Management Committee. Ongoing support is also available from the Chairman and/or Chief Executive. At least one Management Committee Meeting away-day is held annually. A variety of topics is discussed informally, and further training and learning is incorporated. All Directors are issued with a Directors' Welcome Pack, which is a folder containing materials relevant to their responsibilities within the organisation and as a Company Director.

Key management personnel

The trustees consider the key management personnel to comprise the the Senior Leadership Team (SLT). SLT comprises: The Chief Executive, Head of Finance, Director of Public Affairs and Communications, Director of Services, Director of Operations and Director of Fundraising and Business Development.

Details of the trustee expenses and related party transactions are disclosed in note 3 to the accounts.

The Board of Directors sets the remuneration of the Chief Executive in line with equivalent posts in similarly sized organisation. The organisation seeks to increase all salaries with an annual cost of living increase decided by the board where funds allow. The organisation has a pay scale where, in addition to any cost of living agreement by the board, individuals can apply to move up the scale through the appraisal process with decisions made by a panel consisting of senior staff and trustees up to an annually allocated budget.

The organisation applies a consistent approach to remuneration of all staff no matter the seniority of the position, or the financial position of any individual services.

The key management personnel is the group of people in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

Directors of the Board

Greg May	Chair
Nicole Bell	
James McGhie	(F&S) Resigned 13 June 2024
Lisa Rutherford	Resigned 30 September 2023
Fraser Sneddon	(F&S)
Caroline Kerr	
Patrick Dempsey	(F&S Chair)
Nicholas Jedrzejewski	
Naomi Hunter	(F&S)
Kirsty Mcleish	
Alison Watson	Co-opted 7 December 2023

Key management personnel

Nicholas Ward	Chief Executive Officer
Susan Duncan	Head of Finance / Company Secretary
Jim Hume	Director of Public Affairs and Communications
Coleen Kelly	Director of Services
Jonathan Cobbold	Director of Services (Maternity Cover)
George Bellamy	Director of Operations
Linsey Shields	Director of Fundraising and Business Development

Our advisors

Independent Auditor

Chiene + Tait LLP (trading as CT)
Chartered Accountants and Statutory Auditor
61 Dublin Street
Edinburgh, EH3 6NL

HR Advisors

WorkNest
Woodhouse
Church Lane, Aldford
Chester, CH3 6JD

Investment Managers

Brewin Dolphin Ltd
Sixth Floor Altria One,
144 Morrison Street,
Edinburgh, EH3 8EX

Bankers

Bank of Scotland
20/22 Shandwick Place
Edinburgh, EH2 4RN

Royal Bank of Scotland plc
36 St Andrew Square
Edinburgh, EH2 2YB

Directors' responsibilities in relation to the financial statements

The Board of Directors (who are also trustees for the purposes of charity law) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Board of directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Board of Directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Board of Directors have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board of Directors on

01 November 2024

and signed on behalf of the Board.

Greg May

Greg May, Chair



Section B

Independent Auditor's Report

Year end 31 March 2024

Opinion

We have audited the financial statements of Change Mental Health Ltd for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of the charitable company's incoming resources and application of resources, including the charitable company'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.

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 group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council (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 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 Directors are responsible for the other information. The other information comprises the information included in the Directors' Report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and the Directors' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' 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 require us to report to you if, in our opinion:

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

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 31, the directors (who are also the trustees of the charitable company for the purposes of charity 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 directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management and the directors;
- review of minutes of Directors' Meetings throughout the period;
- review of legal correspondence or invoices, and
- obtaining an understanding of the control environment in monitoring compliance with laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from

the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

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 charitable company's trustees, as a body, in accordance with 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 and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Barry Truswell CA (Senior Statutory Auditor)

