



Health in Mind
Report and Financial Statements
For the year ended 31 March 2026

Sharing Hope: Our Impact, Our People, Our Learning

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The Trustees have pleasure in presenting their Annual Report and the financial statements for the year ended 31 March 2026. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and *Accounting and Reporting by Charities: Statement of Recommended Practice* applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Health in Mind exists to support people across Scotland to build hope, resilience and understanding of their mental health and wellbeing. We do this by providing a wide range of trauma-skilled, rights-based and person-centred services, delivered in ways that are accessible, safe and shaped by the people who use them.

In line with the Charities and Trustee Investment (Scotland) Act 2005, the Trustees confirm that the activities of the charity provide clear public benefit. Our services are offered across Edinburgh, the Lothians and the Scottish Borders, and nationally through our digital platforms, ensuring people can access support if, when and how they need it. We work to remove barriers to mental health support, promote inclusion and ensure that people are treated with dignity, compassion and respect.

We continually review our work to ensure it delivers meaningful benefit to individuals and communities, and that our resources are used effectively to improve mental health and wellbeing across Scotland.

A Year of Resilience, Learning and Connection

“Every day, people across Scotland place their trust in us, and that trust guides everything we do.”

This has been a year of real strength, compassion and steady progress for Health in Mind. Across communities, people continued to reach out for support, connection and hope. Our staff, volunteers and partners responded with professionalism and deep commitment, ensuring people were consistently met with care, respect and understanding at every step.

We strengthened our trauma-skilled practice, expanded digital and community-based support, and continued to place lived experience at the heart of how we learn and improve. Our *Sharing Hope* strategy guided us through meaningful change, helping us build a more resilient, reflective and people-centred organisation.

As we look ahead, we do so with clarity and purpose. In the coming year, we will deepen our quality and governance frameworks, invest in our people, and continue to develop services that meet people where they are — in ways that feel safe, accessible and empowering.



Jennifer Donnelly, Chair of the Health in Mind Board

“We remain committed to offering support that is compassionate, accessible and shaped by the voices and experiences of the people we walk alongside.”

This has been another year of meaningful impact, despite the pressures facing communities across Scotland. I am incredibly proud of how our teams continued to provide personalised, trauma-skilled support, ensuring people could access help in the ways that work best for them.

We broadened our digital reach, strengthened our trauma-informed approach and continued to innovate in how we listen, learn and respond. Our *Sharing Hope* strategy has shaped how we deliver services, how we partner with others and how we ensure lived experience informs every part of our work.

In the year ahead, we will build on this momentum. We will embed our Quality Management Framework, progress our trauma-informed roadmap, strengthen our workforce and continue to grow our community and digital support. Above all, we remain committed to offering support that is compassionate, accessible and shaped by the people who place their trust in us.

To our staff, volunteers, supporters, partners and funders — thank you for your dedication and generosity. And to the people who use our services: thank you for your trust, your honesty and your strength. You are at the heart of everything we do.



Wendy Bates, Chief Executive

Our Vision, Purpose and Values

Health in Mind is one of Scotland's most trusted mental health charities. Since 1982, we have supported people to build hope, resilience and understanding of mental health and wellbeing.

Our vision

A future where everyone in Scotland has positive mental health and wellbeing and can access high-quality, compassionate support if, when and how they need it.

We work locally across Edinburgh, the Lothians and the Scottish Borders, and nationally through our digital resources, Scottish Wellbeing, and our roles within the Scottish Veterans Wellbeing Alliance and the In Care Survivors Alliance. Through our unique pathway of support, collaborations and campaigns, we help people move forward in their lives.

Our Purpose

To support people to build hope, resilience and understanding of their mental health and wellbeing.

We do this by offering a range of trauma-skilled, rights-based and person-centred services that meet people where they are- online, by phone or in person.

Our values are central to all we do.



We ensure people feel valued, heard and supported to live the life they want to live.

We create safe, welcoming spaces and responding with empathy and care.



We do the right thing, even when it takes courage.

We work ethically, transparently and with a commitment to learning and accountability.



We treat everyone with dignity and fairness.

People's experiences, identities and choices are recognised and honoured.



We challenge the obstacles that prevent people from accessing the support, resources and opportunities that could improve their wellbeing.



We believe in the strengths and capabilities of the people we support, and of our colleagues and volunteers.

We create opportunities for growth, confidence and connection.

Our Year at a Glance



4,013

people supported

135

staff employed

88

volunteers



£3.87 social value generated per £1 spent*

(£3.39 in 2025)



93,061

visits to Health in Mind
website

30,778

visits to Health in
Mind online resources

214,617

visits to our
Information Websites



139

people involved in
Challenge Events

16

corporate
partnerships

348

supporters

*We used the Social Value Engine (SVE) to calculate the social value of our work across 2025/26. This figure does not include the work of the In Care Survivors Alliance. The SVE measures, tracks and evidences the social value generated by projects, converting social outcomes into financial values to help organisations communicate their community impact. It is accredited by Social Value International.

Our Work and Impact

A pathway of support shaped by people's needs

People come to Health in Mind for many different reasons. They may be seeking connection, understanding, confidence or support during difficult times. Our role is to meet people where they are and offer support that feels safe, compassionate and genuinely useful.

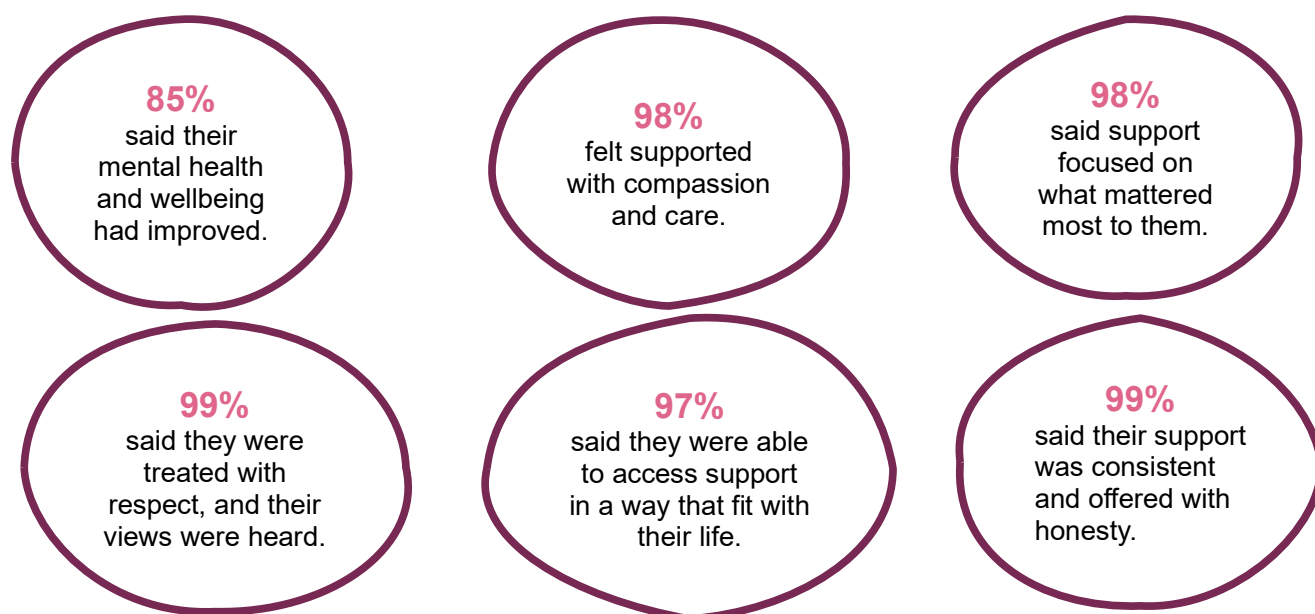
We provide a holistic range of mental health and wellbeing services, including early intervention, peer support, counselling, trauma support, group work and digital resources. Our hybrid model means people can access support in the way that works best for them, whether that's online, by phone or in person. This flexibility remains one of the things people value most.

"The service was very helpful and supported me through a difficult time in my life. I truly appreciated how the staff worked with me and how the support was flexible."

"The help and support I have received has basically saved my life. Health in Mind is a very valuable resource that supported me when I needed it most."

What people told us

People's voices guide our work. This year, feedback remained consistently strong:



These responses reflect the commitment of our staff and volunteers to offering support that is trauma-skilled, person-centred and grounded in people's strengths.

Strategic Achievements

Strengthening our foundations for the future

This year, we focused on strengthening the foundations that enable Health in Mind to deliver safe, high-quality and compassionate support. Guided by our *Sharing Hope* strategy, we sharpened our organisational focus, deepened our trauma-skilled practice, and invested in the systems, people and partnerships that help us make a meaningful difference.

Despite a challenging external environment, including rising demand, short-term funding and significant commissioning change, we made steady, values-led progress. Our achievements reflect the commitment of our staff, volunteers, partners and the people we support, whose voices continue to shape everything we do.

We also successfully relocated our head office to a more accessible, modern and energy-efficient space, ensuring full continuity of service with no downtime. The move strengthened our ability to offer safe, trauma-skilled environments for staff, volunteers and the people we support, improved collaboration across teams and supported our commitment to environmental sustainability.

Refreshing our strategy and preparing for the years ahead

Over the past year, we undertook a thoughtful and collaborative refresh of our organisational strategy. Rather than shifting direction, we sharpened our focus — being clearer about what we do, who we support and the distinctive value we bring as a trauma skilled, rights based and people centred organisation. This work involved staff, volunteers, people who access our services and our Board. Together, we developed a Growth and Development Plan that strengthens our foundations and sets out a clear path for the future. Our approach to growth is careful and values led: it is not about expanding for the sake of it, but about deepening our impact in ways that are sustainable and aligned with our purpose. A new Growth and

Development Subgroup of the Board now oversees progress, risks and capacity, ensuring we remain learning focused and adaptable.

Embedding our Quality Management Framework

We made significant progress in implementing our new Quality Management Framework, which sets out 19 Quality Aspirations covering the full span of our work. The framework brings together multiple sources of evidence to help us understand what quality looks like in practice and how we can continue to improve.

This year, we:

- finalised the Framework and its evidence sources
- developed documentation outlining our approach to quality
- established a Quality Working Group to make evaluative judgements
- began the first wave of reporting, creating a baseline for 2025/26

This work strengthens our ability to learn, reflect and make informed decisions, ensuring that quality remains central to everything we do.

Strengthening trauma-skilled and rights-based practice

We continued to embed trauma-skilled practice across our services, guided by our Trauma Informed Organisation Roadmap. This included:

- expanding reflective spaces
- strengthening supervision
- improving consistency in trauma-informed enquiries
- developing new practice development sessions
- ensuring lived experience continues to shape how we learn and improve

These developments support our commitment to offering care that is safe, empowering and grounded in people's strengths.

Deepening partnership working

Partnerships remained central to our approach. We strengthened relationships with commissioners, community partners and national networks, ensuring our work aligns with local priorities and contributes to wider system change.

This included:

- continued collaboration within the Scottish Veterans Wellbeing Alliance
- our role in the In Care Survivors Alliance
- joint work with digital partners to expand resources and reach
- closer engagement with Health and Social Care Partnerships across our regions

These partnerships help us extend our impact and ensure people can access the right support at the right time.

