



Mental Health
Foundation

For a thriving UK

Annual Report 2015/16

SCOTTISH
MENTAL
HEALTH
ARTS & FILM
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Reference and administrative information about the charity, its Trustees and its advisers

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A world with good mental health for all



Welcome by the Chair of the Board of Trustees, Keith Leslie

I am pleased to report that the Mental Health Foundation made good progress in delivering its strategy for mental wellbeing for all, and that its organisational resources in terms of people and funding increased in effectiveness from 2015–2016.

As Trustees, we are conscious of the challenges facing the charity sector – including UK economic prospects, fundraising regulation, competition for the best people and expertise, intense social media activity and the need for clear benefits and professionalism in every communication with potential funders, buyers of services, donors and users. Although these challenges only increase, our progress over the past year gives confidence that the Foundation will continue to increase its positive impact, championing good mental health for all. I would like to highlight a few elements that are described in more detail in this report:

- Increasing income and reserves, benefiting from growth in our established projects for funding agencies, but also substantial increases from individual donors and especially the Friends of the Foundation.

- Progress in influencing governments, the NHS, local authorities and the wider health economy to make progress on the espoused mental wellbeing strategies – supported by the wide range of projects delivered by the Foundation.
- Increasing programmes for companies as workplace mental wellbeing programmes also expand.
- The outstanding contribution by the staff of the Foundation who deliver high-impact results while often dealing with continually constrained resourcing.

With our track record, I can confidently state that the Mental Health Foundation will continue to play a vital role in helping us to become a mentally healthier nation.

Keith Leslie
Chair of the Board of Trustees



Introduction by the Chief Executive, Jenny Edwards CBE

Over the last 50 years, we have taken huge strides in improving standards of public health, education and housing. Yet our mental health, something we all possess, has not improved and, if anything, has declined. In any year, one in four of us experiences mental health problems, with the economic cost to the UK calculated to be over £100 billion each year. The cost to people, families and communities can be catastrophic. Every day, 13 people decide to take their own lives, with suicide the leading cause of death for men aged under 50 in England and Wales and one of the leading causes of death for new mothers.

The tragedy is that so much of this is preventable. As a society we simply haven't invested the time, money or expertise in understanding and sharing how mental health can be protected. The Mental Health Foundation is committed to changing this.

In 2015/16 the Foundation published its strategy 'A New Way Forward'. This provides a new direction for our work, moving towards achieving the vision of good mental health for all. This vision

requires a wider prevention revolution in our thinking that understands that we have to tackle mental health problems early and at their source.

This is an ambitious vision and we have already made good progress in laying the foundations for success. In 2015/16 the Foundation built the case for prevention through the publication of a Landscape Paper, which provided an overview of the current public mental health evidence base.

The Foundation also provided evidence support to Public Health England on making the case for prevention to the Mental Health Taskforce (England), and engaged directly with the Taskforce through Task and Finish Groups on issues such as equalities and research and through working with our colleagues and sister charities in the Mental Health Policy Group. As a result, we were delighted to help ensure that prevention was given prominence in the Five Year Forward View for Mental Health, which sets out the strategic direction for NHS services in England – including Public Health England's commitment to create



a National Prevention Concordat and to expect all areas to produce local prevention plans for mental health.

Of course the Foundation directly helps people to understand, protect and sustain good mental health, with a particular focus on communities where this is more of a challenge. Work that is funded through a number of sources, including grant-making bodies, relevant stakeholders, corporate supporters and of course the generosity of the public – who continue to fund our work through monthly giving, one-off donations and legacies. Working with schools, young parents, and care homes to facilitate peer-support groups, we ran a number of innovative projects throughout the year that brought about real change in people's lives. More broadly, through Mental Health Awareness Week, a new 'Fundamental Facts' and a range of new 'How to' guides, the Foundation produced a wealth of evidence-based materials accessible to all. We rebuilt our very popular website, rewrote much of its content, giving links to the evidence. We have a growing and substantial media and social media presence and were pleased to be placed as No 1 global mental health influencer in Twitter on a recent analysis.

As our plans for the future highlight, there is much more to be done. In 2016/17 we will continue to build the evidence base for public mental health: specifically developing and sharing the evidence base on how to prevent depression. We will be publishing 'Taking Local Action for Better Mental Health' in

partnership with Public Health England, to provide the prevention evidence base to local commissioners. We will also be producing 'Better Mental Health for All' with the Faculty for Public Health to set out a public health approach to mental health improvement. The Foundation will continue to expand its workplace wellbeing offering, building on our work with Royal Mail and our new charity partnership with Virgin Trains. Our commitment is not just to developing and sharing evidence-based information but also the practical resources that can be picked up and used in every area or organisation.

The Foundation is committed to being more than just a charity running projects and undertaking research. The value of our work is greatly magnified when we connect it to a wider movement of people who want to change the way things are now; people who know that we can do so much better by the generations to follow who do not need to experience these problems on the same scale; and people who want to change the chances for future lives. We hope that you share our excitement at the opportunities and challenges ahead and join us on this important journey.

A handwritten signature in black ink that reads "Jenny Edwards".

Jenny Edwards CBE
Chief Executive

The Trustees present their statutory report together with the financial statements of the Mental Health Foundation (the "Foundation") for the year ended 31 March 2016.

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

The financial statements have been prepared in accordance with the accounting policies set out on pages 48 to 52 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), effective from accounting periods commencing 1 January 2015 or later.

Objectives and activities



Since 1949, the Mental Health Foundation has been the UK's charity for everyone's mental health.

Right now, mental health problems are having a profound impact on the lives of tens of millions of people. People not only endure the pain of mental ill health, including anxiety, stress and depression, but often face the stigma and discrimination that we do not experience for physical illness.

Good mental health is fundamental to thriving in life. It is the essence of who we are and how we experience the world. Yet, compared to physical health, so little is commonly known about mental ill health and how to prevent it.

The Mental Health Foundation is working to deliver a prevention revolution that makes the same progress for the health of our minds that we have achieved for the health of our bodies. We aim that in our lifetime we will be able to look back and think that this was our time's greatest contribution to human flourishing.

Amaan project staff and participants





The Foundation has a five-year strategy working to the following objectives:

1. Increasing understanding of how to prevent mental health problems through:

- promoting and undertaking research to enable us to learn and share what works to prevent and reduce the incidence of mental health problems;
- creating research partnerships with people with the right expertise in mental health, including people with lived experience, practitioners and academics, to create a multi-dimensional and disciplinary perspective; and
- working through partnerships and networks to achieve maximum reach and impact through the dissemination of new knowledge.

2. Creating new evidence-based solutions through:

- developing, testing and delivering interventions that help individuals and communities to sustain good mental health, to take early action to prevent problems from developing, to reduce the risk of relapse, and to improve the quality of life for those who have experienced mental ill health;
- sharing the results of our evaluations, including the challenges of implementation with partners, networks and other relevant bodies;
- developing resources and training that support commissioners and services to intervene in a range of settings and at pressure points across the life course.

3. Make practical and accessible support available through:

- creating an online knowledge centre and portal where people from all walks of life can access information, digital interventions and tools to support good mental health and prevent mental health problems from taking hold;
- increasing access to high-quality digital technology to enable people to find accurate, accessible information that they can rely on, backed by evidence and lived experience; and
- forecasting to identify where there are emerging or unmet needs and establishing research priorities that support us to learn more about what will work to address these.

4. Advocating for change through:

- working in alliance with other leading charities to make the case for investment in prevention at the highest government levels;
- finding new ways to work alongside our supporters, people with lived experience and other key stakeholders – such as employers and educational institutions – to ensure that we support the growth of a movement for change; and
- influencing senior policy makers with a call for a national strategy to prevent mental ill health, backed by evidence.



The Foundation's work is focused across the three areas of prevention with an emphasis on progressive support for those at higher risk of developing mental health problems.

Universal – for everyone, targeting the whole population and focusing on settings where there is an opportunity to improve mental health, such as schools or workplaces.

Selective – for people in groups or communities with a higher prevalence of mental health problems, targeting people based on vulnerability and exposure to adversity, such as those living with challenges that are known to be corrosive to mental health (abuse, bullying, poverty, discrimination, poor physical health or disability or experience of trauma).

Indicated – for people with early detectable signs of mental health stress or distress, targeting people at highest risk of mental health problems, including those who are recovering from previous mental health problems or are in a caring role for people with mental health problems (including children whose parents have serious mental health problems).