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



01 November 2024

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

Section C

Financial Statements

Year end 31 March 2024

1. Statement of Financial Activities

Including income & expenditure account

For the year ended 31 March 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
INCOME FROM:					
Donations and legacies	4	136,461	27,833	164,294	151,196
Other trading activities	5	25,523	28,616	54,139	57,929
Investment income	6	69,530	-	69,530	13,342
Charitable Activities	7	128,442	4,356,366	4,484,808	4,696,323
Total Income and endowments		359,956	4,412,815	4,772,771	4,918,790
EXPENDITURE ON:					
<i>Raising funds:</i>					
Investment Management Fees	8	3,028	-	3,028	3,596
Direct fundraising costs	8	131,872	-	131,872	90,613
Café costs in local centers	8	-	21,439	21,439	10,862
<i>Charitable activities:</i>					
Operation of Services	9	176,134	4,383,504	4,559,638	4,389,074
Total Expenditure		311,034	4,404,943	4,715,977	4,494,145
Net income/ (expenditure) and net movement in funds before gains and losses on investments		48,922	7,872	56,794	424,645
Net gains/(losses) on investments					
Realised gains/(losses) on investment assets		(2,495)	-	(2,495)	(5,974)
Unrealised gains/(losses) on investment assets	12	41,517	-	41,517	(14,955)
		39,022	-	39,022	(20,929)
Net income and net movements in funds before transfers		87,944	7,872	95,816	403,716
Transfers between funds		(59,943)	59,943	-	-
Net movement in funds for the year		28,001	67,815	95,816	403,716
RECONCILIATION OF FUNDS					
Total funds brought forward	16	575,856	1,963,065	2,538,921	2,135,205
Total funds carried forward		603,857	2,030,880	2,634,737	2,538,921

The notes on pages 34 to 47 form part of these financial statements.

2. Balance Sheet

As at 31 March 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	11	54,961	15,667
Investments	12	424,406	380,673
Total Fixed Assets		479,367	396,340
CURRENT ASSETS			
Debtors and prepayments	13	749,518	665,940
Cash at bank and in hand	14	1,778,015	1,819,150
Total Current Assets		2,527,533	2,485,090
Creditors: Amounts falling due within one year	15	(372,163)	(343,009)
Net current assets		2,155,370	2,142,081
Net assets		2,634,737	2,538,421
ACCUMULATED FUNDS			
General Fund	16	603,857	575,856
Restricted funds	16	2,030,880	1,963,065
Total Funds	16	2,634,737	2,538,921

The notes on pages 34 to 47 form part of these financial statements.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies.

The financial statement were approved by the Board of Directors on

01 November 2024

and signed on their behalf by Gregor May, Chair

Greg May

Company Number: SC088179

3. Cashflow

For the year ended 31 March 2024

	Notes	2024 £		2023 £
Cash flows from operating activities:				
Net cash (used in)/provided by operating activities	21	(55,784)		83,799
Cash flows from investing activities:				
Dividends and bank interest from investments		69,530		13,342
Purchase of property, plant and equipment		(50,671)		(3,524)
Proceeds from sale of investments		51,449		37,244
Purchase of investments		(55,659)		(40,324)
Net cash used in investing activities		14,649		6,738
Change in cash and cash equivalents in the year		(41,135)		90,537
Cash and cash equivalents brought forward		1,819,150		1,728,613
Cash and cash equivalents carried forward		1,778,015		1,819,150
Anaylsis of changes in net debt		1 April 2023	Cashflow	31 March 2024
Cash and cash equivalents		1,819,150	(41,135)	1,778,015

The notes on pages 34 to 47 form part of these financial statements.

4. Notes on the Accounts

1. Accounting policies

Change Mental Health is a company limited by guarantee incorporated and domiciled in Scotland with registered company number SC088179.

The liability of each member in the event of winding-up is limited to £1. The registered office is Suite 4/1, Great Michael House, 14 Links Place, Edinburgh, EH6 7EZ. The financial statements have been presented in Pounds Sterling as this is the functional and presentational currency of company.