Sharing our learning and experience

Sharing learning and insight continued to be an important part of our work, supporting sector-wide improvement and strengthening collective understanding. We focused on communicating evidence, lived experience and practical wellbeing information in ways that are accessible, relevant and aligned with people's needs.

Our digital platforms remained central to this work. Engagement across our website and social channels continued to grow, reflecting sustained demand for clear, trustworthy mental health information. Search

remained the primary way people found our content, and improved integration across channels helped us reach wider audiences and direct people towards support.

Our wellbeing resources performed strongly, particularly content offering practical strategies and seasonal guidance. These materials remained among our most accessed, reinforcing the value of early-intervention information that people can use in their everyday lives.

Social media also played a significant role in extending our reach. Engagement and audience growth exceeded expectations, with content grounded in lived experience, community activity and practical advice performing particularly well. This demonstrates that people respond most positively to content that is authentic, timely and directly applicable.

We also contributed to wider sector learning through participation in networks, consultations and collaborative work. This included sharing insight from practice, contributing to national discussions and strengthening relationships with partners across the system. While this remains a key strength, we recognise the need to increase the volume of formal impact stories and will prioritise this in the year ahead.

Looking ahead to 2026/27

As we move into 2026/27, we will continue embedding our refreshed organisational model, strengthening our workforce and deepening our trauma-skilled and rights-based practice. Our focus will remain on delivering support that is compassionate, accessible and shaped by the people we walk alongside, underpinned by strong quality, governance and organisational foundations.

Service Delivery

Delivering compassionate, flexible support during a year of change

People come to Health in Mind for many different reasons: to feel heard, to rebuild confidence, to make sense of difficult experiences, or simply to find connection and hope. This year, our services continued to meet people where they were, offering support that felt safe, consistent and grounded in compassion.

Across Edinburgh, the Lothians and the Scottish Borders, we supported 1,687 people, making 1,961 support connections through our community mental health and wellbeing services, counselling, trauma support, digital pathways and specialist programmes. Most people (86%) accessed one service, while 14% accessed two or more, reflecting our ability to offer joined-up, person-centred support when needed.

- 1,139 people were supported in our community and early-intervention services, with 439 people accessing more than one service.
- 171 people received counselling and talking therapies, with 53 people accessing more than one service.
- 143 people received trauma support, with 16 people accessing more than one service.
- 450 people attended our Midlothian Access Point service, delivered in partnership with Midlothian Health and Social Care Partnership.

We also delivered the Thrive Welcome Team as part of a multi-disciplinary team in North West Edinburgh. We cannot report on the number of people we supported as this information is held by NHS Lothian.

Despite funding pressures, service redesign and wider system change, our teams continued to deliver high-quality, trauma-skilled support. We strengthened pathways, improved consistency and adapted our services to ensure people could access help in ways that worked for them.

A year of significant change and meaningful progress

Like many organisations across the sector, we experienced several funding cuts and contract changes. This led to the closure of a number of services (Midlothian Art Psychotherapy, West Lothian Over 55s, Midlothian Community Justice Peer Network, West Lothian Peer Connecting and Ethnic Minority Services).

We worked closely with staff and supported people to ensure transitions were handled with dignity, clarity and compassion.

Strengthening access and coordination

The Midlothian Health and Social Care Partnership asked us to take on responsibility for Midlothian Access Point referrals and appointment administration, recognising our strong track record in delivering accessible, person-centred support. This change has:

- improved consistency
- reduced duplication
- created a clearer pathway for people seeking help
- Developing services to meet emerging needs

Historic Adoption Support

Following the departure of our Peer Development Worker, we piloted a new Historic Adoption Counselling Service from January to March. The pilot demonstrated strong need and positive outcomes, and the Scottish Government approved a new model, combining counselling with peer support groups, to be delivered in 2026/27.

Peer Connecting redesign

After reviewing feedback, volunteer experience, waiting times and unmet need, we redesigned Peer Connecting across Edinburgh, Midlothian and the Borders. The service now offers 10 weeks of individual support, aligning more closely with our strategic goals and improving accessibility.

Expanding trauma support

With support from the National Lottery, we launched a new Trauma Support Service in April 2026. This service fills a long-standing gap by supporting people who have experienced any form of childhood trauma, not only childhood sexual abuse. It offers 10 weeks of individual support and group work.

Fringe Wellbeing Service

We continued to provide mental health and wellbeing support for artists performing at the Edinburgh Fringe. During this intense period of promotion and performance, artists often face significant pressure, isolation and financial strain.

Support was offered in person, online or by phone, depending on what worked best for each artist. During the Fringe in 2025, 58 artists were supported through prearranged appointments and 5 people received crisis support:

We have secured the contract to deliver this service again in 2026. Our offer now includes pre-Fringe support for artists. This was delivered using a flexible model that responded to the time differences between the UK and the locations where the artists were based.

Understanding the difference our support makes

We continued to use I.ROC and Core as tools to understand how people's wellbeing changes over time.

I.ROC (Individual Recovery Outcomes Counter)

We use I.ROC (Individual Recovery Outcomes Counter) to help us understand how people's wellbeing changes over time. It focuses on the things that matter most to recovery and, more importantly, to each person.

People complete I.ROC when they start support and again as they move through or complete it. This helps us understand what's going well, where things are improving, and where we can adapt our approach.

Across our group work, trauma support and community mental health and wellbeing services, people reported meaningful improvements in the areas that matter most to recovery:

- Hope for the future: people felt more optimistic and able to see a way forward
- Self-management: people felt more able to cope with day-to-day challenges
- Purpose and direction: people gained clarity about goals, routines and next steps
- Valuing self: people reported increased confidence and self-worth
- Social and personal networks: people felt more connected and less isolated

These improvements reflect the strength of our trauma-skilled, person-centred approach — and the courage and commitment of the people we walk alongside.

What this means in practice

People told us that support helped them:

- feel safer and more grounded
- build routines that supported their wellbeing
- reconnect with activities and relationships
- understand their emotions and responses
- feel more in control of their lives

These changes represent real, meaningful change in people's lives.

Alex first came to us feeling overwhelmed and unsure where to turn. They described a long period of coping alone and feeling disconnected from the things that once gave them purpose. Through regular support, Alex began to feel more grounded and able to make sense of what they were experiencing.

They told us that having a consistent space to talk helped them feel safer and more in control. Over time, they started rebuilding routines, reconnecting with activities they enjoyed and finding confidence in their own strengths again. Alex said that the support helped them understand their emotions, feel less isolated and take steps that felt manageable.

What mattered most to them was being met with kindness and without judgement. They told us that this made it easier to be honest about how they were feeling and to move forward at a pace that felt right.

**name changed for anonymity*

Clinical Outcomes in Routine Evaluation (CORE)

Our counselling services use the Clinical Outcomes in Routine Evaluation (CORE-OM) tool to help us understand how people's psychological wellbeing changes over the course of their support. CORE-OM is a widely used, evidence-based measure that captures a broad range of experiences linked to mental health and emotional distress. It asks people to reflect on how they have been feeling over the past week, using a five-point scale across four key areas: subjective wellbeing, problems and symptoms, life functioning and risk/harm.

People complete CORE-OM at the beginning of counselling, during review and again at the end of their sessions. This helps us understand what is improving, where people may need more support and how counselling is making a difference.

Across our counselling services, people showed meaningful improvement in their overall CORE scores, with measures indicating a significant reduction in psychological distress. This reflects the impact of consistent, compassionate therapeutic support and the courage people show in exploring difficult emotions, building new coping strategies and strengthening their sense of safety and stability.

What this means in practice

People told us that counselling helped them to:

- understand their emotions and responses more clearly
- feel less alone with difficult thoughts or experiences
- develop grounding strategies to manage anxiety and overwhelm
- build confidence in expressing their needs and setting boundaries
- reconnect with activities, relationships and routines that support wellbeing

Jamie* was referred to the Lothian Deaf Counselling Service after a period of significant family stress. Changes in family relationships had left them feeling isolated and carrying more emotional responsibility than felt manageable.

As a result, Jamie experienced anxiety, low mood and growing self-doubt. The counsellor prioritised accessibility throughout their sessions, adapting communication methods, including the use of captions, to ensure Jamie could fully participate and feel understood.

Counselling focused on helping Jamie recognise and make sense of their emotional responses. They were introduced to grounding strategies to manage moments of overwhelm, and psychoeducation helped them understand how stress and anxiety were affecting their wellbeing.

Through consistent empathy, validation and a trauma-skilled approach, Jamie began to feel more confident in expressing their needs and setting healthier boundaries within their family. They also reconnected with creative activities that supported their wellbeing. By the end of counselling, Jamie felt better able to cope with their circumstances and had begun building new social connections through a local community group.

**name changed for anonymity*

Strengthening practice, pathways and data

Practice Development Sessions: We introduced monthly sessions to support shared learning, reflective practice and problem-solving across teams. These sessions strengthened confidence, consistency and our trauma-skilled approach.

Engagement Pathways Team: We moved from locality-based working to a single, organisation-wide team, improving coordination and ensuring people experience a clearer, more consistent pathway into support.

Reporting improvements: We worked with Civica to update our case management system and reporting capabilities, ensuring we can meet new commissioner requirements and better understand demand, outcomes and service performance.

Looking ahead to 2026/27

Our focus will be on:

- strengthening workforce training, supervision and wellbeing
- embedding trauma-skilled and rights-based practice
- continuing to refine pathways and improve access

Our aim remains clear: to offer support that is compassionate, accessible and shaped by the people we walk alongside.

In Care Survivors Alliance

The In Care Survivors Alliance was created in 2016 as part of Scotland's commitment to addressing the legacy of historic abuse. Together, we work to ensure that people who experienced childhood abuse or neglect in care settings can live healthier, more fulfilled and independent lives.

The Alliance brings together four partners, Glasgow Psychological Trauma Service, Health in Mind, Penumbra Mental Health and the Scottish Government, who each play a vital role in delivering two national services: Future Pathways and the Redress Support Service. Both services contribute to the Scottish Human Rights Commission's Action Plan on Justice for Victims of Historic Abuse of Children in Care.

Future Pathways

Future Pathways supports people who experienced childhood abuse in care to make changes that matter to them. Our role is to walk alongside people as they work towards their goals, strengthen their wellbeing and build the lives they want.

By March 2026, almost 3,000 people were registered with Future Pathways, including 236 who joined us this year (2025: 193). We focused on reducing waiting times and improving communication, which helped us support more people, more quickly. Over the year, the waiting list reduced significantly, and more than 1,000 people were actively receiving support.

We know that waiting for support can be difficult. This year we expanded Support While You Wait, offering emotional support, counselling, group work, help to access care records and one-off sessions. Dozens of people benefited from this early support, helping them feel more connected and prepared while they waited to begin their full support.

Every person who comes to Future Pathways has their own story, strengths and hopes for the future. We begin by exploring what matters most to them and then work together to create a plan that feels right for them.

Support can include:

- Access to our network of 44 Delivery Partners
- Material support through our Discretionary Fund
- Help to connect with other services

No two support plans are the same. Each one is shaped by the person, their goals and the pace that feels right for them.