How we work



The Mental Health Foundation is the leading UK mental health charity working on public mental health across the life course. It adopts a focus on addressing mental health inequalities (the social, economic and health factors that increase the risks of developing mental health problems) and on helping people recognise and address the signs of emerging mental health

problems early. We undertake research to understand the issues and what will make a difference, and develop projects and programmes to test the most promising practices in real-life settings. When we learn what works, we provide training, information, expert advice and appropriate products. We advocate for change through the media and with government.

Maternal mental health

One woman in five is affected by mental health problems during pregnancy. Hosting and working with the UK's leading alliances, the Foundation campaigns for the right support to be available to every mother who needs it. We work with the Maternal Mental Health Alliance to provide practical support to local areas to ensure that mental health problems in the perinatal period are identified at an early stage and that support is quickly available, which enables mothers to stay with their babies.



Early years in the family

Ensuring every child gets the right start in their early years is crucial for good mental health throughout life. Our innovative programmes help parents to develop their skills and confidence in parenting and to understand mental health and relationships. We provide much-needed opportunities for young parents to come together and gain mutual support.





Children and young people

Seven in ten of the children and young people who develop mental ill health have not had help early enough. Issues such as eating disorders, body dysmorphia and self-harm are growing among teenagers. When asked, young people tell us that positive relationships are central to achieving good mental health, including family relationships. The Foundation works directly with young people through schools to provide prevention-focused peer support and education. By hosting the Children and Young People's Mental Health Coalition, the Foundation also enables campaigning across the sector.



People of working age

The Foundation has years of expertise in peer-support and self-management, which equip people with the skills and knowledge to manage their mental health. In addition, our research and guides for each year's Mental Health Awareness Week reach millions of people with messages about how to look after our mental health, covering relationships to exercise, sleep and mindfulness. We provide a uniquely evidence-based online mindfulness-based cognitive therapy course, which has been shown to decrease levels of anxiety, depression, stress, rumination and sleeplessness for many. We work with local areas to review and strengthen their approach to suicide prevention and to implement a Whole Community Approach to preventing mental health problems.



Workplace wellbeing

Good work improves mental health, but many people experience stress or even bullying in the workplace. Adversity in work can put mental health at risk. The Foundation works with businesses to help them increase mental health literacy in their workforce and to address stigma and discrimination through supporting them to introduce the right training and support. This more recent focus on mental health in the workplace is much needed, with stigma remaining a barrier to people being able to successfully access and do well in work and the knowledge that those who fall out of work with a mental health problem remain unlikely to work again.





People in later life

As people age, it can often be a time of greater wellbeing, when responsibilities reduce and there is more freedom to follow interests. This is not always the experience and many older people can face a range of issues that create risks for their mental health, including age discrimination, loss, long-term conditions and loneliness. Our programmes engage older people to help protect mental health in later life and ensure that people with conditions such as dementia can help shape services that will improve their lives and wellbeing.



Mental health inequalities

The Foundation uses research to explore the determinants and influences on mental health. Our innovation and development programmes work alongside affected communities and partner organisations to design, develop and test solutions that make a real difference on the ground, enabling people to achieve their potential. We know that the greatest gains are to be achieved early through addressing issues such as childhood adversity and family relationships. However, mental health inequalities operate across the life course and can be cumulative; therefore, working with an understanding of risk throughout life is also vital if we are to make a significant contribution to reducing mental health problems.



People with learning disabilities

People with learning disabilities are 40% more likely than others to develop mental ill health. The inequalities that they encounter are many, from poorer physical health and dying 20–25 years younger than others, through to reduced life chances. These place an unacceptable burden on their mental health. The Foundation has a long record of working alongside people with a learning disability, via our Foundation for People with Learning Disabilities, to ensure they have a voice, can achieve their goals and dreams of a good life, and to address issues of inequality and discrimination such as: mate and hate crime; loneliness and isolation; exclusion from effective mental health support and employment; and restrictive education that fails to promote rights, independence, choice and inclusion.



Activities, achievements and performance 2015/16



1. Increasing understanding of how to prevent mental health problems

In 2015, the Foundation published a [research strategy](#) articulating our contribution to mental health research. The strategy sets out our vision for improving our understanding of what works to prevent mental health problems alongside our role in advocating for a greater focus on public mental health research. We have undertaken a wide range of evidence reviews with the aim to understand what works to improve the lives of people most at risk of developing mental health problems and to reduce the impact of mental health problems if they do arise. These include: [What works?](#) which evaluates the range and effectiveness of schemes aimed at reducing hate crime against people with learning disabilities around the UK; and a [10 Year Review of Mental Health Services](#) for the Scottish Government (Commitment 1 of the Mental Health Strategy 2012–15).



Quynh Pham, winner of the 2015 Janice Sinson Award

To support early career research interest in prevention, [the Janice Sinson Award](#) was re-launched as an annual prize and [awarded](#) in October 2015 to Quynh Pham. This prize is in memory of Janice Sinson, a lifelong supporter of our work in mental health and learning disabilities.

To ensure that we are able to provide information to the public that is based on the best and most available evidence of what works to improve mental health, all of our information, made available on the Foundation's website, was reviewed and updated. Highlights include:

- the Foundation's [Mental Health A-Z](#);
- a new suite of [How to guides](#);
- [The truth about self harm](#) - updated for inclusion in the Books on Prescription scheme; and
- [Fundamental Facts](#), a comprehensive resource detailing key statistics in mental health, which was fully updated for the first time since 2007.



The 2015 Fundamental Facts was the basis for [Scotland](#), [Wales](#) and [Northern Ireland](#) Brief Fundamental Facts about Mental Health ahead of the Holyrood, Senedd and Stormont elections.

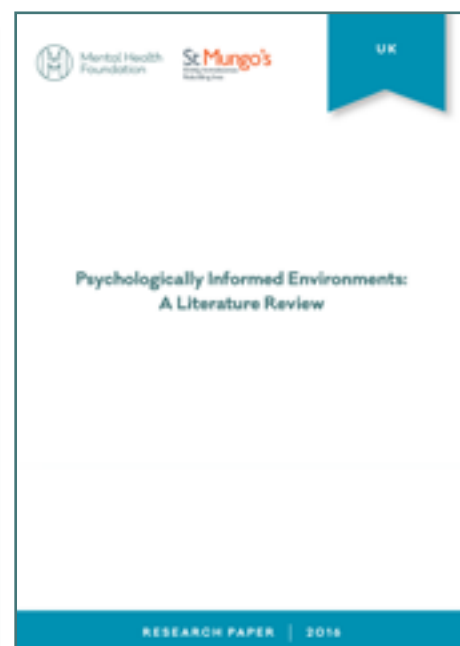
Throughout the year the Foundation continued to build the public mental health evidence base, initiating a prevention review with the publication of a [Landscape Paper](#), which provides an overview of the current public mental health evidence base.

This year we furthered the evidence base on improving the lives of people living with dementia through the groundbreaking report on dementia, rights and the social model of disability, which made a significant contribution to raising awareness and understanding about the relevance of disability rights to people with dementia. The Foundation also produced a research report on the use of nature and outdoor space by people with dementia and their

family carers, and a mapping report on dementia-friendly communities across Europe.

Alongside this we co-funded the James Lind Alliance '[Depression: Asking the Right Questions](#)' research project; a PhD on Mindfulness in the Perinatal Period at the Oxford Mindfulness Centre; and supported the Winston Churchill Memorial Trust's Mental Health [Travelling Fellowship](#) programme.

The Foundation worked with partners to strengthen their understanding of the issues and to collectively explore potential solutions including producing funded partnership publications, such as: [A Better Understanding: Psychiatry's Social Contract](#) in partnership with the Royal College of Psychiatrists, [Psychologically Informed Environments: a literature review](#) in partnership with St Mungo's and [Mental Health and Housing](#) with the Mental Health Strategic Partnership.





2. Creating new evidence-based solutions

Through 2015, we worked to develop and test new approaches to improving mental health for those most at risk of mental health problems. This work took us across the life course with programmes such as [Mums and Babies in Mind](#) – launched in partnership with the Maternal Mental Health Alliance, working in four areas of England to improve care and quality of life for mums with mental health problems and their babies during that critical first year of life. Also working with parents, [Young Mums Together](#) coordinated four peer-support groups in three London boroughs for young mums and babies living challenging lives. Across the year seven groups have been facilitated in Hackney, Islington and Haringey, engaging over 100 young parents in weekly sessions, promotion events and group outings.