The principal accounting policies are summarised below. They have all been applied consistently throughout the year and the preceding year.

a) Basis of Preparation

The financial statements have been prepared under the historical cost convention, modified by the revaluation of investments which are included at market valuation. These financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - ((Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Change Mental Health meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

b) Going Concern

The going concern basis of preparation is disclosed further in the Directors' Report and Post-balance sheet note 21. After making enquiries, the directors have a reasonable expectation that the company has adequate resources to continue in existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and financial statements.

c) Income

All incoming resources are recognised once the charity has entitlement to the resources, it is probable that the resources will be received and the amount of the incoming resources can be measured with sufficient reliability.

Deferred income policy

When funders specify the grants given to the charity cover future accounting periods, the income is deferred until those periods, provided that the related expenditure could not be incurred in the period of these accounts.

Legacy Income

Legacies, 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 executors(s) to the Charity that a distribution will be made, or when a distribution is received from the estate. 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. In the event that the gift is in a form 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 to the asset having been transferred to the charity.

Investment income

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. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio.

d) Fund Accounting

The company maintains various types of funds as follows:

Restricted funds:

Restricted funds represent grants, donations and

legacies received which are allocated by the donor for specific purposes.

Unrestricted funds:

General unrestricted funds represent funds which are expendable at the discretion of the trustees in the furtherance of the objects of the charitable company. Such funds may be held in order to finance both working capital and capital investment. Periodically, if required funds are transferred to cover deficits on restricted funds.

e) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Charitable activities include direct project expenditure and support costs relating to these activities.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

f) Allocation of support costs

Support costs include the National Office functions such as the cost of the information service, provision of members' services, finance, operational management, human resources and information systems. Support costs are charged to projects on a 'full-time equivalent' employee basis according to the individual project's staffing level. Included in support costs are governance costs, these are costs incurred in the governance of the charity and its assets and include the examination of the statutory financial statements, the cost of directors' meetings and the cost of any legal advice to directors on governance or constitutional matters.

g) Cost of raising funds

The costs of raising funds consist of investment management costs and fundraising related costs related to staff and associated memberships appropriate statutory bodies.

h) Leases

The charity classifies the lease of printing equipment and property as operating leases; the title to the equipment remains with the lessor and the equipment is replaced every 3-5 years dependant on the term of the operating lease. Rentals under operating leases are charged on a straight-line basis over the term of the lease.

i) Tangible fixed assets and depreciation

Individual fixed assets costing more than £1,000 are capitalised at cost. Depreciation is provided on cost in equal annual instalments over the lives of the assets. The rates of depreciation are as follows:

Furniture and office equipment - 20%

Computer Equipment - 33.33%

Tenants' improvements - Lesser of useful life of the improvement and the length of the relevant lease

Property - Length of Lease

j) Fixed asset investments

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. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The Charity does not acquire options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

k) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated

as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are shown in the Statement of Financial Activities.

l) Pensions

Employees of the charity are entitled to join a defined contribution 'group personal pension plan' scheme. The group personal pension scheme is managed by Royal London and the plan invests contributions in a managed fund. Contributions payable to the scheme are charged to the income and expenditure account as incurred. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

m) Taxation

The charity is recognised as a charity for taxation purposes and no provision for tax is considered necessary.

n) Donated services and facilities

A number of the premises used by the charity are provided free of charge. The directors have been unable to estimate the monetary value of this support and, as a result, no amounts are included in either income or expenditure in respect of these donated facilities. The directors do not consider these amounts to be material.

o) Significant judgements and estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. As the estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant, actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for carrying amounts of tangible assets.

p) Debtors

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

q) Cash at bank and in hand

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

r) Creditors

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

s) Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Legal Status of Charity

Change Mental Health is a company limited by guarantee and consequently does not have a share capital. There are currently 10 members on the Board each with a maximum liability of £1.

3. Related Parties

The trustees all give freely their time and expertise without any form of remuneration or other benefit or cash of kind (2023: £nil). The directors neither received nor waived any emoluments during the year (2023 - £nil). Out of pocket travel, accommodation, subsistence expenses totalling £117 (2023 - £nil) were reimbursed to one director (2023 – none).