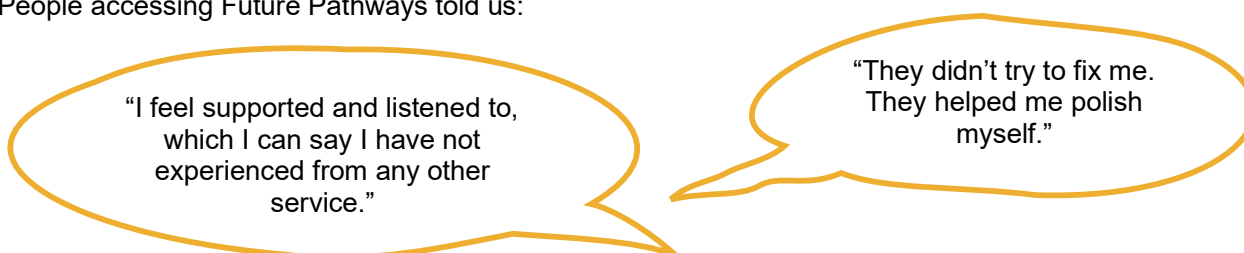
This year we introduced Peer Support, co-designed with Voices for a Better Future. Ten sessions were held, with 81 attendances from people on the waiting list and those already receiving support.

We also improved how we share information by focusing on Inclusion, Connection and Representation. This included:

- creating accessible materials and explainer videos
- sharing information across GP surgeries, custody suites and community services
- producing newsletters for people we support and for Delivery Partners
- co-creating content with people who use the service
- sharing learning at national events and conferences

These improvements help people understand what we offer, stay connected and feel represented in our work.

People accessing Future Pathways told us:



Redress Support Service

The Redress Support Service provides emotional and practical support to people applying to the Scottish Government's Redress Scheme. Our role is to walk alongside applicants, helping them feel informed, prepared and supported throughout what can be an emotionally demanding process.

This year, we continued to offer support that is compassionate, trauma-skilled and grounded in people's rights. We focused on ensuring that applicants had clear information, space to explore their feelings and experiences, and support to make decisions at a pace that felt right for them.

People accessed the service for a range of reasons, including help to understand the Redress process, support to prepare their application, and emotional support before, during and after key stages. Many people told us that having a consistent, understanding worker made the process feel more manageable and less overwhelming.

We strengthened how we communicate with applicants by improving the clarity of our information, offering more flexible appointment options and ensuring people could access support in ways that felt safe and accessible. We also continued to work closely with partners across the In Care Survivors Alliance to ensure people experienced a joined-up, rights-based approach.

Our focus remains on offering support that honours people's experiences, upholds their dignity and helps them feel more confident and in control as they navigate the Redress process.

Looking ahead to 2026/27

Next year, we will continue to strengthen quality, reduce waiting times, expand Peer Support and mark 10 years of Future Pathways. Within Redress Support, we will continue to provide responsive, person-centred support and work closely with the Scottish Government to ensure we have the capacity to meet demand.

Digital Services

Expanding digital support and widening our reach

Our digital services continued to grow this year, helping people across Scotland access trusted mental health information and support in ways that feel flexible, safe and easy to use. More than 355,000 users accessed our information websites. This is a significant increase that reflects the ongoing need for accessible, high-quality digital resources.

Digital support remains a vital part of our pathway, ensuring people can find help at any time, from any location and in a format that works for them.

Strengthening national collaboration

Working in partnership with veterans' organisations across Scotland, we launched the new Scotland's Veterans Wellbeing Alliance website. This platform brings together information, resources and support in one place, helping veterans and their families access the right help quickly and confidently.

This collaborative approach reflects our commitment to building digital spaces that are inclusive, easy to navigate and shaped by the people who use them.

Creating practical wellbeing resources

We continued to develop digital tools that help people build skills, confidence and understanding in their day-to-day lives. This included a suite of new resources for West Lothian's Six Ways to Wellbeing campaign, including workbooks, videos and guided exercises designed to help people apply the Six Ways to real-life situations and common stressors.

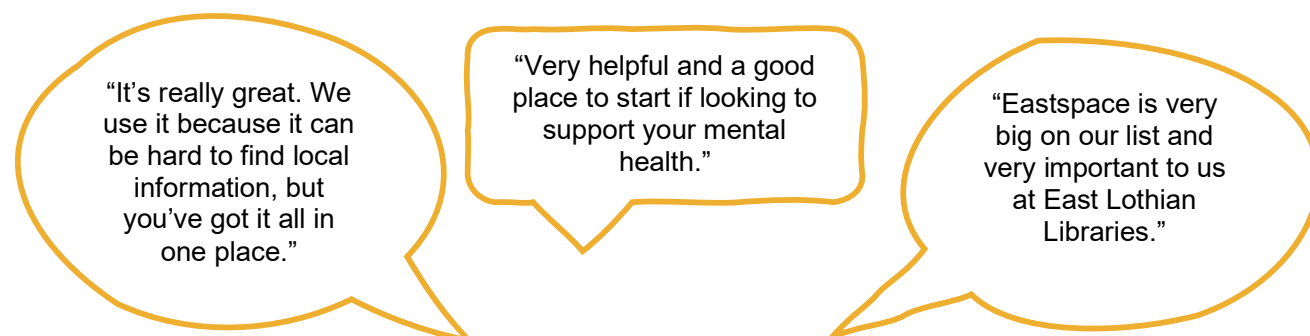
These resources were developed in close collaboration with local partners and have been well received by both individuals and practitioners. We have secured further funding to create additional materials for the wellbeing workforce in West Lothian.

Supporting children and young people

We secured funding to develop a new Children and Young People area on Midspace, working with the Midlothian Health and Social Care Partnership, NHS Lothian, Midlothian Council and the Early Action Mental Health Partnership. Young people were directly involved in shaping the content, ensuring the new area reflects their needs, language and priorities.

This work strengthens our commitment to creating digital spaces that are youth-friendly, accessible and empowering.

People continue to tell us that our digital platforms make it easier to find the right support:



These comments reflect the value of having trusted, localised information available at the click of a button.

Looking ahead to 2026/27

Next year, we will:

- create new resources for the wellbeing workforce in West Lothian
- continue developing the children and young people's area on Midspace
- strengthen accessibility and user experience across all digital platforms

Our focus remains on building digital tools that are practical, inclusive and shaped by the people who use them.

Fundraising and Income Generation

Growing support through community, creativity and commitment

This year, our supporters, partners and volunteers continued to show extraordinary generosity and belief in our work. At a time when the cost-of-living crisis has made it harder for many people to give or volunteer, their commitment has been both humbling and inspiring.

- 348 people supported us
- 139 people took on fundraising events
- 16 companies partnered with us

Every mile walked, every challenge completed, every donation made helped us reach more people with compassionate, accessible support.

Strengthening our fundraising foundations

This was the second year of delivering our fundraising plan, developed following the 2024 fundraising audit. Our focus was on building a more sustainable, resilient fundraising programme, including:

- introducing event registration fees
- investing in an individual giving campaign to support counselling
- strengthening supporter stewardship
- testing new approaches to community and corporate engagement

The external environment remained challenging, but engagement stayed strong which is a testament to the relationships we've built and the trust people place in Health in Mind.

Highlights from the year

Community and challenge events

Our second Darkness into Light event brought together 78 participants, creating a powerful moment of connection and hope. We also introduced new activities, including an abseil challenge at the Port of Leith Distillery, which drew enthusiastic support.

Community-led fundraising continued to grow. The Midlothian Fundraising Group delivered its third annual event, and Boroughmuir High School students secured £3,000 for Health in Mind through the Young Philanthropists Initiative (YIP) competition. This is a wonderful example of young people championing mental health.

Corporate and partner support

Partnerships with organisations such as Rabbie's and the Scottish Historic Buildings Trust played an important role, with teams taking on challenges and organising events to raise funds and awareness.

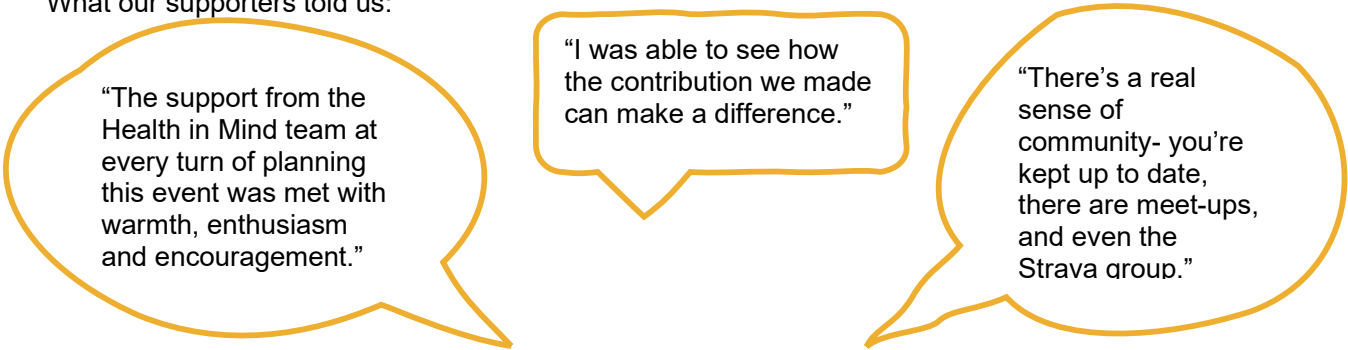
Trusts and Foundations

We secured support from a range of Trusts and Foundations, including:

- the Cordis Charitable Trust
- the Plum Trust
- the Evelyn Drysdale Charitable Trust

These contributions helped sustain key areas of our work, particularly where demand continued to rise.

What our supporters told us:



"The support from the Health in Mind team at every turn of planning this event was met with warmth, enthusiasm and encouragement."

"I was able to see how the contribution we made can make a difference."

"There's a real sense of community- you're kept up to date, there are meet-ups, and even the Strava group."

Next year, we will continue to build a sustainable and diverse fundraising programme by:

- strengthening relationships with Trusts and Foundations
- expanding and diversifying our events programme
- increasing our focus on sustainable and recurring income streams

Our People

Putting people at the heart of everything we do

Our staff and volunteers are the foundation of Health in Mind. Their compassion, skill and commitment shape every conversation, every service and every moment of support we offer. In line with our Sharing Hope strategy, we remain committed to ensuring that the same values that guide our work with the people we support also guide how we support and develop our teams.

This year brought significant change across the organisation. Despite uncertainty, restructuring and service redesign, our people continued to show resilience, adaptability and deep dedication to the individuals and communities we serve.

Navigating a year of change

During 2025/26, our workforce experienced:

- funding uncertainty
- service redesign and closure
- a senior management restructure
- preparations for relocating our head office
- the introduction of new systems and processes

These changes required flexibility and courage. Throughout, our teams remained focused on delivering safe, high-quality support. Satisfaction levels among people accessing our services stayed consistently high which is a testament to the professionalism and care shown by our staff and volunteers.