For older children our focus has mainly been on the important school setting, including [The Peer Education Project](#) – which delivered its first tranche of sessions with 281 students from two schools. The approach empowers Year 12 students to deliver a mental

health curriculum to Year 7 students. Promisingly, evaluation outcomes have shown impressive changes in the overall level of participants' understanding of mental health and stigma. [MyLife, MyFuture](#) successfully concluded following a three-year programme of work to pilot peer-led approaches to supporting young people to transition out of care. The learning from this programme will be shared through the publication of programme development resources in the coming year.

I don't know what I would be doing if I hadn't started going to young mums group and found out about this training... Now, I realise that I have a lot of life experience from being a mum and I can use this to help others.

Haringey mother, aged 23



For adults, the [Parc Prison](#) project in Wales successfully delivered four self-management and peer-support courses with prisoners. As part of the Foundation's [Creating Connections](#) programme, six self-management and peer-support groups were completed with 57 single parents. The two-year evaluation report has shown positive outcomes in self-esteem, confidence to parent, positive health behaviour and wellbeing, with 86% of people achieving

their individual goals. Overall, within this programme we have engaged with more than 200 single parents in Cardiff and Newport using local cafés and community hubs (e.g. Serennu Children's Centre and Families First). One course participant, Marie, won a WCVA Volunteer of the Year Award presented at Cardiff Castle. Marie subsequently was employed by the project as a group facilitator.



"It has been a great pleasure, and an amazing experience, to volunteer on the Creating Connections project. This past year and a half has been a wonderful opportunity to make a difference and be able to support other single parents, and be part of a fantastic team of people, who are all passionate about supporting single parents to break down isolation, build confidence and establish friendships with others in their communities who have similar experiences."

Marie Williams, 32, Creative Connections participant

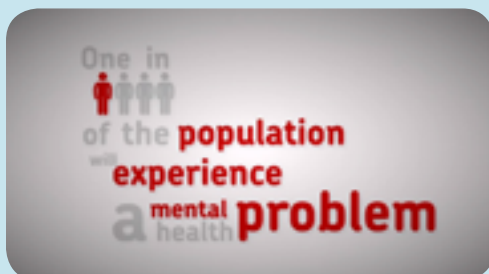


In Scotland, the [Carer Peer-Support Project](#), a Big Lottery-funded initiative operated in partnership with the Glasgow Association for Mental Health and Action in Mind, completed its second year of applying, testing and modifying a peer-mentoring model with people who care for someone with a mental health problem, culminating in a national conference to share early findings.

2015 also saw us increase our focus on mental health in the workplace in England. We were invited by the Royal Mail Group to work with them to produce a suite of five short films for staff. The brief was to cover mental health in an accessible and evidence-based way, focusing on prevention. So far, 7,681 managers have watched the full suite of five films.

"It was a real pleasure working with the team at the Mental Health Foundation. What started as a brief to replace an e-learning package on mental health developed into an awareness campaign of five films that we have used as e-learning and as stand-alone films for team briefings. By working with the Mental Health Foundation we were reassured that the content would be well-researched and impactful but we were really pleased with the flexibility and dedication of the team to ensure that the films met the business brief and branding guidelines. Inviting colleagues to take part in the final film rounded off the success of the series and I continue to receive positive feedback from across the business on all the films. For us, this was the beginning of our awareness journey and I look forward to continued discussion and work with the Mental Health Foundation as our work continues."

Judith Grant, Head of Occupational Health and Wellbeing at Royal Mail Group.



The films can be viewed at: <https://www.mentalhealth.org.uk/blog/first-class-mental-health>.



In December 2015, the Foundation was delighted to be chosen as [Charity of the Year by Virgin Trains](#), after they decided to place mental health at the centre of their responsible business agenda. The rail operator consulted with its staff and community champions, who identified mental health, suicide and a range of related issues like homelessness, loneliness and cyber-bullying as key social issues. The Foundation was selected following a vote among 3,400 Virgin Trains West Coast employees. Between now and March 2018, we will be fundraising and supporting the development of mental health activities with staff at stations and communities up and down the West Coast.

For older adults a key programme of work has been the [Standing Together](#) project, delivered with Housing & Care 21 and Notting Hill Housing Association. This programme involves facilitated self-help groups to improve the mental health and social connectedness of older people with mental health and cognitive problems, or those experiencing significant loneliness, who are living in retirement and extra care housing. This programme ran 10 groups supporting over 100 older people over the year.



“With an ageing demographic, it is critical that as a society, and directly as housing and care providers, we invest more time and energy in supporting older people to lead fulfilling lives. What is innovative about this project is the central role of the participants. The support comes from within the group and is informed by their experience. To this end, we are facilitating the space to make connections that will live on within and beyond the groups themselves.”

Bruce Moore, Chief Executive of Housing & Care 21

In addition, we refined our work on learning disability with a key focus on protecting and improving the mental health of people with learning disabilities and their families. The When I Grow Up project worked in three areas to develop a curriculum for schools to raise aspiration on employment for people with learning disabilities. So far, 78% of families we spoke to reported that the project changed their view of employment as a future option for the person they care for. This programme was created in recognition that a key factor affecting mental health is the reduced life chances experienced by people with a learning disability, with only 6% of people with learning disabilities securing a job.



When I grow up



3. Make practical and accessible support available

Through our website, online mindfulness course and wide range of publications, we continue to work to ensure that members of the public, commissioners of services and practitioners can access the most impactful and evidence-based resources. For Mental Health Awareness Week we updated our online mindfulness hub – [Be Mindful](#) – providing access to a teachers’ directory and produced a public-facing guide that included relevant information and advice. Specific guides produced included [Talking Together](#), a handbook for practitioners running peer-support groups for people with learning disabilities to start conversations about growing older and possibly living with dementia.

Training was provided to build mental health literacy and capacity for mental health improvement among a range of non-mental health specialist practitioners and employers. [FRIENDS for Life, Learning Disabilities](#) funded under the NHS England Transforming Care for Children and Young People grant programme, was one example of working to build resilience and to promote mental health in children

and young people with autism and learning disabilities, through delivery of training to carers and learning disability professionals. Funding was secured to train Notting Hill Housing Association staff and in Scotland [See Me](#) worked with children and young people to co-design a mental health curriculum pack and with employers to create a programme aimed at reducing stigma and discrimination in the workplace. In Wales, taster sessions on self-management and peer-support have been provided to a range of organisations in South Wales and at the mental health industry conference - Mental Health Today.

Within our Self-Management Programme, six people with lived experience were trained as group facilitators, greatly improving their self-esteem and equipping them with the skills to move into paid employment. In partnership with the Together Southwark Wellbeing Hub, we ran two self-management courses, and six follow-up sessions, attended by 12 local people using mental health services, developing their ability to recognise the factors that impact on their mental health, personal triggers and warning signs, and begin to create plans to help prevent or reduce the impact of future crisis.



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WHAT IS
MINDFULNESS

and how will it help me?



Using our adapted FRIENDS for Life intervention (which has been shown to reduce anxiety and increase resilience in children with learning disabilities), we trained 69 health, education and voluntary sector practitioners/parents to become licensed trainers. Commissioned by Health Education England, we engaged with people with learning disabilities in Kent, Surrey and Sussex to write a report detailing what they would like their workforce to know about their health, wellbeing and support needs. In support of this, we visited seven groups across all three counties and spoke to 70 people. In addition, four workshops with 60 staff were co-facilitated with experts by experience using the Feeling Down guide. These sessions were focused on raising awareness of the mental health improvement needs of people

with learning disabilities. A further two workshops were provided for around 70 people with learning disabilities to enable them to produce individual wellbeing plans.

FRIENDS represents:

- F** Feelings
- R** Remember to relax
- I** I can do it, I can try
- E** Explore solutions and coping step-plans
- N** Now reward yourself, you've done your best
- D** Do practice
- S** Smile, stay calm, use your support networks



Spotlight on local action: Southampton partnership

Across 2015, the Foundation worked in partnership with Southampton University to translate the evidence on prevention and apply the Foundation's Whole Community Model and Framework to support local prevention planning. A working group consisting of members of the Clinical Commissioning Group, Local Authority, Public Health, Primary and Secondary Mental Health Care, Substance Misuse services and the voluntary sector guided the 'Mentally Healthy Southampton' initiative, leading to the production of a map of current prevention-focused services. The map identified services across the lifespan and at different levels of service provision. Primary prevention examples included health visiting, Sure Start and Headstart in schools; secondary prevention included early intervention for psychosis and primary care mental health initiatives.