4. Income from donations and legacies

	Total 2024 £	Total 2023 £
Donations from members & supporters	50,595	76,554
Donations from trusts & companies	83,699	49,636
Legacies	30,000	25,006
	164,294	151,196

The income from donations and legacies for the charity was £164,294 (2023: £151,196) of which £136,461 was unrestricted (2023: £122,570) and £27,833 restricted (2023: £28,626).

5. Other Trading Activities

	Total 2024 £	Total 2023 £
Activities for raising funds	44,153	31,107
Fundraising Activities	3,302	5,948
Other Income	6,684	20,874
	54,139	57,929

The income from other trading activities was £54,139 (2023: £55,929) of which £25,523 was unrestricted (2023: £20,582) and £28,616 restricted (2023: £37,347).

6. Income from Investments

	Total 2024 £	Total 2023 £
Interest on cash deposits	61,791	6,663
Dividends from investments	7,739	6,679
	69,530	13,342

In the year ended 2024 £nil (2023: £nil) of the investment income was attributable to restricted income funds with the balance of £69,530 (2023: £13,432) adding to the unrestricted funds.

7. Income from Charitable Activities

	Total 2024 £	Total 2023 £
Grants from local authorities	1,962,826	1,935,419
Grants from Health Boards	1,590,759	1,290,458
Grant from Scottish Government (Section 10)	128,217	81,989
Other grants from Scottish Government	283,559	708,760
Supporting People agreements	58,108	56,064
Other grants	461,339	623,633
Total	4,484,808	4,696,324

The income from charitable activities for the charity was £4,484,808 (2023: £4,696,324) of which £128,442 was unrestricted (2023: £81,989) and £4,356,591 restricted (2023: £4,678,309).

8. Analysis of expenditure on raising funds

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023
	£	£	£	£	£	£
Investment Management Fees	3,028	-	3,028	3,596	-	3,596
Direct cost of fundraising	131,872	-	131,872	90,613	-	90,613
Café costs in local centres	-	21,439	21,439	-	10,862	10,862
	134,900	21,439	156,338	94,209	10,862	105,071

9. Analysis of expenditure on charitable activities

	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024	Unrestricted Funds 2023	Restricted Funds 2023	Total Funds 2023
	£	£	£	£	£	£
Salaries and benefits	499,409	3,308,819	3,808,227	451,457	3,131,721	3,583,179
Property Costs	27,205	128,900	156,105	12,805	108,874	121,679
Office Services	196,743	222,729	419,471	166,227	350,640	516,868
Leasing of equipment	3,941	8,739	12,679	5,238	7,957	13,195
Leasing of premises	19,139	113,803	132,942	16,938	116,586	133,524
Depreciation	3,770	7,606	11,377	2,182	6,375	8,557
Support costs	(592,908)	592,908	-	(597,735)	597,735	-
Audit fee	18,320	-	18,320	11,620	-	11,620
Company secretarial fees	-	-	-	-	-	-
Directors' expenses attending meetings	515	-	515	454	-	454
Directors' training & governance legal costs	-	-	-	-	-	-
	176,134	4,383,504	4,559,636	69,186	4,319,888	4,389,074

10. Analysis of staff costs and the cost of key management personnel

	2024 £	2023 £
Staff costs comprise:		
Gross wages and salaries	3,412,462	3,169,293
Employer National Insurance costs	237,139	254,107
Employer Pension costs	146,105	110,945
	3,795,706	3,534,346
	No.	No.
Average number of persons employed	153	158
Full-time equivalent	121	118

One employee had employee benefits in excess of £60,000 per annum (2023 – one).

Included in gross wages and salaries is £15,863 (2023: £7,165) related to termination payments paid to three (2023: two) employees.