Investing in our people

We continued to strengthen how we support and develop our workforce, including:

- launching a new online HR system to streamline processes and improve access to information
- introducing a pilot Colleague Voice pulse survey to better understand staff experience and priorities
- refreshing key staff management policies to ensure clarity, consistency and fairness
- expanding reflective spaces and strengthening supervision as part of our trauma-skilled practice

These developments support our commitment to creating a workplace where people feel valued, heard and equipped to do their best work.

Listening to colleague voice

The introduction of our pulse survey marked an important step in strengthening colleague voice. Early feedback highlighted:

- a strong sense of purpose and commitment to the people we support
- the importance of clear communication during periods of change
- a desire for continued investment in wellbeing, supervision and development

This feedback is helping shape our priorities for the year ahead.

Celebrating our volunteers

Our volunteers are an essential part of Health in Mind. They bring warmth, connection and lived experience to our work, helping people feel understood, supported and less alone. Volunteers rated their experience with Health in mind as 4.4/5.

We invested in strengthening the volunteer experience this year. This included clearer role pathways, improved induction and training, and more opportunities for volunteers to share their insights and shape how we work. Their feedback continues to guide how we develop our services and support our communities.

Volunteers told us:

I find supporting others who have approached Health in Mind for support to be rewarding and worthwhile. It gives me a sense of purpose and a reason for living. I also feel those I have supported over the years have appreciated my time and has made some difference to their lives in some way. If I come away from supporting someone and it feels like it's been mutual experience... that's one of the best feelings of being a volunteer.

Seeing people slowly regain hope and build confidence, doing things that they previously thought impossible and then, for some, moving into a space where they want to support others in their wellbeing. I've supported a few charities over the years- Health in Mind is the most impactful. It trains and supports volunteers exceptionally well, meaning we pass that onto those we support. I see the difference it makes and think it does so much good for the community.

Our volunteers give their time generously, often alongside work, caring responsibilities or studies. We are deeply grateful for their commitment, energy and belief in our work.

Looking ahead to 2026/27

As we move into 2026/27, our focus will be on:

- strengthening workforce wellbeing
- embedding trauma-skilled and rights-based practice
- supporting new staff through induction, training and reflective practice
- continuing to build a culture where people feel safe, supported and able to thrive

Our people are at the heart of Health in Mind. Their dedication ensures that every person who reaches out to us is met with compassion, respect and hope.

Environment, Social and Governance (ESG)

We are committed to embedding environmental sustainability, social impact and strong governance across everything we do. These commitments reflect our responsibility to the people we support, our staff and volunteers, our partners and the wider communities we serve. In 2025/26, we strengthened this commitment through the development of a new ESG Policy, ensuring our values and responsibilities are clearly articulated and consistently applied.

Environmental Sustainability

We continued to take meaningful steps to understand and reduce our environmental impact. Our greenhouse gas emissions for 1 April 2025 to 31 March 2026 were calculated in line with ISO 14064 and the GHG Emissions Protocol Standards, covering both direct and indirect emissions and reflecting our hybrid working model.

Health in Mind's total carbon footprint for 2025/26 was 104.78 tCO₂e, compared with 95.92 tCO₂e in 2024/25. This increase reflects different patterns of work, with a higher proportion of our staff team working from home and travelling as part of their work.

To mitigate our environmental impact, we offset our carbon footprint through the Carbon Neutral Britain Climate Fund, maintaining our status as a Certified Carbon Neutral Business for the second consecutive year. This investment supported international renewable energy, reforestation and community-based sustainability projects.

We also continued to make practical changes to reduce our footprint, including preparing for our move to a more energy-efficient office space in Edinburgh in May 2026.

Governance

Strong governance remains central to our organisational health and sustainability. This year, we continued to embed the findings from our review of governance practices against the Scottish Governance Code for the Third Sector. The review confirmed strong compliance with legal and regulatory requirements and highlighted our commitment to continuous improvement.

Key developments included:

- strengthening our leadership structure, including the introduction of the Director of Operations role and the transition of the Head of Business Development
- establishing a new Quality Management Framework, developed collaboratively with staff and informed by organisation-wide consultation
- updating core organisational policies, including Safeguarding, Confidentiality, Supervision, Staff Expenses, Acceptable Use of ICT and Home and Hybrid Working
- enhancing risk management processes, including updated operational and strategic risk registers and improved reporting to Committees and the Board

These developments ensure that Health in Mind continues to operate transparently, ethically and in line with best practice.

Social Impact and Involvement

We remain committed to promoting equality, diversity and inclusion, and to ensuring that our organisation reflects the communities we support. Trustees review equality data annually to monitor representation and identify areas for improvement.

Integrated Impact Assessment

We embedded our Integrated Impact Assessment process across the organisation. This ensures that decisions about new work, service design or policy development are equitable, trauma-informed and aligned with our values.

Involvement Policy and Fair Payment

We reviewed and updated our Involvement Policy, introducing appropriate payments for people who contribute their time, expertise and lived experience. This ensures contributions are recognised, valued and accessible.

Lived Experience and Co-Design

We launched our Lived Experience Steering Group, bringing together people with lived experience, staff and leaders to shape organisational priorities and strengthen our trauma-informed practice.

Strategy Learning and Implementation Group (SLIG)

Our SLIG group, comprising Trustees, staff, volunteers and people accessing services, continued to meet throughout the year. The group reviewed progress against our strategic commitments, reflected on learning and helped shape priorities for the year ahead.

Workforce Wellbeing and Inclusion

We continued to prioritise staff wellbeing, learning and development, including:

- Compassionate and Trauma-Informed Leadership training for all managers
- Insights Discovery to support communication and team cohesion
- A strengthened Learning and Development Programme
- The introduction of the quarterly Colleague Voice survey

These developments reinforce our commitment to being a supportive, inclusive and values-led organisation.

Financial Review

Income for the year ended 31 March 2026 increased by 11% to £10,015,111 while expenditure rose by 12.9% to £10,213,198.

During the year, we experienced several funding cuts and contract changes resulting in the closure of a number of services (Midlothian Art Psychotherapy, West Lothian Over 55s, Midlothian Community Justice Peer Network, West Lothian Peer Connecting and Ethic Minority Services), service redesign and a senior management restructure.

Despite these pressures, we secured new funding, expanding our Digital Services. We worked with Scotland's Veterans Wellbeing Alliance to develop and launch their website, and West Lothian Council funded the development of a suite of new resources for their Six Ways to Wellbeing campaign. We also secured funding from the National Lottery Community Fund, launching a new Trauma Support Service in April 2025, and continued our successful partnership with Edinburgh Festival Fringe Society, providing mental health and wellbeing support sessions for performing artists.

Funding for the In Care Survivors Alliance Redress Support Service, increased by 9.8% from £1,482,702 to £1,627,743 enabling additional Link Worker capacity and enhanced support to access records. Future Pathways funding increased by 21.3% to £5,781,755 (2025: £4,766,479), reflecting additional Scottish Government investment to expand Support Coordination teams, and reduce the waiting times.

'Other' earned income increased by 18.4% from £507,574 to £600,797, reflecting the growth of Future Pathways and Redress Support direct core cost recovery. Income from donations and fundraising activities reduced by 0.4%, reflecting the challenging external environment.

A surplus of £497,117 (2025 deficit: £36,960) was achieved after recognising the net defined benefit pension scheme actuarial gain of £695,204 (2025 actuarial loss: £22,000). This includes a one-off exit credit of £717,204 received in the year, following withdrawal from the charity's defined benefit pension scheme. Net expenditure before actuarial gains and losses was £198,087 (2025: £17,960).

We continue to operate in an extremely challenging environment, with increased pressure on public funding. Even static contracts represent a real terms reduction due to persistently high inflation. This has been partly mitigated by reductions in certain charitable activity costs, such as project activity and staff travel. Such costs remain below pre-COVID levels due to continued demand for a mix of remote and in person support. We have also worked proactively with funders to mitigate these pressures, as aforementioned.

In the prior year, £140,000 of accumulated historic restricted reserves was returned to Scottish Borders Council. An additional £13,436 was returned to funders following service closure in 2026. A further £189,847 has been identified as due to funders as at 31 March 2026, of which 86% relates to historic restricted and unrestricted funds.

In preparation for our head office move in May 2026, the Board approved the creation of a dilapidation provision for leased properties of £212,119 (2025: £nil). This was principally funded via our Office Refurbishment designated fund.

Unrestricted general reserves have increased by 162.6% to £1,523,806 (2025: £936,917) supported by the pension exit credit.

Designated reserves decreased to £73,083 (2025: £125,218), reflecting expenditure of £1,100 on the Engagement fund and £201,035 on the Office refurbishment fund, include dilapidation provisions. A further £150,000 was transferred to the Office refurbishment fund, in anticipation of relocation costs and securing alternative office accommodation within Midlothian (2025: £40,000).

Restricted reserves at the year end were £75,070 (2025: £112,707), a 66.6% reduction primarily due to the return of funds noted above.

Principal Funding Sources

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

Reserves Policy

Funding received for specific activities, and the related costs, are recognised in restricted funds. When restricted funding ends, Trustees consider whether the activity should cease carrying or whether activity should continue to be supported from unrestricted funds.

The Reserves Policy was updated and approved by the Board in 2026. It is reviewed regularly, and target levels adjusted as assessment of risk and other relevant factors evolve.

The current free unrestricted reserves range approved by the Trustees is £757,000–£832,000. This range reflects the level of financial risk facing the organisation, particularly in relation to income volatility and the wider economic environment, including constraints on Scottish and Local Government budgets. Key considerations include the financial impact of risk and the working capital required to operate effectively.

Free unrestricted reserves at 31 March 2026 were £1,410,566, equivalent to 5.97 months of expenditure using the same financial-impact-of-risk methodology. This sits above our target range but remains within the sector-recommended benchmark of 3–6 months, placing the organisation in a strong position entering 2026/27.

The 2026/27 budget forecasts an unrestricted surplus of £27,000. This excludes planned designated expenditure of £78,000 for office relocation and fit-out costs. After adjusting for the utilisation of deferred income brought forward, cashflow forecasts project a net cash outflow of £69,000.

Investment Policy

The Investment Policy is reviewed at least annually alongside the Reserves Policy, to ensure alignment with organisation's purpose, strategy and objectives.

Funds not required immediately are held in interest bearing deposit accounts and diversified across multiple banks via the CAF Charity Deposit Platform. The objective is to optimise returns within an acceptable level of risk. Given the current funding climate, the Trustees have not pursued long-term investments but will continue to keep this position under review.

Going Concern

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

The most significant areas of financial uncertainty are:

- Contract volatility and concentrated commissioning risk; and
- Organisational flexibility and sustainability in the event of significant reductions in statutory funding.

The 2026/27 budget was prepared with these risks in mind and approved by the Board at their meeting of 22 June 2026.

Reverse stress testing has been undertaken for the 21-month period to December 2027. The worst-case scenario assumes that certain contracts due for renewal are not extended or are reduced, that fundraising and income generation remains flat, and that no mitigating actions, such as reducing overheads or head count, are taken.

Under this scenario, income is expected to fall by 1.4% and expenditure to rise by 3.3% in the nine months to 31 December 2027, driven by funding cuts and inflationary pressures, expected to be exacerbated by the Middle East conflict. This results in a forecast deficit equivalent to 25.2% of free reserves held as at 31 March 2026, excluding planned designated expenditure.