The process of assembling this overview was a valuable experience for Southampton as it highlighted key areas of current excellent practice and also gaps and areas of difficulty. Alongside this process, the process of local data collation was undertaken, providing information about Southampton City's demographics and highlighting issues of concern that will require specific attention, such as domestic violence and substance misuse. Together, this has provided the working group with a framework on which to critique the level and quality of local service provision, to establish whether the right services are available and whether they are effective. With this baseline information, a plan for developing a local mentally healthy community will be established.

"Without this in-depth understanding of the community in Southampton, implementation of specific, tailored approaches would not be possible." Southampton University Prevention Plan Policy Briefing: <https://www.southampton.ac.uk/publicpolicy/what-we-do/with-whom-we-work/current-projects/mentally-healthy-page>



4. Advocating for change

As we extend our knowledge about what works to improve mental health and prevent mental health problems, the Foundation uses this knowledge to advocate for change. We know that many of the factors that determine good or poor mental health outcomes lie outside of the health sector. While we continue to work to effect changes in mental health services as a member of the Mental Health Policy Group, we also recognise that it is important to influence those public services and policies that have the greatest opportunity to contribute to mental ill health prevention. To this end, we have extended our policy capacity and remit over the past 18 months and are building

new partnerships and alliances to enable us to address key issues related to wider public policy.

A central principle of the Foundation's strategy A New Way Forward has been to create and support a movement for change, and to that end we approach most of our policy work in partnership. This includes working alongside the people that live these experiences every day to influence change. Examples of this include [Values, Equalities, Rights and Dementia](#) (VERDe), where we have facilitated network events in Scotland, London and Wales funded by the Life Changes Trust and the Joseph Rowntree Foundation to support the empowerment and collective voice of people with dementia.

Spotlight on improving the lives of people with dementia

The Foundation has developed a body of work on improving the lives of people living with dementia and of their families. This has included building strong partnerships through the Dementia Engagement & Empowerment Project (DEEP – which includes working in partnership to support a network of over 60 groups involving people with dementia), and DACE, where we supported the establishment of a Dementia Alliance on Culture and Ethnicity to raise awareness of the impact of dementia on Black, Asian and Minority Ethnic communities.

We facilitated network events in Scotland, London and Wales as part of the [Values, Equalities, Rights and Dementia](#) (VERDe) programme, funded by the Life Changes Trust and the Joseph Rowntree Foundation, to support the empowerment and collective voice of people with dementia.



Key successes within mental health policy have been our provision of support to Public Health England to make the case for the inclusion of prevention within the Five Year Forward View for Mental Health. The inclusion of prevention as one of the three key focal areas in this document is a significant success, alongside work with Public Health England to form the Prevention Alliance. More broadly and as a member of the Mental Health Policy Group, the Foundation produced a manifesto for the Westminster election and addressed '[The First 100 Days and Beyond](#)' to the new government after the 2015 general election.

Working with the Mental Health Alliance in Scotland, the Foundation led the development of an [Election Manifesto](#) and in Wales we responded to the Mental Health Delivery Plan consultation on the mental health strategy for Wales (Together for Mental Health) and contributed substantially to discussions about the development of the plan. In partnership with Gofal, the Foundation produced a joint [Mental Health Manifesto](#) ahead of the elections.

In partnership with the Scottish Association for Mental Health, the Foundation continued delivering the second year of [See Me](#) – the national programme aimed at stopping stigma and discrimination, within communities and across society and more specifically within settings where this experience is heightened, such as schools, workplace and in health and social care. *The Power of Okay*, a workplace-focused anti-stigma media campaign, has been nominated for a number of awards and has so far won Gold for Best Charity Campaign at Roses Creative Awards. The Scottish Mental Health Arts and Film Festival (SMHAFF) continues to go from strength to strength as it enters its 10th year – in 2015 coordinating the largest ever SMHAFF festival, with 25,000 attendees at 300 events across 17 Scottish regions, operated in partnership with 300 organisations and artists.

Building on the SMHAFF model, we also ran the inaugural [Declaration](#) festival in Scotland, exploring health and human rights, which took place at the Centre for Contemporary Arts in Glasgow from 3–6 March 2016. The programme featured 30 events over the four days – a mixture of film screenings, performances, debates, and workshops, each inspired by one of the 30 articles in the 1948 Universal Declaration of Human Rights, with a focus on how human rights and the right to health come alive in Scotland today. Over 1,000 people attended this event.





Spotlight on building a movement for change

The Foundation leads the Sanctuary Group, which focuses on the mental health of refugees and asylum seekers in Scotland, and jointly manages the national anti-stigma programme – See Me along with the Scottish Association for Mental Health, funded by the Scottish Government and Comic Relief. [See Me](#) is working to develop a social movement for change and has trained over 30 community champions and 22 lived experience media volunteers alongside engaging 1,321 new supporters through campaigns across the year.

The Foundation also host a range of organisations, such as the Children and Young People’s Mental Health Coalition, the UK Health and Learning Disability Network, and Voices Of Experience (VOX) the national service user collective advocacy organisation in Scotland and co-ordinate the Welsh Forum. In addition, we jointly host the Maternal Mental Health Alliance and co-chair the Advocacy Action Alliance.

The mission of the Advocacy Action Alliance is to bring together advocacy organisations and stakeholders across England and Wales to ensure that service users have access to high-quality independent advocacy to support them in tackling social injustice, exclusion and inequality. The Foundation hosts and co-chairs the Alliance steering group meetings, and provides secretariat support.

To increase policy makers’ understanding of mental health and the case for prevention a number of briefing papers were produced including [Mental Health of Women Refugees and Asylum Seekers](#). In addition, our policy team wrote and submitted 16 consultation responses, including: Department of Health – No Voice Unheard, No Right Ignored; NICE – guidelines for older people: independence and mental wellbeing; and the Equality Act 2010 and Disability Select Committee consultation.

We have had great success in building a movement for prevention across social media with the Foundation’s presence continuing to grow rapidly. We have secured 80,000 followers on [Twitter](#) and 180,000 supporters on [Facebook](#), in addition to a new [Instagram](#) account. In January 2016, the Foundation launched a new responsive website providing an improved user journey that aimed to further improve access to key information and resources. In the print media across the year, the Foundation secured 673 media hits ‘direct name mentions’ across UK local, regional and national media.



Spotlight on Mental Health Awareness Week 2015



The annual awareness raising campaign, hosted by the Mental Health Foundation, provides an opportunity to promote good mental health for all. Between 11 and 17 May 2015, Mental Health Awareness Week focused on mindfulness – a practice that has been shown to reduce stress and anxiety for many people and is a recommended treatment by NICE to prevent recurring depression.

The week began with the re-launch of the Foundation's [mindfulness micro-website](#) and [online mindfulness course](#) – updated to provide a more accessible platform.

An opinion poll commissioned by the Foundation highlighting the state of the nation's levels of anxiety, stress and depression featured in the [Independent on Sunday](#), and more broadly mindfulness and the need for preventative mental health measures was covered by ITV News, BBC News, Sky News, the Huffington Post, the Guardian and over 180 regional press outlets.

A Thunderclap (an organised tweet sent at the same time by our supporters) helped ensure that #MHAW15 trended, supported by a number of key stakeholders including NHS England, Action for Happiness, and Mental Health First Aid. The combined social reach of the Thunderclap was in excess of 1,500,000 people. The Foundation also hosted a Twitter Q&A with Money Saving Expert and Stepchange, reaching over 200,000 people.

Finally, more than 2,500 supporters were sent campaign materials and during the week, more than 350 awareness-raising events and activities marked the campaign, including mindfulness taster sessions, festivals, walks, football matches, coffee mornings, open days and cheerleading routines.



Our fundraising approach

We couldn't continue our vital work without the generous gifts of our supporters, many of whom give faithfully every month. We would also like to recognise those who remember the Mental Health Foundation in their wills and leave a legacy that continues to enable a prevention revolution in mental health.

The Mental Health Foundation upholds the highest standards in fundraising. We are proud members of the Fundraising Standards Board (FRSB), the Institute of Fundraising, and the Public Fundraising Association (PFRA), and actively follow their codes of fundraising conduct. We are actively engaging with the new Fundraising Regulator as it establishes itself as the overarching body to regulate fundraising practice.

We are passionate about inspiring our supporters to give and in turn provide them insight and understanding of what can help sustain, protect and maintain good mental health.

Every year, we evaluate and revise our fundraising strategy to enable us to achieve our vision of good mental health for all. All paid fundraisers working for the foundation are subject to the same management scrutiny as all other staff

and we maintain rigorous checks and balances to ensure that third-party fundraising suppliers uphold our own values and standards.