The key management personnel of the charity comprise of the Chief Executive, Director of Operations, Director of Services (plus maternity cover), Head of Finance, Director of Public Affairs and Communications and Director of Fundraising and Business Development, whose employee benefits total £350,761 (2023: £336,014).

11. Tangible fixed assets

Cost	Furniture and Equipment £	Computer Equipment £	Tenants' Improvements £	Property £	Total £
At beginning of year	3,374	61,722	49,204	0	114,300
Additions during year	5,803	4,050	10,818	30,000	50,671
Disposals during year	0	(16,646)	(3,854)	0	(20,500)
At end of year	9,177	49,126	56,168	30,000	144,471
Depreciation					
At beginning of year	3,374	58,454	36,805	0	98,633
Charge for year	870	2,900	4,794	2,813	11,377
Disposals	0	(16,646)	(3,854)	0	(20,500)
At end of year	4,244	44,708	37,745	2,813	89,510
Net Book Value					
At end of year	4,933	4,418	18,423	27,187	54,961
At beginning of year	0	3,268	12,399	0	15,667

12. Fixed Asset Investments

Movement in fixed asset listed investments	2024 £	2023 £
Market value at beginning of the year	380,673	398,521
Additions at cost	55,659	40,322
Disposal of investments during year at opening value	(49,980)	(45,059)
Unrealised investment gain/(loss)	41,517	(15,872)
(Decrease) in cash balances	(3,463)	2,760
Market value at the end of the year	424,406	380,673
Investments at fair value		
Comprised:		
UK Equities	211,937	201,831
Non-UK Equities	208,845	171,755
Cash, held as part of investment portfolio	3,624	7,087
Total Investments	424,406	380,673
Historic cost of investments	247,296	188,984

All investments are carried at fair value. Investment in equities and fixed interest securities are all traded in quoted public markets, primarily the London Stock Exchange. Holdings in common investment funds, unit trusts and open-ended investment companies are at bid price. The basis of fair value for the quoted investments is equivalent to the market value, using the bid price. Asset sales and purchases are recognised at the date of the trade at cost (that is their transaction value).

Investments in individual entities held at 31 March 2024 which are over 1% of the portfolio value are as follows:

Artemis Fund Managers US Select Fund Instl GBP inc Security BWZ2D3 (34,524)

Fidelity UCITS ICS US Qual Inc UCITS ETF GBP (22,834)

Vanguard Funds PLC SandP 500 UCITS ETF USD DIS (26,887)

13. Debtors and prepayments

	2024 £	2023 £
Accrued grant income	258,264	152,650
Sundry debtors	416,281	470,108
Prepayments	74,973	43,183
	749,518	665,940

14. Cash at bank and in hand

	2024 £	2023 £
NSF Bank Balances	1,773,014	1,814,149
Cash balances held at projects	5,000	5,000
Groups' bank and cash balances	1	1
	1,778,015	1,819,150

15. Creditors: amounts falling due within one year

	2024 £	2023 £
Taxation and social security costs	69,205	64,040
Other creditors	103,656	19,811
Accruals	34,747	53,261
Dilapidation Provisions	6,200	6,742
Deferred income	158,355	199,156
	372,163	343,009