At the year end, the charity held free reserves of £1,410,566, and maintained a strong and liquid balance sheet. Our analysis demonstrates that, even in the worst-case scenario, sufficient cash reserves are available in instant access and short-term deposit accounts to support operations until at least 31 December 2027 without further measure. The Trustees therefore consider that the charity will continue as a going concern for the foreseeable future and for a least 12 months from the date of signing the financial statements.

Principal Risks and Mitigations

At Health in Mind, keeping people safe and ensuring our services are reliable, high-quality and well-run is central to our purpose. We take a proactive approach to understanding the risks that could affect our work, and we put strong plans in place to manage them. This helps us stay resilient, protect the people we support, and continue delivering services that make a meaningful difference.

Strong governance and oversight

Our Board has overall responsibility for risk and regularly reviews the major risks facing the organisation. Two Board Committees support this work:

- The Finance and Risk Committee, which oversees financial and organisational risks, monitors compliance, and reviews the full risk register at least once a year.
- The People and Governance Committee, which oversees workforce, culture and governance-related risks, including recruitment, succession planning and organisational development.

New and emerging risks are discussed at every meeting of the Board, its Committees and the Senior Leadership Team, ensuring issues are identified early and acted on quickly.

We use a risk register to track the most significant risks, their potential impact, and the actions we are taking to reduce them. A heat map provides a snapshot of our overall risk exposure.

Our Most Significant Inherent Risks

The following risks have the highest inherent scores in our Risk Register. These represent the areas that could have the greatest impact on our organisation *before* controls are applied.

Cyber breach or attack

A cyber attack could lead to loss of data, service disruption, financial loss or reputational harm, and as digital systems become more central to how we work, the potential impact of a breach increases. To stay resilient, we have strengthened our cyber security measures, achieved Cyber Essentials accreditation, increased staff awareness and introduced enhanced technical safeguards to protect our systems and the people who rely on our services.

Contract volatility and concentrated commissioning risk

A number of our contracts are scheduled for renewal in 2027, and when combined with short-term funding cycles across the sector, this brings a degree of uncertainty for future planning. We are actively managing this by engaging early with commissioners, modelling different scenarios and ensuring we remain well positioned to continue delivering high-quality support.

Workforce capability and sustainability

Sector-wide workforce shortages, rising role complexity and the need for trauma-skilled, digitally confident staff present ongoing challenges, and changes in key personnel can also affect continuity and organisational memory. We are responding by investing in learning and development, strengthening supervision and reflective practice, improving recruitment processes and planning for future workforce needs so that we can continue to offer consistent, high-quality support.

Organisational capacity to deliver strategic commitments

As our services grow, our systems, processes and corporate functions must grow with them, and without this we risk overstretching staff and reducing quality. We are addressing this by investing in digital infrastructure, strengthening governance and reporting, and improving cross-team collaboration to ensure we have the capacity to deliver our strategic commitments sustainably.

Staying Resilient

Across all areas, we continue to monitor risks closely and take action early. Our approach is grounded in:

- strong governance and clear accountability
- regular review and learning
- open communication with partners and commissioners
- a commitment to trauma-skilled, rights-based practice

By staying alert, adaptable and values-led, we are able to navigate challenges while keeping our focus on what matters most: providing compassionate, accessible support shaped by the people we walk alongside.

Reference and Administration

Trustees

Jennifer Donnelly
Karen Gray

Chair
Vice Chair
Retired 22 June 2026

Federica Cinosi
Sheena Fontana
Caroline Hedges
Dr Pia Helbing
Danyal Mackenzie

Sarah McAllister
Kathryn McLeod
Erica Moore
Rachael Tracy
Alice Tucker
Cheryl Tudor
Brian Young

Retired 30 March 2026

Retired 23 June 2025
Appointed 23 June 2025

Company Secretary

Wendy Bates

Senior Management

Wendy Bates, Chief Executive
Paul Wilde, Director of Operations (from 30/06/25)
Martin Oxley, Depute CE (to 30/09/2026)

Principal and registered office

To 16/04/2026
40 Shandwick Place
Edinburgh
EH2 4RT

From 17/04/2026
Suite G2, Links House
15 Links Place
Edinburgh
EH6 7E

Registration numbers

Charity registration number: SC004128

Company registration number: SC124090

Bankers

Bank of Scotland
104 George Street
Edinburgh
EH2 3DF

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

Solicitors

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

Work Nest
Thistle House
19 Thistle Street
Edinburgh
EH2 1DF

(Commercial Property)
Turcan Connell
Princes Exchange
1 Earl Grey Street
Edinburgh
EH3 9EE

Auditor

CT Audit Limited
61 Dublin Street
Edinburgh
EH3 6NL

Structure, Governance, and Management

Governing document

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

The Trustees serving during the year and since the year end are detailed on page 22.

Appointment of Trustees

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

Organisational structure

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

Day to day management is delegated to the Chief Executive. A Senior Leadership Team has been appointed to support the Chief Executive and comprises Depute Chief Executive (until 30 September 2025), Director of Operations (from 30 June 2025), Head of Services and Improvement, Head of Business Development (from 1 October 2025), and Head of Finance.

Remuneration of key management personnel

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

During the year, the charitable company purchased Trustee Indemnity Insurance to protect the Trustees (who are also the Directors of the company) from liabilities arising from their duties to the Charity.

Statement of Trustees' Responsibilities

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

The law applicable to charities in Scotland requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

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

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

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

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

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

Provision of Information to the Auditor

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

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

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

This report was approved by the Trustees on 28 September 2026 and signed on their behalf by

A handwritten signature in black ink, appearing to read 'JC Donnelly', with a large, stylized loop at the end.

Jennifer Donnelly

Chair

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

Opinion on financial statements

We have audited the financial statements of Health in Mind (the 'charitable company') for the year ended 31 March 2026 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 "*The Financial Reporting Standard applicable in the UK and Republic of Ireland*" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2026, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Basis for opinion

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

Conclusions related to going concern

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

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other

information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out on pages 23 to 24, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

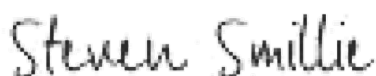
- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of key management personnel and the Trustees;
- review of minutes of board meetings throughout the period; and
- obtaining an understanding of the control environment in monitoring compliance with laws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

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

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

Use of our report

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



29 September 2026

Steven Smillie CA (Senior Statutory Auditor)

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

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

Health in Mind
Statement of financial activities
(Incorporating income and expenditure account)
for the year ended 31 March 2026

	Notes	Unrestricted funds £	Restricted funds £	2026 Total £	Unrestricted funds £	Restricted funds £	2025 Total £
Income and endowments from:							
Donations and legacies	3	41,363	1,088	42,451	25,433	-	25,433
Charitable activities	4	828,450	9,052,948	9,881,398	1,019,279	7,866,715	8,885,994
Other trading activities	5	38,281	-	38,281	55,639	-	55,639
Investment income	6	27,981	25,000	52,981	35,596	24,000	59,596
Total income		<u>936,075</u>	<u>9,079,036</u>	<u>10,015,111</u>	<u>1,135,947</u>	<u>7,890,715</u>	<u>9,026,662</u>
Expenditure on:							
Raising funds	7	(90,760)	-	(90,760)	(83,908)	-	(83,908)
Charitable activities	8	(1,091,606)	(9,030,832)	(10,122,438)	(1,019,661)	(7,941,053)	(8,960,714)
Total expenditure		<u>(1,182,366)</u>	<u>(9,030,832)</u>	<u>(10,213,198)</u>	<u>(1,103,569)</u>	<u>(7,941,053)</u>	<u>(9,044,622)</u>
Net (expenditure)/income before gains and losses on investments	9	(246,291)	48,204	(198,087)	32,378	(50,338)	(17,960)
Loss on investment assets		-	-	-	-	-	-
Net (expenditure)/income before transfers		(246,291)	48,204	(198,087)	32,378	(50,338)	(17,960)
Gross transfers between funds	22,23,24	63,841	(63,841)	-	2,219	(2,219)	-
Other recognised gains							
Actuarial gains/(losses) on defined benefit pension schemes	26	717,204	(22,000)	695,204	-	(19,000)	(19,000)
Net income/(expenditure) and net movement in funds		534,754	(37,637)	497,117	34,597	(71,557)	(36,960)
Reconciliation of funds							
Total funds brought forward		<u>1,062,135</u>	<u>112,707</u>	<u>1,174,842</u>	<u>1,027,538</u>	<u>184,264</u>	<u>1,211,802</u>
Total funds carried forward	22,23,24	<u>1,596,889</u>	<u>75,070</u>	<u>1,671,959</u>	<u>1,062,135</u>	<u>112,707</u>	<u>1,174,842</u>

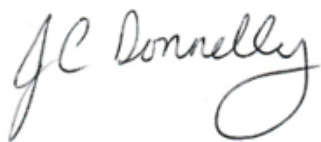
The notes on pages 31 to 47 form an integral part of these financial statements.

**Health in Mind
Balance sheet
as at 31 March 2026**

		2026		2025	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	16		113,240		64,213
			<u>113,240</u>		<u>64,213</u>
Current assets					
Debtors	17	324,254		247,916	
Investments	18	741,142		782,466	
Cash at bank and in hand		3,351,168		1,834,058	
		<u>4,416,564</u>		<u>2,864,440</u>	
Creditors: amounts falling due within one year	19	<u>(2,645,726)</u>		<u>(1,753,811)</u>	
Net current assets			<u>1,770,838</u>		<u>1,110,629</u>
Total assets less current liabilities			<u>1,884,078</u>		<u>1,174,842</u>
Provisions for liabilities	20		<u>(212,119)</u>		<u>-</u>
Net assets			<u>1,671,959</u>		<u>1,174,842</u>
Funds					
Unrestricted funds	22		1,523,806		936,917
Designated funds	23		73,083		125,218
Restricted funds	24		75,070		112,707
			<u>1,671,959</u>		<u>1,174,842</u>

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

The financial statements were approved and authorised for issue by the Board on 28 September 2026 and signed on its behalf by



Jennifer Donnelly
Trustee

Company number: SC124090

The notes on pages 31 to 47 form an integral part of these financial statements.

Health in Mind
Statement of cash flows
for the year ended 31 March 2026

	2026	2025
	£	£
Net income/(expenditure) for the reporting year (as per the Statement of Financial Activities)	497,117	(36,960)
Adjustments for:		
Depreciation charges	29,206	26,979
Losses on disposal of fixed assets	5,501	2,482
Dividends and interest from investments	(27,981)	(35,596)
(Increase)/decrease in debtors	(76,338)	13,759
Increase in creditors	891,915	281,254
Increase in provisions	212,119	-
Net cash provided by operating activities	<u>1,531,539</u>	<u>251,918</u>
 Cash flows from investing activities		
Dividends and interest from investments	27,981	35,596
Proceeds from sale of investments	68,904	100,000
Purchase of investments	(27,580)	(58,026)
Proceeds from sale of equipment	-	119
Purchase of equipment	(83,734)	(35,664)
Net cash (used in)/provided by investing activities	<u>(14,429)</u>	<u>42,025</u>
Change in cash and cash equivalents in the reporting period	<u>1,517,110</u>	<u>293,943</u>
 Cash and cash equivalents at the beginning of the reporting period	<u>1,834,058</u>	<u>1,540,115</u>
Cash and cash equivalents at the end of the reporting period	<u>3,351,168</u>	<u>1,834,058</u>
 Analysis of cash and cash equivalents		
Cash in hand	3,351,168	1,834,058
	<u>3,351,168</u>	<u>1,834,058</u>

The notes on pages 31 to 47 form an integral part of these financial statements.