Our supporters are at the heart of everything we do. And it is thanks to them that the Mental Health Foundation is able to undertake its work. We promise our supporters that:

- with their permission, they are kept up to date on how their money is spent via our newsletter Talkback and monthly e-newsletter updates;
- we do not share their contact details with other organisations;
- we will make it easy for them to tell us how they want us to communicate with them, and we provide the option to opt out of future communications;
- we will only work with professional fundraising organisations that meet our high standards;
- we adhere to the Institute of Fundraising guidance on treating donors fairly, and are especially careful and sensitive when engaging with vulnerable people or those affected by mental ill health or a learning disability;
- we will always provide ways for them to contact us and provide feedback.



Spotlight on Friends of the Foundation

Fiorella Massey was introduced to the Foundation by Trustee Douglas Blausten. She quickly became passionately involved with the cause of mental ill health prevention and proceeded to form the Friends of the Foundation with the purpose of being a project-driven, high-value fundraising team, focusing on transforming knowledge into action.

In 2015, the Friends engaged in their first campaign, focusing on teenage mental health.

This campaign was partly inspired by Amber and Sophia, two girls campaigning for better mental health awareness in schools. Following an introduction to the Foundation, the girls became Mental Health Foundation youth ambassadors and received the Sun's Health Star Award. This helped to catalyse the Foundation's previous work on peer support into the Peer Education Project (PEP) which aimed to equip schoolchildren to support and educate each other on mental health problems.

The project successfully underwent its initial pilot in 2015/16, working with Highgate School and Cernis, and recorded "significant changes in the overall level of the pupils' knowledge and understanding of mental health covered by the project".

The Friends, through their tenacity and drive, succeeded in galvanising incredible support at the Inaugural Friends of the Foundation Gala Dinner in March 2016. By raising an astonishing £259,000, the Friends have ensured that our work on this vital area will continue and that the project will be expanded with a robust evaluation that will support roll out to more schools, as well as strengthening the wider work of the Foundation.



The Friends of the Foundation Committee, from left to right: Maxine Leslau, Louise Nathanson, Alison Goldberg, Francesca Tait, Wendy Press, Marianne de Giorgio, Caroline Bettaney Cruddace, Fiorella Massey (Chair), Janie Critchley, Georgina David, Alison Lurie, Cindy Caplan, Claire Beecham, Kate Glick

In absentia: Riquita Newmark, Marsha Lee



Fundraising performance

The total fundraised income, excluding restricted grants, was £2,335,720, now 7% less than the £2,519,987 figure for 2014–15, which has been restated for the reasons explained below.

Recent changes in SORP accounting regulations now mean that receipt of a legacy must be recognised when it is probable that it will be received i.e. the known value of outstanding notifications of soon-to-be-received legacies. All such notifications outstanding as at 31 March 2016 have now been stated as income accrued.

Legacy income, and therefore total income and net income, has also been restated for 2013–14 and 2014–15, at the recommendation of the auditors, to take account of this change. One effect of this is that legacy income was 30% lower than in 2014–15 – cash from many bequests received in 2015–16 has now been restated as notifications outstanding from 2014–15.

Donations and gifts at £1,171,684 were 14% higher than in 2014–15.

Fundraising events and community fundraising income (included within donations) was £388,546 or 21% higher than the previous year, and costs of £125,480 were 24% lower than the £165,364 last year.

Restricted grants totalled £1,550,745, which is £267,098 or 21% higher than last year, due primarily to an increase in funding from the Big Lottery Fund (BLF) in the form of three new major grants. As expected, statutory grants declined further – to £256,754, due to a reduction in available funds.

The total true cost of fundraising, at £589,566, including proportionate central overheads, was 16% lower than in 2014–15.





Spotlight on Tea & Talk

As part of the Tea & Talk campaign, 144 people held events and raised money for the Foundation, raising £15,700 – more than double the previous year. One of the Foundation’s supporters, Jane Angel from RBS Invoice Finance, raised £1,280 from her fourth event. Jane told us why she loves Tea & Talk:

“Through my family, I have first-hand experience of coping with mental health problems. I know how difficult it can be. Mental health is one of the last taboos that people, even now, won’t talk about.

“Two years ago my colleague, Melanie, and I held our first Tea & Talk. We printed out posters to advertise it and asked colleagues to support us through baking, donating shop-bought cakes, or just popping along to buy a cake and take the weight off their feet.

“We were a bit nervous to begin with as we weren’t quite sure if people would turn up or not, but soon we had a steady stream of visitors. The donation tins were heaving – we were so touched by the generosity of everyone!

“It was a real icebreaker in terms of talking about mental health in the office. People would say ‘It’s about time’ and tell me about their personal experiences. It really did get people talking, which is just what we wanted.”



Plans for the future



The message on prevention is spreading. Prevention featured as one of the three main messages from the Mental Health Taskforce's public engagement consultation. The subsequent Taskforce Report (the Five Year Forward View for Mental Health), informed by the Foundation's input working with Public Health England, recommends the

establishment of prevention plans for each local area. With a long record of researching and creating new developments for the public's mental health, the Foundation is well placed to provide further support by making the right information available and developing the right tools.





Increasing influence

As a research-based organisation, we know what the available evidence tells us about what works. In 2016/17, the Foundation will continue to champion and develop a Whole Community place-based approach to public mental health, with the conviction that these can dramatically accelerate tailored and effective prevention interventions at a local level. This model enables change within the settings where people live their lives (schools, further education, the workplace, homes and communities, etc.). Our goal is to ensure that knowledge translates into action.

We will be placing a renewed emphasis on maximising the impact of our knowledge through the replication and promotion of solutions identified through our work – we will take our own effective interventions to scale wherever possible and aim to develop a range of social enterprise products designed to generate income as well as delivering to our charitable purposes.

Highlights will include:

- Developing approaches framed by the Whole Community Model, building resources and training to support its application.
- Publishing a roadmap for practitioners – Tackling Local Action for Better Mental Health. This will be complemented by a further report - A Whole Community Approach to Prevention – which will provide an accessible and practical overview of place-based prevention and its potential impact.
- Developing an online Prevention Hub, which will enable the Foundation to gather case studies and build a dialogue with practitioners from a range of fields about the reality of working on the ground.
- Building on the Prevention Review Landscape Paper by undertaking a second review exploring what works to prevent depression.
- Publishing landmark reports including Mental Health and Poverty to inform the Joseph Rowntree Foundation's Anti-Poverty Strategy.
- Co-producing the Faculty of Public Health's Mental Health and Wellbeing Report 'Better Mental Health for All', drawing on good practice on prevention throughout the UK.



Improved and sustained impact

The Foundation is committed to extending its programmes to test approaches to prevention and to develop and scale successful interventions. In the coming year, we will undertake further work on our theory of change and ensure that we are applying available evidence to create innovative and where possible co-designed solutions that can be tested in real-life situations. We will grow our network of partners to ensure that we deliver the most impactful approaches where mental health is often determined – the family home, communities, schools and workplaces.

Highlights will include:

- Innovating new work around children, young people and family mental health, and the application of approaches that strengthen resilience within families.
- Developing and expanding our self-management programmes in a number of contexts, including through the groundbreaking Creating Connections programme.
- Continuing to pilot and then replicate our work in schools to increase mental health literacy and reduce stigma in light of growing concerns around teenage mental health, including: advocating for a whole-school approach; rolling out the peer to peer education initiative; co-producing resources with young people with long-term conditions in Scotland; and implementing the See Me school curriculum pack.
- Publishing resources to support local authorities and voluntary organisations to better support looked-after children and help them to transition out of care through drawing on the learning from the MyLife, MyFuture programme.
- Increasing our work with vulnerable groups, including refugees, abuse survivors, looked after children, homeless citizens, people in the justice system, veterans, people with learning disabilities, LGBT citizens, and people with physical illnesses such as the mental health and wellbeing of people with cancer.
- Extending our work on suicide prevention with a particular focus on groups at highest risk and the support needs of family members.
- Exploring the role of digital resources for mental health improvement through working with our partners in the international eMen project.
- Engaging as a lead partner in the EU-funded Citizen, Recovery and Inclusive Society Partnership (CRISP) to share learning with international partners and develop programmes to address collective issues, including: art festivals; joint research programmes; learning events such as seminars and conferences; and the creation of tools and methods that support the greater inclusion of people most at risk.



Expanding our workplace wellbeing offer

The Chief Medical Officer for England estimates the cost of mental health to the UK economy at £100 billion per year, of which is a significant element to employers. The workplace will continue to be a key focus of the Foundation's attention. The Foundation believes that good work is one of the most important determinants of good mental health. It is extremely important to us that work is accessible, equitable, and fair for all.