16. Fund balances

General fund - 2023/2024	Balance at 1.4.23 £	Incoming Resources £	Resources Expended £	Transfers during £	Net Gains on Investments	Balance at 31.3.24 £
Restricted						
Highland	271,913	301,860	(254,375)	(2,528)	-	316,870
Early Intervention in Psychosis	6,273	23,000	(14,450)	-	-	14,823
Angus	22,256	63,565	(57,039)	-	-	28,782
Perth & Kinross	14,800	82,346	(86,878)	-	-	10,268
P&K Carer Involvement Strategy	2,264	-	-	-	-	2,264
Tayside	70,041	117,125	(119,640)	-	-	67,526
C U Thru Dundee	23,845	(1,525)	(13,990)	-	-	8,330
Aberdeen Group	7,623	-	-	-	-	7,623
Fife	179,552	279,433	(274,350)	-	-	184,635
Fife Carer Involvement Strategy	11,342	-	-	-	-	11,342
Edinburgh	458,831	672,405	(550,504)	-	-	580,732
Edinburgh Carers Project	53,187	24,728	(31,071)	-	-	46,844
Change Fund - Edinburgh	6,915	-	-	-	-	6,915
Dumfries & Galloway	324,899	962,183	(948,221)	(5,068)	-	333,793
E& L Health Foundation	112	-	-	-	-	112
DBI Dumfries & Galloway	16,369	141,471	(144,397)	-	-	13,443
Veterans	2,853	13,238	(15,575)	-	-	516
OM Music	7,539	-	(2,395)	-	-	5,144
Scottish Personality Disorder Network	3	1,708	(1,708)	-	-	3
Distress Brief Intervention	89,458	383,539	(374,865)	-	-	98,132
MHUK - MAS	734	251,996	(309,459)	59,943	-	3,214
Rural	6,740	51,250	(52,776)	-	-	5,214
Highland Carers	27,401	49,960	(16,389)	-	-	60,972
MHUK - Bloom	233	79,009	(78,809)	-	-	433
Johnson & Johnson	8,185	10,187	(23,440)	5,068	-	(0)
Training/Neptune Energy (MHUK)	-	30,590	(34,773)	-	-	(4,183)
Your Resilience (MHUK)	282	24,227	(24,489)	-	-	20
Signature Edinburgh (MHUK/Lottery)	4,029	88,073	(79,667)	-	-	12,435
Suicide Bereavement	29,613	130,473	(162,614)	2,528	-	(0)
Community Link Worker	241,883	412,377	(551,196)	-	-	103,064
DBI Argyll & Bute	62,452	152,555	(115,781)	-	-	99,226
Hopetown Café	-	67,040	(66,090)	-	-	950
Aggregated small restricted grants	11,438	-	-	-	-	11,438
	1,963,065	4,412,815	(4,404,943)	59,943	-	2,030,880

Cont.	Balance at 1.4.23 £	Incoming Resources £	Resources Expanded £	Transfers during £	Net Gains on investments £	Balance at 31.3.24 £
Unrestricted						
National Office						
General fund	575,856	359,956	(311,034)	(59,943)	39,022	603,857
Total Funds	2,538,921	4,772,771	(4,715,977)	-	39,022	2,634,737

Fund Movements notes	
Highland	Related to Suicide Bereavement Fund shortfall
Dumfries & Galloway	Related to J&J Navigator shortfall
MHUK - MAS	To cover shortfall in Mental Health Money Advice Service
Johnson & Johnson	See D&G Note
Suicide Bereavement	See Highland Note
National Office	See MHUK - MAS Note