1 Accounting policies

Health in Mind is a private company, number SC124090, limited by guarantee, registered in Scotland, UK and also a registered Scottish charity. The principal office and registered office are disclosed on page 22. The activities are set out in the Trustees' Report.

1.1 Basis of preparation

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

The financial statements have been prepared on a going concern basis. The Trustees have reviewed the charity's financial position, after preparing budgets and a reverse stress testing cashflow forecasts for the 21 months to December 2027. During that period approximately 7.1% of grant and service income is secured for at least 21 months, when excluding In Care Alliance contracts. Our worst-case scenario therefore assumes that certain SLAs up for renewal in that time period, will not be renewed or funding cuts will be applied. Income from fundraising and income generation remains flat. The forecast also assumes that no mitigating actions, such as reducing overheads or head count, are taken.

In this worst-case scenario, overall income is expected to decrease by 1.4% and expenditure to increase by 3.3%, in the nine months to 31 December 2027, resulting in a forecast deficit representing 25.% of free reserves held as at 31 March 2026 of £1,410,566.

On the basis of these forecasts and the charity's strong and liquid reserve position, the Trustees have a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing these financial statements. For more information on the use of the going concern basis, please see page 20 of the Trustees' Report.

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

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

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

1.2 Income

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

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

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

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

1.3 Expenditure

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

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

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

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

1.4 Tangible fixed assets and depreciation

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

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

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

1.5 Current asset investments

Current asset investments relate to cash held in deposit accounts with a maturity date of less than one year. This cash is part of the charity's free reserves and is held to generate unrestricted income, rather than to meet short term cash commitments.

1.6 Cash and cash equivalents

Cash at bank and in hand comprises cash balances and deposits available on demand. Cash is held to meet the day to day running costs of the charity as they fall due.

1.7 Pensions

(a) Defined Contribution Schemes

The pension costs charged in the financial statements represent the contributions payable by the charity during the year.

(b) Defined Benefit Schemes

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

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

1.7 Pensions (continued)

The charity was a participating employer in Lothian Pension Fund, a defined benefit scheme until 11 December 2025. Following withdrawal from the Scheme in the year to 31 March 2026, an exit surplus was received by the charity, which has been recognised in the Statement of Financial Activities under actuarial gains from pension schemes.

Further details regarding the scheme are disclosed in note 26.

The Scottish Voluntary Sector Pension Scheme, which has been closed to further contribution since 31 March 2010 is not able to provide similar information on individual employers and disclosures on that scheme are given at note 27. The charity has agreed to a deficit funding arrangement and recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement and is calculated using a discount rate of 5.14% (2025: 4.98%). The unwinding of the discount rate is recognised as a finance cost.

1.8 Financial Instruments

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

1.9 Provisions for liabilities

Provisions are recognised when Health in Mind has a present obligation (legal or constructive) as a result of a past event, it is probable that the Charity will be required to settle the obligation, and a reliable estimate can be made. The amount recognised as a provision, is the best estimate of consideration required to settle the present obligation at the end of the reporting period, taking into account the related risk and uncertainties surrounding the obligation. Health in Mind has provisions for dilapidations on leased premises.

2 Accounting estimates and judgements

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

Actuarial assumptions in respect of defined benefit pension schemes

The application of actuarial assumptions relating to the defined benefit pension scheme is incorporated in the financial statements in accordance with FRS102. In applying FRS102 advice is taken from professional actuaries. In this context significant judgement is exercised in a number of areas, including future changes in salaries and inflation, mortality rates and the selection of appropriate discount rates. The assumptions used are disclosed in note 26 and are within the normal range. In prior years, a bespoke assumption for the expected rate of salary increase was used (2025: 2.1%).

Pension scheme contingent liability

As explained in note 28, a contingent liability would arise in the event of Health in Mind's withdrawal from the Scottish Voluntary Sector Pension Scheme operated by the Pensions Trust. The independent actuaries advising the Pensions Trust in respect of the contingent withdrawal liability exercise significant judgement in determining the amount of that liability. Judgement is exercised in a number of areas, including future changes in inflation, mortality rates and selection of appropriate discount rates.

Health in Mind
Notes to the financial statements
for the year ended 31 March 2026

3 Donations and legacies		2026	2025
		£	£
Donations		42,451	25,433
Unrestricted funds		41,363	25,433
Restricted funds		1,088	-
		<u>42,451</u>	<u>25,433</u>
4 Income from charitable activities		2026	2025
		£	£
Scottish Government grants	Trauma Counselling Line Scotland	-	52,725
	Future Pathways	5,781,755	4,766,479
	Redress Support	1,627,743	1,482,702
	Community Mental Health & Wellbeing Fund	3,767	43,342
	Historic Adoption Peer Support	37,075	47,131
	Improvement Fund	35,907	43,805
	Self Managed Fund: Resilience, Recovery and Development	9,852	27,669
		<u>7,496,099</u>	<u>6,463,853</u>
Service income	City of Edinburgh Council	570,687	686,638
	Midlothian Council	463,224	595,835
	Borders Council	265,000	125,000
	NHS Lothian	194,277	309,879
	West Lothian Council	72,641	81,381
Big Lottery Fund		-	3,427
National Lottery Community Fund		49,891	185
Other grants		168,782	112,222
Other earned income		600,797	507,574
		<u>9,881,398</u>	<u>8,885,994</u>

There are no unfulfilled terms at the balance sheet date in respect of any income recognised above. Income for which the terms are unfulfilled is deferred and disclosed in note 19.

	2026	2025
	£	£
Unrestricted funds	828,450	1,019,279
Restricted funds	9,052,948	7,866,715
	<u>9,881,398</u>	<u>8,885,994</u>

Analysis of charitable income by activity or programme:

Trauma support and training	8,141,676	6,865,316
Counselling and talking therapies	110,109	202,828
Early intervention and community based support	1,629,613	1,817,850
	<u>9,881,398</u>	<u>8,885,994</u>

5 Income from other trading activities		2026	2025
		£	£
Fundraising events		38,281	55,639
Unrestricted funds		<u>38,281</u>	<u>55,639</u>

Health in Mind
Notes to the financial statements
for the year ended 31 March 2026

6 Investment income	2026	2025
	£	£
Interest received	27,981	35,596
Interest on pension scheme	25,000	24,000
	<u>52,981</u>	<u>59,596</u>
Unrestricted funds	27,981	35,596
Restricted funds	25,000	24,000
	<u>52,981</u>	<u>59,596</u>
7 Analysis of expenditure on raising funds	2026	2025
	£	£
Employment costs	61,701	49,916
Direct expenditure on raising funds	9,671	11,323
Support costs (note 11)	19,388	22,669
	<u>90,760</u>	<u>83,908</u>
Unrestricted funds	90,760	83,908
8 Analysis of expenditure on charitable activities	2026	2025
	£	£
Employment costs	4,863,824	4,329,788
Projects and activities costs	4,375,943	3,976,483
Recruitment, travel, supervision & training costs	106,524	129,604
Premises costs	420,992	211,746
Running costs	278,853	262,952
Legal and professional fees	19,322	9,255
Bad debt write off	630	200
Depreciation	28,714	26,451
Governance costs		
Audit	14,924	14,059
AGM and Trustee meetings	113	176
	<u>10,122,438</u>	<u>8,960,714</u>
Unrestricted funds	889,471	1,019,261
Designated funds	202,135	400
Restricted funds	9,030,832	7,941,053
	<u>10,122,438</u>	<u>8,960,714</u>
9 Net income before gains and losses on investments:	2026	2025
	£	£
Net income is stated after charging:		
Depreciation and other amounts written off tangible assets	29,206	26,979
Loss on disposal of fixed assets	5,501	2,482
Operating lease rentals		
- Plant and machinery	1,720	1,811
- Land and buildings	81,355	84,404
Auditor's remuneration	15,180	14,340
	<u></u>	<u></u>

10 Analysis of charitable expenditure by activity

Year ended 31 March 2026	Activities undertaken directly £	Support costs (note 11) £	2026 Total £
Activity or Programme			
Trauma support and training	7,461,718	643,373	8,105,091
Counselling and talking therapies	103,516	20,016	123,532
Early intervention and community based support	1,504,794	389,021	1,893,815
	<u>9,070,028</u>	<u>1,052,410</u>	<u>10,122,438</u>
Prior year	Activities undertaken directly £	Support costs (note 11) £	2025 Total £
Activity or Programme			
Trauma support and training	6,361,278	565,333	6,926,611
Counselling and talking therapies	186,608	36,208	222,816
Early intervention and community based support	1,437,749	373,538	1,811,287
	<u>7,985,635</u>	<u>975,079</u>	<u>8,960,714</u>

11 Analysis of support costs

Year ended 31 March 2026	Staff costs £	Property costs £	Office running costs £	Legal & consult'cy fees £	Govern'ce costs £	2026 Total £
Activity or programme						
Raising funds	10,621	3,893	4,350	267	257	19,388
Trauma support and training	383,630	83,434	156,076	10,303	9,930	643,373
Counselling and talking therapies	9,238	6,532	3,759	248	239	20,016
Early intervention and community based support	188,081	114,502	76,519	5,051	4,868	389,021
	<u>591,570</u>	<u>208,361</u>	<u>240,704</u>	<u>15,869</u>	<u>15,294</u>	<u>1,071,798</u>

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

Prior year	Staff costs £	Property costs £	Office running costs £	Legal & consult'cy fees £	Govern'ce costs £	2025 Total £
Activity or programme						
Raising funds	11,091	5,718	5,453	123	284	22,669
Trauma support and training	314,534	81,177	154,011	6,737	8,874	565,333
Counselling and talking therapies	16,108	11,413	7,888	345	454	36,208
Early intervention and community based support	173,887	105,878	85,143	3,724	4,906	373,538
	<u>515,620</u>	<u>204,186</u>	<u>252,495</u>	<u>10,929</u>	<u>14,518</u>	<u>997,748</u>

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

Health in Mind
Notes to the financial statements
for the year ended 31 March 2026

12 Employees

The average monthly number of employees during the year was:

	2026 Number	2025 Number
Service delivery	119	121
Support staff	16	14
	<u>135</u>	<u>135</u>

The average full time equivalent number of employees was:

	<u>111</u>	<u>111</u>
--	------------	------------

13 Employment costs

	2026 £	2025 £
Wages and salaries	4,259,782	3,886,208
Social security costs	526,770	374,891
Pension costs	112,146	97,320
Redundancy costs	37,448	32,376
	<u>4,936,146</u>	<u>4,390,795</u>
Agency staff fees	12,599	-
	<u>4,948,745</u>	<u>4,390,795</u>

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

	2026 Number	2025 Number
£60,001 - £70,000	-	1
£70,001 - £80,000	2	2

Redundancy costs arose on the closure of our Peer Connecting West Lothian service in June 2025. Further redundancy costs were incurred upon the closure of our Midlothian Arts Psychotherapy service, when funding ended in June 2025, and the subsequent restructuring of our South services.