In December 2015, the Foundation was delighted to be voted Charity of the Year by Virgin Trains and will continue to build joint plans to reach their staff and customers along the West Coast line in 2016/17. This is a major development of the Foundation's work with the corporate sector, and one that we plan to replicate in order to equip employers to understand more about how best to help their employees to thrive and work, and to be supported effectively.

Highlights will include:

- Delivering a successful partnership with Virgin Trains, their staff and their customers.
- Partnering with Unum Insurance to produce a resource on managing mental health in the workplace for Mental Health Awareness Week.
- The creation of a new workplace offer, focused on mental health awareness training for staff and line managers, as well as the expansion of bespoke evaluation and support for corporates.
- The expansion and promotion of the Foundation's Be Mindful product – an online mindfulness course, which has been evaluated for effectiveness and backed up by research from Oxford University.
- Brokering new collaborations with third-party organisations who can increase the Foundation's capacity to promote its services and deliver its training products.

Financial review



Financial results

These accounts have been prepared under the new Charities SORP (FRS 102); this has resulted in the restatement of figures relating to prior financial periods. Significantly our unrestricted reserves at 31.03.16 have been enhanced by a change in accounting policy regarding legacy income recognition to the value of £803k. Of this uplift in reserves £567k is attributable to Y/E 31.03.14, £58k to Y/E 31.03.15 and £178k to Y/E 31.03.16. Without this adjustment the outturn for the financial year would have shown an overall loss of £59k.

At the end of the financial year 2015/16 the Foundation recorded a surplus of £119,435 compared to a surplus of £98,297 the previous year. This comprised a surplus of £113,274 on the Foundation's unrestricted funds and a surplus of £6,154 on the Foundation's restricted funds.

Total income for the year amounted to £4,451,974 which was £64,859, or 1% lower than the previous year (£4,516,833). This was predominantly due to lower legacy income offset slightly by higher income arising from grants.

Donations and gifts at £1,171,684 were £140,774, or 14% higher than those received in 2014/15 (£1,030,910). Legacy income at £834,632 was 30% lower than in 2014/15 (£1,135,454).

Legacy notifications so far in the current financial year are well ahead of budget and indications are that they will comfortably return to historical levels.

Grants received at £1,550,745 were higher year on year by £267,098 or 21%. This increase was due to a rise of £347,539 in other grants offset by a decrease in statutory grants of £80,441.

Investment income increased slightly by £34 to £2,271 reflecting the continued low returns on bank deposits.

Total resources expended at £4,332,539 was £85,997 lower than in 2014/15. This was mainly due to a decrease in expenditure in fundraising, charitable expenditure increased slightly compared to the previous year.

Reserves policy

As explained above, the charity carries out a diverse range of activities, some of which comprise short-term and externally funded projects while others comprise long-term projects requiring significant continuing financial commitment and investment. The Trustees have examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The Trustees consider that, given the medium to long-term nature of the charity's work, the level of free reserves should be



equivalent to 3 months' unfunded expenditure. This policy is reviewed annually by the Trustees. At 31 March 2016 free reserves totalled £1,085k against a target of £697k. The current level of free reserves is equivalent to approximately 4.5 months' unrestricted expenditure. Whilst this is slightly in excess of the amount required by the reserves policy, Trustees believe it prudent to hold these excess reserves at the present time given the continuing economic uncertainties and the potential impact on donations and grants.

Financial position

The balance sheet shows total funds of £1,688,633.

These funds include permanent endowment funds of £44,770 which are invested and held indefinitely by the charity.

Also included in total funds is an amount of £557,314 which is restricted. These monies have either been raised for, and their use restricted to, specific purposes, or they comprise donations or legacies subject to donor-imposed conditions. Full details of these restricted funds can be found in note 18 to the financial statements together with an analysis of movements in the year.

General funds of the charity at 31 March 2016 totalled £1,086,549.

Structure, governance and management



Constitution

The Mental Health Foundation is constituted as a company limited by guarantee, Company Registration No. 2350846 (England and Wales), and is a registered charity, Charity Registration Nos. 801130 (England and Wales) and SC 039714 (Scotland).

Members' liability

In the event of the charitable company being wound up during the period of membership or within the year following, company members are required to contribute an amount not exceeding £10.

Project delivery by the charity

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

The Trustees

The Trustees constitute directors of the charitable company for the purposes of the Companies Act 2006.

Each trustee serves for a period of three years and may be re-elected for a second three-year period. At any one time there must be a minimum of 10 Trustees and a maximum of 30.

Trustee appointment and recruitment

The appointment of Trustees is recommended by the Nominations Committee and finally determined by the Board as a whole. New Trustees are sought through a number of different routes - from time to time Trustee posts may be advertised.

Induction and training of Trustees

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



The following Trustees were in office at the date on which these financial statements were approved and/or served during the period 1 April 2015 to that date as shown:

Trustees	Appointed/Resigned
Dr Stephen Beyer	
Douglas Blausten	
Kyla Brand	
Dr Peter Byrne	Appointed Jun 2016
Neil Caldicott	Appointed Jun 2016
Jacqui Dyer	Appointed Jun 2016
Paul Hodgkinson CBE*	
Paul Infield	Appointed Jun 2016
Karen Jackson	Resigned Jan 2016
Valerie Jolliffe*	Appointed Jun 2016
Professor David Kingdon	
Kay Laurie	Resigned Mar 2016
Keith Leslie (Chair)*	
Catherine McLoughlin	Resigned Aug 2015
Diane Moore*	
James O'Leary	
Stephen Park	Resigned Mar 2016
Jenny Paton	Appointed Jun 2016
Aisha Sheikh-Anene*	Appointed Jun 2016
Adrian Stott	

*Denotes membership of the Finance and Resources Committee, which is a committee of the Board of Trustees.

No Trustee received any remuneration during the year (2015 – £nil). Expenses totalling £2,923 (2015 - £4,073) were reimbursed to, or paid on behalf of 3 Trustees during the year.

An amount of £400 was paid to one Trustee as remuneration for project evaluation services provided by them during the year (2015 - £nil).



Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the 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 Statement of Recommended Practice (Accounting and Reporting by Charities) (the Charities' SORP);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. They 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 financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Each of the Trustees confirms that:

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

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



Senior Executives		Appointed/Resigned
Jenny Edwards CBE	Chief Executive	
Isabella Goldie	Director of Programmes and Delivery	
Chris Hughes	Director of Finance and Resources	
Mark Rowland	Director of Fundraising and Communications	Appointed January 2016
Matthew Sousa	Director of External Affairs	Resigned May 2015
John Trampleasure	Interim Director of External Affairs	Resigned October 2015
Anne Phipps	Interim Director of Marketing, Fundraising and Communications	Resigned December 2015

Employment policy

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

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

Remuneration policy

The Mental Health Foundation is committed to ensuring a fair and equal remuneration process for all staff so that we can ensure all staff are paid appropriately for the work they do for us.

The key management personnel of the charity comprise the Trustees and the Senior Management Team (SMT). The overall responsibility of the charity lies with the Trustees who have delegated the day-to-day management of the charity to the SMT. When allocating the

salary for a Senior Management Team (SMT) post – see table above, we will use the job description, accountability level and remit of an SMT role and collect information about similar roles in other organisations within the charity sector. We will use this information to benchmark the salary expectations in the sector and compare accountability levels with roles in other similar organisations, aiming to set the salary at a level that will attract the right person for the role. Final decisions on SMT pay will be made by the Chief Executive. The pay of the Chief Executive is set by the Board of Trustees.

We are currently conducting an independent review of all salaries, including SMT salaries. The outcome will be determined in October/November 2016. SMT and the Board of Trustees will evaluate the results and make the final assessment of the recommended salary adjustments. This review will ensure that we pay all staff fairly and at market rate, and will also provide MHF with updated salary banding, and an evaluation tool for placing future roles on the most appropriate salary band for their responsibility level.



Pension arrangements

The Foundation operates an individual money-purchase scheme for all eligible members of staff, contributing 10% of pensionable salary to each employee's fund.

Connected charities and related parties

The Foundation has working relationships with a multiplicity of organisations, as described in 'Activities'. These are selected in order to add value to the nature and content of the programmes as effectively as possible.

Risk management

The Senior Management Team identifies key risks facing the Mental Health Foundation after considering input from functional teams and national offices. These are documented in a risk register, which is discussed with the Finance Committee and approved by the Board of Trustees.

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

The risk register is reviewed every 6 months, and amended for changes regarding risks, mitigating controls and actions.