Fund	Purpose of Fund
Highland	For core activities in the Highland region
Early Intervention in Psychosis	For pilot engaging people with lived experience
Angus	For core activities in the Angus region
Perth & Kinross	For core activities in the Perth & Kinross region
P&K Carer Involvement Strategy	For Carer events & activities in Perth & Kinross
Tayside	For Hearing Voices and Resilience work through Mental Health Outcome Framework
C U Thru Dundee	For a Young Persons project in the Dundee region
Fife	For core activities in the Perth & Fife region
Fife Carer Involvement Strategy	For improving access to information for mental health carers
Edinburgh	For core activities in the Edinburgh region
Edinburgh Carers Project	Carers' Support Project in Edinburgh
Change Fund - Edinburgh	Carers' Support Project for older people in Edinburgh
Dumfries & Galloway	For core activities in the Dumfries & Galloway region
Groups	For Carer Support Groups in Aberdeen & East Kilbride
E& L Health Foundation	To deliver WRAP training for carers in Edinburgh
DBI - Dumfries & Galloway	Associate DBI Programme
Veterans	For a veterans project operating in Edinburgh
OM Music	For a music project based in Edinburgh
Scottish Personality Disorder Network	Administer the SPDN
Distress Brief Intervention	Pilot project in partnership on distress brief intervention
MHUK - MAS	UK wide partnership funded by Lloyds Banking Group to set-up a money & mental health advice line
Rural	To develop a Rural Mental Health Forum and raise awareness of Mental Health issues in rural Scotland
Highland Carers	To provide mental health carers support and research project in Highland
MHUK - Bloom	UK-wide programme which supports young people's mental health resilience
Johnson & Johnson	To run a Community Mental Health Navigator pilot project by supporting a whole person's needs
Training/Neptune Energy (MHUK)	Partially funded through Neptune energy to deliver rural training and income generation from training delivery
Your Resilience (MHUK)	Support young people's mental health resilience through CAMHS
Signature Edinburgh (MHUK/ Lottery)	Outreach programme to help people experiencing PTSD and serious mental health as a result of living through the pandemic particularly related to the increase in referrals for young men at risk of suicide
Suicide Bereavement	Pilot suicide bereavement support service in Highlands
Community Link Worker	Working with GP practice's to provide person centred support to people experiencing complex Socio-economic circumstances access more relevant services
DBI Argyll & Bute	Associate DBI Programme
Hopetown Café	Not for profit Café
Aggregated small restricted grants	20 different restricted funds with individual value of less than £5,000 . These are funds for one-off events or activities and are unlikely to be repeated.

General fund - 2022/2023	Balance at 1.4.22 £	Incoming Resources £	Resources Expended £	Transfers during £	Net Gains on Investments	Balance at 31.3.23 £
Restricted						
Highland	262,725	307,763	(298,574)	-	-	271,913
Early Intervention in Psychosis	-	20,000	(13,727)	-	-	6,273
Angus	19,146	54,700	(51,590)	-	-	22,256
Perth & Kinross	12,881	130,634	(128,715)	-	-	14,800
P&K Carer Involvement Strategy	2,264	-	-	-	-	2,264
Tayside	12,873	113,333	(56,166)	-	-	70,041
C U Thru Dundee	19,320	41,250	(36,725)	-	-	23,845
Aberdeen Group	-	6	(538)	8,155	-	7,623
East Kilbride Group	-	1,789	(4,220)	2,431	-	0
Fife	138,459	282,188	(241,095)	-	-	179,552
Fife Carer Involvement Strategy	11,342	-	-	-	-	11,342
Edinburgh	370,210	654,214	(565,593)	-	-	458,831
Edinburgh Carers Project	45,298	24,728	(16,839)	-	-	53,187
Change Fund - Edinburgh	6,915	-	-	-	-	6,915
Dumfries & Galloway	285,837	931,093	(892,029)	-	-	324,901
Groups	8,155	-	-	(8,155)	-	-
E& L Health Foundation	112	-	-	-	-	112
Forensic Carers	(0)	(1,000)	-	1,000	-	(0)
DBI Dumfries & Galloway	2,812	144,451	(130,894)	-	-	16,369
Veterans	3,271	9,123	(9,541)	-	-	2,853
OM Music	-	9,345	(1,806)	-	-	7,539
Glasgow Carers	(0)	(212)	(9,802)	10,014	-	(0)
Scottish Personality Disorder Network	3	38,994	(38,994)	-	-	3
Distress Brief Intervention	99,724	395,857	(406,123)	-	-	89,458
MHUK - MAS	2,946	295,579	(297,960)	169	-	734
Rural	8,770	51,008	(53,038)	-	-	6,740
Information Line	0	-	(49,665)	49,665	-	(0)
Highland Carers	5,354	49,960	(27,913)	-	-	27,401
MHUK - Internal Capacity	169	-	-	(169)	-	(0)
MHUK - Bloom	450	75,089	(75,306)	-	-	233
Johnson & Johnson	(24)	51,211	(43,002)	-	-	8,185
Training/Neptune Energy (MHUK)	-	29,817	(29,817)	-	-	(0)
Your Resilience (MHUK)	282	16,247	(16,247)	-	-	282
Signature Edinburgh (MHUK)	-	73,141	(69,112)	-	-	4,029
Rural Community Engagement	-	143,722	(143,722)	-	-	-