Costs are recognised when closure or restructuring was confirmed and the amount quantifiable. Costs recognised of £37,448 are all within the year and no amounts are outstanding at 31 March 2026 (2025: £32,376).

14 Remuneration of key management personnel

	2026 £	2025 £
Total employee benefits paid to key management personnel	<u>156,522</u>	<u>155,490</u>

The key management personnel comprises the Chief Executive, Depute Chief Executive (to 30 September 2025) and Director of Operations (from 30 June 2025).

15 Trustees' emoluments and other transactions with trustees

None of the trustees received any remuneration and no expenses (2025: £nil) were reimbursed for attendance at Board meetings. One trustee was reimbursed £5 for stationery supplies (2025: £nil).

During the year donations of £480 were received from trustees (2025: £nil). In 2025, Eteaket Limited, of which Erica Moore is a director, donated £150. No conditions were attached to these donations.

There were no other related party transactions in the year (2025: none).

16 Tangible fixed assets

	Computer equipment £	Office equipment £	Office furniture £	Total £
Cost				
At 1 April 2025	163,290	8,702	4,033	176,025
Additions	83,300	434	-	83,734
Disposals	(75,465)	-	-	(75,465)
At 31 March 2026	<u>171,125</u>	<u>9,136</u>	<u>4,033</u>	<u>184,294</u>
Depreciation				
At 1 April 2025	100,732	7,047	4,033	111,812
Charge for the year	28,672	534	-	29,206
Disposals	(69,964)	-	-	(69,964)
At 31 March 2026	<u>59,440</u>	<u>7,581</u>	<u>4,033</u>	<u>71,054</u>
Net book values				
At 31 March 2026	<u>111,685</u>	<u>1,555</u>	<u>-</u>	<u>113,240</u>
At 31 March 2025	<u>62,558</u>	<u>1,655</u>	<u>-</u>	<u>64,213</u>

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

17 Debtors

	2026 £	2025 £
Grant and service fee debtors	173,868	136,516
Prepayments and accrued income	150,386	111,400
	<u>324,254</u>	<u>247,916</u>

18 Current asset investments

	2026 £	2025 £
Fixed term deposit and notice accounts	741,142	782,466

19 Creditors: amounts falling due within one year

	2026 £	2025 £
Trade creditors	267,228	220,362
Other taxes and social security costs	126,636	103,888
Other creditors	226,051	22,501
Accruals and deferred income	2,025,811	1,407,060
	<u>2,645,726</u>	<u>1,753,811</u>

Movement in deferred income

	2026 £	2025 £
Balance at 1 April 2025	1,320,740	997,068
Released in the year	(1,242,778)	(975,430)
Deferred	1,758,790	1,299,102
Balance at 31 March 2026	<u>1,836,752</u>	<u>1,320,740</u>

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

Health in Mind
Notes to the financial statements
for the year ended 31 March 2026

20 Provisions for liabilities

	2026 £	2025 £
Balance at 1 April 2025	-	-
Arising in the year	212,119	-
Balance at 31 March 2026	<u>212,119</u>	<u>-</u>

Balance relates to dilapidation provisions for leased properties.

21 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2026 as represented by:				
Tangible fixed assets	113,240	-	-	113,240
Current assets	4,268,411	73,083	75,070	4,416,564
Current liabilities	(2,645,726)	-	-	(2,645,726)
Provisions for liabilities	(212,119)	-	-	(212,119)
	<u>1,523,806</u>	<u>73,083</u>	<u>75,070</u>	<u>1,671,959</u>

	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Fund balances at 31 March 2025 as represented by:				
Tangible fixed assets	64,145	-	68	64,213
Current assets	2,626,583	125,218	112,639	2,864,440
Current liabilities	(1,753,811)	-	-	(1,753,811)
	<u>936,917</u>	<u>125,218</u>	<u>112,707</u>	<u>1,174,842</u>

	1 Apr '25	Income £	Expend- iture £	Transfers £	Actuarial gain £	31 Mar '26 £
22 Unrestricted funds						
General funds	<u>936,917</u>	<u>936,075</u>	<u>(980,231)</u>	<u>(86,159)</u>	<u>717,204</u>	<u>1,523,806</u>

Transfers

The majority of transfers from the general reserve to the restricted reserve were made to cover deficits incurred in the year. In addition, £150,000 was transferred from general funds to the Office refurbishment designated fund (2025: £40,000).

Purpose of unrestricted funds

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

In December 2025, the charity ceased to participate in Lothian Pension Fund, a defined benefit scheme. The resultant exit surplus has been recognised as an actuarial gain in unrestricted funds. No transfers between funds were required in respect of this surplus.

	1 Apr '24 £	Income £	Expend- iture £	Transfers £	31 Mar '25 £
Prior year					
General funds	942,522	1,135,947	(1,103,771)	(37,781)	936,917
Unrestricted pension reserve	(602)	-	602	-	-
	<u>941,920</u>	<u>1,135,947</u>	<u>(1,103,169)</u>	<u>(37,781)</u>	<u>936,917</u>

Health in Mind
Notes to the financial statements
for the year ended 31 March 2026

23 Designated funds	1 Apr '25	Expend- iture	Transfers	31 Mar '26
	£	£	£	£
Office refurbishment	115,900	(201,035)	150,000	64,865
Engagement fund	9,318	(1,100)	-	8,218
	<u>125,218</u>	<u>(202,135)</u>	<u>150,000</u>	<u>73,083</u>

Office refurbishment

The Office refurbishment designated fund was established to set aside funds for redecoration of Shandwick Place and the possible future move to other offices, when the lease was renewed in May 2018. The Shandwick Place lease was extended in May 2023, and the fund subsequently expanded to cover all leased premises. During the year, notice was given on Shandwick Place and the lease ended in May 2026. Expenditure includes provision for potential costs of dilapidations at Shandwick Place and other leased premises.

During the year, £150,000 was transferred from general funds to the Office refurbishment designated fund to meet anticipated dilapidation costs along with relocation and set up costs for our new head office at Links House in 2026/27 (2025: £40,000).

Engagement fund

The purpose of the Engagement fund is to provide a stipend for people accessing support who take part in regular co-production activities.

	1 Apr '24	Expend- iture	Transfers	31 Mar '25
Prior year	£	£	£	£
Office refurbishment	75,900	-	40,000	115,900
Engagement fund	9,718	(400)	-	9,318
	<u>85,618</u>	<u>(400)</u>	<u>40,000</u>	<u>125,218</u>

24 Restricted funds	1 Apr '25	Income	Expend- iture	Transfers	Actuarial loss	31 Mar '26
	£	£	£	£	£	£
Midlothian Services	64,532	511,313	(495,707)	(34,466)	-	45,672
Midlothian pension reserve	-	-	-	22,000	(22,000)	-
Midlothian service user funds	933	-	-	-	-	933
Webspaces	38,520	97,357	(133,886)	(1,991)	-	-
Future Pathways	1,625	6,339,638	(6,299,047)	(40,591)	-	1,625
Redress Support	-	1,646,975	(1,646,975)	-	-	-
Community Mental Health & Wellbeing Fund	-	3,767	(3,402)	-	-	365
DWF Foundation Grant	-	539	(539)	-	-	-
Historic Adoption Peer Support	3,916	37,075	(35,213)	-	-	5,778
Improvement Fund	-	35,907	(33,497)	(1,796)	-	614
National Lottery Trauma Support Service	-	49,891	(48,555)	(898)	-	438
Borders Services	2,288	265,000	(244,833)	(5,262)	-	17,193
Scottish Borders Peer	799	-	(18)	-	-	781
SMF: Resilience, Recovery	-	9,852	(9,852)	-	-	-
Thrive Collective Learning Partnership	26	9,636	(9,662)	-	-	-
Veterans Online Platform	-	70,998	(69,578)	(837)	-	583
Donations - Counselling	-	1,088	-	-	-	1,088
Donations - IT	68	-	(68)	-	-	-
	<u>112,707</u>	<u>9,079,036</u>	<u>(9,030,832)</u>	<u>(63,841)</u>	<u>(22,000)</u>	<u>75,070</u>

Health in Mind
Notes to the financial statements
for the year ended 31 March 2026

24 Restricted funds (continued)

Prior year	1 Apr '24 £	Income £	Expend- iture £	Transfers £	Actuarial loss £	31 Mar '25 £
Midlothian Services	18,861	646,193	(584,511)	(16,011)	-	64,532
Midlothian pension reserve	-	-	-	19,000	(19,000)	-
Midlothian service user funds	933	-	-	-	-	933
Big Lottery (Social Prescribing)	-	3,427	(3,427)	-	-	-
Webspaces	26,135	158,988	(145,750)	(853)	-	38,520
TCLS Helpline	1,437	52,725	(65,372)	11,210	-	-
Future Pathways	1,625	5,213,609	(5,194,562)	(19,047)	-	1,625
Redress Support	-	1,497,400	(1,497,400)	-	-	-
Bridge to Support	130	(130)	-	-	-	-
Community Mental Health & Wellbeing Fund	-	43,342	(46,858)	3,516	-	-
Paths for All	-	10,418	(10,418)	-	-	-
Historic Adoption Peer Support	1,753	47,131	(44,968)	-	-	3,916
Improvement Fund	-	43,805	(44,401)	596	-	-
National Lottery Trauma Support Service	-	185	(185)	-	-	-
Borders Services	126,540	125,000	(249,252)	-	-	2,288
Scottish Borders Peer Support Groups - social	799	-	-	-	-	799
SMF: Resilience, Recovery and Development	-	27,669	(27,892)	223	-	-
Thrive Collective Learning Partnership	-	20,582	(19,703)	(853)	-	26
Veterans Online Platform	-	371	(371)	-	-	-
Donations - IT	6,051	-	(5,983)	-	-	68
	<u>184,264</u>	<u>7,890,715</u>	<u>(7,941,053)</u>	<u>(2,219)</u>	<u>(19,000)</u>	<u>112,707</u>

Midlothian Services

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

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

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

We also offer a range of early intervention and community based support, including peer support groups, workshops and courses, together with Guided Self-Help, mainly funded by Midlothian Council and Midlothian Health and Social Care Partnership. Our Arts Psychotherapy service closed in June 2025, following consultation with Midlothian Council.

Midlothian pension reserve

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

24 Restricted funds (continued)

Midlothian service user fund

The service user fund set aside funds raised by users of Midlothian services for initiatives and activities to benefit service users in Midlothian. Decision making over expenditure is overseen by the Advisory Group, made up of service users. No funds were spent in the year (2025: £nil). Funds will be used in 2026/27, in alignment with the designated Engagement Fund.

Big Lottery (Social Prescribing)

This was a social prescribing service supporting people experiencing low levels of mental well-being, funded by the Big Lottery Fund, delivered as part of a partnership working across Scotland and Northern Ireland. Funding ended in December 2022, however support of existing service users was extended, utilising restricted funds brought forward. The balance of £3,427 was utilised during 2024/25 to deliver counselling services to those already registered with the social prescribing service.