The risk management process has resulted in a priority on mitigating controls and actions for the following risks:

- over reliance on the Big Lottery Fund for restricted grants (over 50% of restricted income) and legacy income as a major source of unrestricted funding (over 29%). A significant reduction from either income source would have significant consequences for the organisation in the short to medium term
- damage to the reputation of the Foundation as a result of increased volume and variety of partnerships and associations with a range of stakeholders, suppliers and corporates which gives rise to the risk of negative press and misrepresentation
- retaining the right mix of staff skills and experience with the right level of incentives and rewards in an increasingly competitive sector but in a cost effective, flexible and sustainable way

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

Approved by and signed on behalf of the Trustees

Chair 

Approved by the Trustees on 22 September 2016

Independent auditor's report to the Trustees and members of the Mental Health Foundation

We have audited the financial statements of the Mental Health Foundation for the year ended 31 March 2016 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS102, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland.

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

Respective responsibilities of Trustees and auditor

The Trustees are also directors of the charitable company for the purposes of company law. As explained more fully in the statement of Trustees' responsibilities set out in the Trustees'

report, the Trustees are responsible for the preparation of financial statements which give a true and fair view.

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

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

Scope for audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Trustees' report to identify material inconsistencies with the audited financial statements and to identify any information that is materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material inconsistencies we consider the implications for our report.

Opinion on the financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2016 and of 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Opinion on other matter prescribed by the Companies Act 2006.

In our opinion the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements. Also in our opinion, in light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have identified no material misstatements in the Trustees' report.

Matters on which we are required to report by exception

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

- the charity has not kept proper and adequate accounting records; 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 take advantage of the small companies exemption from the requirement to prepare a strategic report.

Amanda Francis, Senior Statutory Auditor
for and on behalf of Buzzacott LLP,
Statutory Auditor
130 Wood Street
London
EC2V 6DL

1st December 2016

Statement of financial activities



	Notes	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 funds £	Total 2015 funds (restated) £
Income from:						
Donations	1	1,171,684	—	—	1,171,684	1,030,910
Legacies	2	834,632	—	—	834,632	1,193,068
Fundraising events	3	329,404	—	—	329,404	296,009
Investments	4	2,263	—	8	2,271	2,237
Charitable activities	5					
- Statutory grants receivable		—	256,754	—	256,754	337,195
- Other grants		—	1,293,991	—	1,293,991	946,452
- Charitable trading activities		563,238	—	—	563,238	710,962
Total income		2,901,221	1,550,745	8	4,451,974	4,516,833
Expenditure on:						
Raising funds	6	589,566	—	—	589,566	706,191
Charitable activities	7					
- Mental Health Programmes		1,042,460	1,307,126	—	2,349,586	2,504,767
- FPLD		336,545	211,975	—	548,520	617,738
- Information, education, dissemination and advisory services programme		819,377	25,490	—	844,867	589,840
Total expenditure		2,787,948	1,544,591	—	4,332,539	4,418,536
Net income and net movement in funds						
	10	113,273	6,154	8	119,435	98,297
Reconciliation of funds:						
Funds brought forward at 1 April 2015		973,276	551,160	44,762	1,569,198	1,470,901
Funds carried forward at 31 March 2016		1,086,549	557,314	44,770	1,688,633	1,569,198

All of the charity's activities derived from continuing operations during the above two financial periods.

Balance sheet



	Notes	2016 £	2016 £	2015 (restated) £	2015 (restated) £
Fixed assets					
Tangible assets	14		1,186		27,394
Investments	15		395,155		393,377
			396,341		420,771
Current assets					
Debtors	16	1,096,607		971,645	
Cash at bank and in hand		514,616		576,682	
		1,611,223		1,548,327	
Creditors: amounts falling due within one year	17	(318,931)		(399,900)	
Net current assets			1,292,292		1,148,427
Total net assets			1,688,633		1,569,198
Represented by:					
Funds and reserves					
Income funds					
Unrestricted funds					
- General funds			1,086,549		973,276
Restricted funds	18		557,314		551,160
			1,643,863		1,524,436
Capital funds					
Permanent endowment funds	19		44,770		44,762
			1,688,633		1,569,198

Signed on behalf of the Trustees by:

Chair 

Mental Health Foundation, Company Limited by Guarantee
Registration Number O2350846 (England and Wales)

Approved by the Trustees on 22 September 2016

Statement of cash flows



	Notes	2016 £	2015 (restated) £
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	(62,598)	80,498
Cash flows from investing activities:			
Dividends and interest from investments		2,310	2,237
Purchase of tangible fixed assets		(1,778)	(1,708)
Net cash provided by investing activities		532	529
Change in cash and cash equivalents in the year		(62,066)	81,027
Cash and cash equivalents at 1 April 2015	B	576,682	495,655
Cash and cash equivalents at 31 March 2016	B	514,616	576,682

Notes to the statement of cash flows for the year to 31 March 2016.

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

	2016 £	2015 (restated) £
Net movement in funds (as per the statement of financial activities)	119,435	98,297
Adjustments for:		
Depreciation charge	26,208	58,894
Interest receivable	(532)	(529)
Investment income receivable	(1,778)	(1,708)
(Increase) decrease in debtors	(124,962)	2,816
Increase (decrease) in creditors	(80,969)	(77,272)
Net cash (used in) provided by operating activities	(62,598)	80,498

B Analysis of cash and cash equivalents

	2016 £	2015 £
Total cash and cash equivalents: Cash at bank and in hand	514,616	576,682

Principal accounting policies



The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

Basis of accounting

These financial statements have been prepared for the year to 31 March 2016. The financial statements have been prepared under the historical cost convention with items initially recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to the financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities FRS 102 SORP 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. This is the first set of financial statements of the charitable company prepared in accordance with the Charities SORP FRS 102

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

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

Reconciliation with previous Generally Accepted Accounting Practice

In preparing the financial statements, the Trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. A number of presentational adjustments have been made to the financial statements to reanalyse the expenditure for the year ended 31 March 2015 to accord with the format prescribed in the updated Charities SORP FRS 102. Specifically, governance costs which were previously reported as a separate line of expenditure within the statement of financial activities are now allocated to expenditure on charitable activities.

In addition, a restatement was required in respect to the recognition of legacy income.

Under Section 5 of SORP 2015 Recognition of income, including legacies, grants and contract income, charities must recognise legacy income when the charity becomes entitled to the income, it is probable that the income will be received and the figure can be measured reliably.

In accordance with the requirements of FRS 102, a reconciliation of the opening balances and net income for the year is provided with the net income under previous GAAP adjusted for the recognition of additional legacy income:

	2015 £
Reconciliation of reported income:	
Net income as previously stated	40,683
Adjustment for recognition of legacy income	57,614
2015 net income as restated	<u>98,297</u>



As required by Section 35 of FRS 102, the final balance sheet for 2015 has been restated as if FRS 102 were in force at the beginning of the previous accounting period. The reconciliation for 2015 has been shown in order to demonstrate the effect of the change in reporting framework for the opening balances as at 1 April 2015.

	2015 £	2014 £
Total funds as previously stated	944,451	903,768
Effect of transitional adjustment (legacy income)	624,747	567,133
	<u>1,569,198</u>	<u>1,470,901</u>

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

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

Income recognition

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured reliably and it is probable that the income will be received. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

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

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

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

Entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the



charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having been transferred to the charity.

Grants and donations from government, other statutory agencies and charitable bodies are included as income from charitable activities where these amount to a contract for service or where they are specific to particular activities. Along with income of a contractual nature and income generated from trading and commercial sources they are recognised to the extent that it is probable that the economic benefits will flow to the charity and the revenue can be reliably measured. All such income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

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

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

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

Expenditure recognition

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

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

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



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

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

Allocation of support and governance costs

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

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

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

Tangible fixed assets

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

Expenditure on the purchase and replacement of fixtures, fittings and equipment is capitalised and depreciated, on a straight line basis, over a period ranging from 3 to 10 years in order to write off each asset over its estimated useful life. At the end of this period, assets are eliminated from the accounts on the basis that their value is negligible.

Investments

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

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

Debtors

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

Cash at bank and in hand

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



Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Fund accounting

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and may be used at the discretion of the Trustees.

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

The permanent endowment funds comprise monies which must be held as capital indefinitely. The income therefrom is used in accordance with the terms of each individual endowment (note 19).