Suicide Bereavement	33,932	130,473	(134,792)	-	-	29,613
Community Link Worker	186,376	461,466	(405,959)	-	-	241,883
DBI Argyll & Bute	-	142,340	(79,888)	-	-	62,452
Aggregated small restricted grants	12,797	-	(1,359)	-	-	11,438
Unrestricted	1,552,398	4,678,307	(4,330,750)	63,110	-	1,963,065
National Office						
General fund	582,807	240,483	(163,395)	(63,110)	(20,929)	575,856
Total Funds	2,135,205	4,918,790	(4,494,145)	-	(20,929)	2,538,921

17. Analysis of Net Assets Between Funds

	Fixed Assets £	Investments £	Net Current Assets £	Total 2024 £	Fixed Assets £	Investments £	Net Current Assets £	Total 2023 £
Restricted funds	45,610	-	1,985,270	2,030,880	12,399	-	1,950,666	1,963,065
General Fund	9,351	424,406	170,100	603,857	3,268	380,673	191,915	575,856
	54,961	424,406	2,155,370	2,634,737	15,667	380,673	2,142,581	2,538,921

18. Operating Lease Commitments

At the year end the company has the following total future minimum lease payments under non-cancellable operating leases (land and buildings and office equipment):

	Land & buildings	Office equipment	Total 2024	Land & buildings	Office equipment	Total 2023
	£	£	£	£	£	£
Leases which expire:						
within one year	139,605	12,812	152,417	126,798	12,506	139,305
within two to five years	312,973	29,102	342,075	32,453	5,698	38,151
	452,578	41,914	494,493	159,252	18,204	177,455

19. Post-balance sheet Events and Going Concern

- Western Isles DBI delivery secured for 2 years
- Highland Carers Project extended to 31 March 2025
- Your Resilience funded to March 2025
- Edinburgh Carers Project funding extended to March 2025
- Veterans Project has secured funding for 2024/25
- Expansion of our Mental Health and Money Advice Service through a number of corporate partnerships with MHUK
- We have also been added to the Glasgow City Council Framework for the provision of Mental Health and Wellbeing Support in Schools.

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net movement in funds	95,816	403,716
Depreciation	11,377	8,557
Deduct gains/add back losses on investments	(39,022)	20,929
Deduct investment income shown investing activities	(69,530)	(13,342)
(Increase)/decrease in debtors	(83,578)	(211,959)
(Decrease)/increase in creditors	29,154	(124,100)
Net cash (used in)/provided by operating activities	(55,784)	83,799

Small Restricted Fund balances breakdown

General fund	Balance at 1.4.23 £	Incoming Resources £	Resources Expended £	Transfers during yr £	Gains on Investment £	Balance at 31.3.24 £	
Restricted							
Moray Forth Radio Cash for Kids	47	-	-	-	-	47	D17
Companas Outreach Donation	946	-	-	-	-	946	D18
Dingwall Outreach Donation	389	-	-	-	-	389	D19
St Andrews Community Trust	171	-	-	-	-	171	D54
Food Standards Agency	255	-	-	-	-	255	D57
Cairn Energy	1,126	-	-	-	-	1,126	D164
SC - Santander	4,230	-	-	-	-	4,230	D121
Shared Care Grant - Edinburgh	230	-	-	-	-	230	D163
Healthy Weight Community	101	-	-	-	-	101	D107
Tackling Stigma Grant	261	-	-	-	-	261	D104
Langholm Creative Art Project	771	-	-	-	-	771	D120
Scott Pagan Fund	373	-	-	-	-	373	D122
Dumfries Academy Donation	745	-	-	-	-	745	D123
D&G Endowments Funds	1,794	-	-	-	-	1,794	D130
Total	11,438	-	-	-	-	11,438	