Webspace (East/Mid/Westspace/iThrive)

Eastspace, Midspace, Westspace and iThrive are web based directories of mental health services in East, Mid and West Lothian, funded by NHS Lothian. Additional funding was received during the year to develop interactive Six Ways to Wellbeing resources for Westspace. The transfer from restricted to unrestricted funds represents capital expenditure in the year.

TCLS Helpline

TCLS, Trauma Counselling Line Scotland, was a national telephone counselling service for people 16 or over, living in Scotland, who have experienced abuse in their childhood. The service focused on supporting people living in remote/rural areas, minority ethnic communities and those with disabilities. The service closed in September 2024, when Scottish Government funding came to an end.

Future Pathways

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

Redress Support

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

Bridge to Support

Bridge to Support was a service supporting people who were abused by the Jesuits and their staff, funded by the Jesuits. The service closed in March 2023, however the website continued to be maintained until March 2024. £130 was returned to the Jesuits in 2025, settling the modest 2024 underspend.

Community Mental Health & Wellbeing Fund

A grant was received from the Scottish Government's Community Mental Health and Wellbeing Fund for a one year pilot of peer connecting service for the minority ethnic community, offering one to one and group support to people over 18 living in East Lothian. Funding for a second year was subsequently confirmed, extending the service to September 2024. The funds were administered by Volunteer Centre East Lothian.

In 2023/24, a separate grant was received from the Fund, allowing us to expand our peer support services to the minority ethnic community in Midlothian to September 2024. The grant was administered by Midlothian Voluntary Action, part of Midlothian Third Sector Interface.

We also received a micro grant from the Fund in 2024, to fund service users participation in Street Soccer tournaments, followed by post-match Listening Space groups for the 18 month period to September 2024. This grant is also administered by Midlothian Voluntary Action.

In April 2025, Midlothian Voluntary Action granted permission for the unspent balances on these two grants to be combined and added to an existing Green and Active microgrant. Of the balance of £3,989, £3,767 was released in the year.

24 Restricted funds (continued)

Community Mental Health & Wellbeing Fund (continued)

The Fund also enabled us to continue our Social Prescribing service in the Scottish Borders, for a further two years to November 2024. This grant was administered by Third Sector Dumfries and Galloway.

DWF Foundation Grant

£539 of costs delivering volunteer events in Edinburgh and Midlothian were met from a DWF Charitable Foundation grant.

Paths for All

A grant was received in December 2023, from Path for All's Smarter Choices, Smaller Spaces Open Fund, funding Green and Active peer workers in Midlothian. £10,418 was spent in the prior year, concluding the one year project in December 2024.

Historic Adoption Peer Support

Funded by the Scottish Government, we have developed a one to one and group peer support service to people affected by Scotland's historic or forced adoption practices in the 1950-80's. The service commenced in April 2023, offering support to mothers and adult adoptees. We also welcome enquiries from fathers and other family members. This is a Scotland wide service.

A counselling pilot was conducted in 2025/26, and in April 2026, the service was extended to include a historic forced adoption counselling service.

Improvement Fund

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

National Lottery Trauma Support Service

A short-term trauma support service commenced in April 2025. Funded by The National Lottery Community Fund, the service is for adults in Edinburgh who have experienced childhood abuse. The service offers up to 10 support sessions to support people with the impact of trauma, and specifically focuses on stabilisation, increasing self-management tools and improving mental health and wellbeing. The transfer from restricted to unrestricted funds represents capital expenditure in the year.

Borders Services

Health in Mind operate a number of community mental health and wellbeing services in the Scottish Borders, including peer connecting, listening spaces, groups and workshops. These services are funded by Scottish Borders Council. The transfer from restricted to unrestricted funds represents capital expenditure in the year.

In the prior year, historic underspends accumulated and held as restricted reserves brought forward with the funders permission, were returned to Scottish Borders Council.

Scottish Borders Peer Support Groups - social funds

Funds transferred from New Horizons Borders when Health in Mind took over the Peer Support service. Funds represent monies collected by members of the peer groups, for members, independent of the organisation, to be used to fund refreshments and social events. £18 was spent in the year (2025: £nil). Plans are in place to utilise these funds in 2026/27, in alignment with the designated engagement fund.

24 Restricted funds (continued)

SMF: Resilience, Recovery and Development Fund

The Scottish Government's Self Managed Fund, funds our peer connecting service Equally Connected West Lothian. The service was for people from ethnic minority communities and seeks to help create social networks to reduce loneliness and isolation and offers peer support groups. The service closed in July 2025. The grant was administered by the Alliance. Funds will be used in 2026/27 in alignment with the designated Engagement Fund.

Thrive Collective Learning Partnership

Funded by NHS Lothian, to create and sustain a Thrive Collective Learning Partnership with commissions collaboratives of Edinburgh Thrive, with a focus on reporting on delivery, impact and learning. The project ran from October 2024 to November 2025.

Veterans' Website

To help The Scottish Veterans Wellbeing Alliance, achieve its aims, we managed the development of a public-facing online mental health and wellbeing website, for veterans across Scotland. The design and content was co-designed by veterans, their families and those providing support and services. The project commenced in April 2025, with prior year cost reflecting initial start up and recruitment costs of this new service. The transfer from restricted to unrestricted funds represents capital expenditure in the year.

Donations

Our fundraising counselling campaign raised £1,088, which will be used to fund counselling sessions in 2026/27.

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

25 Operating lease commitments

	2026	2025
	£	£
Amounts falling due:		
Within one year	15,640	64,451
Within two to five years	-	9,965
	<u>15,640</u>	<u>74,416</u>

During the year, notice was given on the lease at 40 Shandwick Place, with an end date of 16 May 2026. The minimum commitment relating to the Shandwick Place lease at 31 March 2026 was £6,875 (2025: £61,875).

26 Defined benefit pension scheme

Up until 11 December 2025, the charity provided pension arrangements to certain employees, who were formerly employed by Midlothian Council, through the Lothian Pension Fund defined benefit scheme. Contributions in the year to the pension fund in relation to those employees amounted to £nil (2025: £nil) and the employers' contribution rate was 0% (2025: 0%).

A valuation of the scheme on an FRS 102 basis as 11 December 2025 was carried out by independent actuaries.

Analysis of amount charged to Statement of Financial Activities	2026	2025
	£	£
Current service cost	3,000	5,000
Total amount charged	<u>3,000</u>	<u>5,000</u>
Interest on pension scheme assets	(60,000)	(72,000)
Interest on pension scheme liabilities	<u>35,000</u>	<u>48,000</u>
Net finance return	<u>(25,000)</u>	<u>(24,000)</u>
Actuarial gain	19,000	95,000
Restriction of scheme surplus	<u>(41,000)</u>	<u>(114,000)</u>
Net actuarial loss recognised	<u>(22,000)</u>	<u>(19,000)</u>

On exit from the Scheme, a surplus was identified by the actuaries as due back to the charity and this has been recognised as an actuarial gain in the Statement of Financial Activities in the year to 31 March 2026. The total amount recognised in the Statement of Financial Activities in respect of actuarial gains and losses is £695,204 (2025: £19,000). This includes the exit surplus identified by the independent actuaries.

Changes in present value of scheme obligation during the year	2026	2025
	£	£
At 1 April	903,000	1,025,000
Current service cost	3,000	5,000
Interest cost	35,000	48,000
Member contributions	1,000	1,000
Benefits paid	(37,000)	(50,000)
Actuarial loss/(gain) due to changes in assumptions	15,000	(116,000)
Actuarial gain due to experience	-	(10,000)
Settlement and curtailment	<u>(920,000)</u>	<u>-</u>
At 31 March	<u>-</u>	<u>903,000</u>

Changes in the value of plan assets during the year	2026	2025
	£	£
At 1 April	1,517,000	1,525,000
Interest on assets	60,000	72,000
Member contributions	1,000	1,000
Employer contributions	-	-
Benefits paid	(37,000)	(50,000)
Actuarial gain/(loss) on plan assets	34,000	(31,000)
Settlement and curtailment	<u>(1,575,000)</u>	<u>-</u>
At 31 March	<u>-</u>	<u>1,517,000</u>
Net closing asset at 31 March	-	614,000
Restriction in recognition of scheme surplus	-	<u>(614,000)</u>
Pension scheme asset	<u>-</u>	<u>-</u>

26 Defined benefit pension scheme (continued)

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

Composition of plan assets	11 Dec 25	2025
	£	£
Equities	1,055,250	1,046,730
Bonds	330,750	288,230
Property	126,000	121,360
Cash	63,000	60,680
Total plan assets	<u>1,575,000</u>	<u>1,517,000</u>
Actual return on plan assets	<u>100,800</u>	<u>42,476</u>
The main assumptions used by the actuary are:		
	11 Dec 25	2025
	%	%
Rate of increase in salaries	2.00	2.10
Rate of increase in pensions in payment	2.70	2.80
Discount rate	5.60	5.80
Inflation assumption	2.80	2.80
Mortality rates		
- for a male aged 65 now	19.4 yrs	19.2 yrs
- at 65 for a male member aged 45 now	21.3 yrs	21.1 yrs
- for a female aged 65 now	23.5 yrs	23.5 yrs
- at 65 for a female member aged 45 now	25.4 yrs	25.4 yrs

27 Retirement benefit obligations

Scottish Voluntary Sector Pension Scheme

Health in Mind also participated in the Scottish Voluntary Sector Pension Scheme operated by the Pensions Trust but no employer contributions are charged in the Statement of Financial Activities (2025: £nil), except the contribution required to fund the Scheme deficit as explained below. The Scheme is a multi-employer defined benefit scheme in the UK which provides benefits to 77 non-associated employers. The Scheme closed to future accrual on 31 March 2010. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the Scheme as a defined contribution scheme.

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

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

A full actuarial valuation for the scheme was carried out at 30 September 2023. This actuarial valuation was certified on 27 June 2024 and showed assets of £86.2m, liabilities of £88.2m and a deficit of £2.0m. From 1 June 2024 the majority of employers no longer pay deficit contributions.

27 Retirement benefit obligations (continued)

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

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £153.3m, liabilities of £160.0m and a deficit of £6.7m. To eliminate this funding shortfall, the Trustees asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

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

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

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

Present value of provision	2026 £	2025 £	2024 £
Present value of provision	-	-	602
Reconciliation of opening and closing provisions		2026 £	2025 £
Provision at start of period		-	602
Deficit contribution paid		-	(602)
Provision at end of period		<u>-</u>	<u>-</u>
Assumptions	2026	2025	2024
Rate of discount (% per annum)	5.14	4.98	4.90

Deficit contributions schedule

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

Year ending	2026 £	2025 £	2024 £
Year 1	-	-	602

28 Contingent liability

Health in Mind has been notified by the Pensions Trust of the estimated employer debt on withdrawal from the Scheme based on the financial position of the Scheme as at 30 September 2025. As of this date the estimated employer debt for Health in Mind was £37,024 (2024: £48,330).

29 Analysis of changes in net funds

	1 Apr '25 £	Cash flows £	31 Mar '26 £
Cash in hand	<u>1,834,058</u>	<u>1,517,110</u>	<u>3,351,168</u>