Pension costs

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

Leased assets

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

Notes to the financial statements



1. Donations

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 £	Total 2015 £
Total funds 2016	1,171,684	—	—	1,171,684	1,030,910
Total funds 2015	1,024,582	6,328	—	1,030,910	

The charity received a total of £9,341 in donations from 5 Trustees during the year (2015 - £240 from 1 Trustee).

2. Legacies

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 £	Total 2015 (restated) £
Total funds 2016	834,632	—	—	834,632	1,193,068
Total funds 2015	1,193,068	—	—	1,193,068	

3. Fundraising events

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 £	Total 2015 £
Total funds 2016	329,404	—	—	329,404	296,009
Total funds 2015	296,009	—	—	296,009	

4. Investments

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 £	Total 2015 £
Total funds 2016	2,263	—	8	2,271	2,237
Total funds 2015	2,229	—	8	2,237	



5. Income from charitable activities

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 £	Total 2015 £
Statutory grants					
- Department of Health IESDF	—	—	—	—	95,800
- Scottish Government	—	229,764	—	229,764	199,880
- Welsh Government	—	26,990	—	26,990	41,515
Other grants	—	1,293,991	—	1,293,991	946,452
Charitable trading	563,238	—	—	563,228	710,962
Total funds 2016	563,238	1,550,745	—	2,113,983	1,994,609
Total funds 2015	710,962	1,283,647	—	1,994,609	

	Total 2016 £
Other grants comprise:	
BBC Children in Need (MyLife, MyFuture)	40,053
Big Lottery Fund England – Reaching Communities (When I Grow Up)	83,779
Big Lottery Fund England – Reaching Communities (Standing Together)	98,931
Big Lottery Fund England – Reaching Communities (Young Mums Together)	88,702
Big Lottery Fund England – Reaching Communities (Mums and Babies in Mind)	75,389
Big Lottery Fund Scotland – Investing in Communities (Peer Support for Carers)	131,171
Big Lottery Fund Wales – People and Places (Parc Prison)	72,766
Big Lottery Fund Wales – People and Places (Creating Connections)	112,310
Creative Scotland (Performing Arts Ambition & Developing Curatorial Approach)	33,750
Comic Relief (VOX)	31,417
Essex County Council	910
Esmee Fairbairn Foundation (What Works)	45,518
Foyer Federation (Healthy Conversations)	70,116
Health Education England (Through Each Other's Eyes)	54,136
Joseph Rowntree Foundation (Verde)	9,240
Life Changes Trust (Verde)	18,480
Maternal Mental Health Alliance (MMHA)	450
Mental Health Consortia (Mental Health Consortia)	20,000
NHS Lothian (Well Being of Young People)	13,332
NHS England (Special Friends Adaptation)	35,664
NHS Greater Glasgow (Amaan Refugee and Asylum Seekers)	6,500
NHS Greater Glasgow (Digital Mental Health)	8,100
Royal Society of Edinburgh (Health Happiness and Wellbeing in Transition to Adulthood)	45,000
See Me Community Innovation Fund (Honest Open Proud)	20,000
School of Health and Social Science, Edinburgh University (Dementia Dialogues)	11,081
Scottish Association for Mental Health (Stigma and Discrimination)	121,639
Snook (Digital Mental Health)	3,038
University of Strathclyde (Amaan Refugee and Asylum Seekers)	3,600
Zurich Community Trust (Children and Young People's Mental Health Coalition)	38,919
Total other grants	1,293,991



The income from statutory and other grants related to the following charitable activities:

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Mental Health Programmes	—	1,128,120	1,128,120	838,231
FPLD	—	165,871	165,871	103,221
Information, education, dissemination and advisory services programme	—	—	—	5,000
Total funds 2016	—	1,293,991	1,293,991	946,452
Total funds 2015	—	946,452	946,452	

Statutory grants receivable comprise:

	Unrestricted funds £	Restricted funds £	Total 2016 £	Total 2015 £
Department of Health				
IAPT: Access for All	—	—	—	48,200
Mental Capacity Act	—	—	—	47,600
	—	—	—	95,800
Scottish Government				
VoX	—	115,000	115,000	110,000
Glasgow & Edinburgh	—	47,500	47,500	17,500
Self Directed Support	—	—	—	52,380
Peer Potential	—	67,264	67,264	—
Scottish Film Festival	—	—	—	20,000
	—	229,764	229,764	199,880
Welsh Government				
Welsh office core grant	—	—	—	41,515
Service User Forum	—	26,990	26,990	—
	—	26,990	26,990	41,515
Total funds 2016	—	256,754	256,754	337,195
Total funds 2015	—	337,195	337,195	



In accordance with the accounting policy, the following have been included within donations and gifts within the statement of financial activities as they relate to core funding:

	2016 £
Peacock Charitable Trust	27,000
Hugh and Mary Miller Bequest	11,575
GMC Trust	10,000
Scouloudi Foundation	3,000
Simon Gibson Charitable Trust	3,000
J K Foundation	2,000
Martin Charitable Trust	2,000
P F Charitable Trust	2,000

6. Expenditure on raising funds

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 £	Total 2015 (restated) £
General fundraising (including staff costs) 2016	589,566	—	—	589,566	706,191
Total funds 2015	706,191	—	—	706,191	

7. Charitable activities

	Direct costs £	Support costs (note 9) £	Total 2016 £	Total 2015 (restated) £
Mental Health Programmes	1,953,506	396,080	2,349,586	2,495,051
FPLD	458,030	90,490	548,520	615,142
Information, education, dissemination and advisory services programme	715,807	129,060	844,867	587,790
Total funds 2016	3,127,343	615,630	3,742,973	3,697,983
Total funds 2015	2,965,128	732,855	3,697,983	



	Staff costs £	Other costs £	Total 2016 £	Total 2015 (restated) £
Direct costs included above comprise:				
Mental Health Programmes	1,359,089	594,417	1,953,506	1,999,312
FPLD	354,981	103,049	458,030	482,668
Information, education, dissemination and advisory services programme	227,937	487,871	715,808	483,148
Total funds 2016	1,942,007	1,185,337	3,127,344	2,965,128
Total funds 2015	1,726,800	1,238,328	2,965,128	

At 31 March 2016 the charity had no commitments in respect to future grants (2015 – none).

Expenditure on charitable activities in 2015 was analysed between funds as follows:

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2015 (restated) £
Mental Health Programmes	1,472,643	1,032,124	—	2,504,767
FPLD	426,108	191,630	—	617,738
Information, education, dissemination and advisory services programme	551,840	38,000	—	589,840
	2,450,591	1,261,754	—	3,712,345

8. Governance costs

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total 2016 £	Total 2015 £
Legal and professional fees	13,750	—	—	13,750	12,875
Trustees' expenses and other trustee related costs	2,923	—	—	2,923	4,615
Total governance costs 2016	16,673	—	—	16,673	17,490
Total governance costs 2015	17,490	—	—	17,490	



9. Support costs

	London Office £	IT £	Finance £	Human Resources £	Total 2016 £
Costs of generating voluntary income	53,951	10,138	29,817	23,286	117,192
Mental Health Programmes	182,341	34,263	100,774	78,703	396,081
FPLD	41,658	7,828	23,023	17,981	90,490
Information, education, dissemination and advisory services programme	59,414	11,164	32,836	25,645	129,059
	337,364	63,393	186,450	145,615	732,822

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

10. Net income and net movement in funds

This is stated after charging:

	2016 £	2015 £
Staff costs (note 11)	2,511,582	2,395,006
Depreciation	26,208	58,894
Auditor's remuneration		
- Audit	13,750	12,875
- Other services	6,597	10,070
Operating lease rentals		
- Land and buildings	130,045	122,220
- Equipment	24,590	19,980

11. Staff costs

	2016 £	2015 £
Staff costs during the year were as follows:		
Wages and salaries	2,120,812	2,023,720
Social security costs	211,399	198,169
Other pension costs	169,520	172,209
	2,501,731	2,394,098
Agency and temporary staff	9,851	908
	2,511,582	2,395,006



The average monthly number of employees (including temporary staff) during the year was 57(2015– 56).

Included within Wages and salaries above are redundancy payments totalling £28,273 relating to three members of staff.

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

	2016	2015
£60,000 - £70,000	2	—
£70,000 - £80,000	—	1
£80,000 - £90,000	1	—

Employer contributions made to a money purchase scheme in respect of the above employees during the year amounted to £19,147 (2015 - £7,426).

The key management personnel in charge of directing, controlling, running and operating the charity on a day to day basis comprise the Trustees together with the Chief Executive, the Director of Development and Delivery, the Director of Fundraising and Communication and the Director of Finance and Resources. The total remuneration payable to key management personnel during the year was £252,801 (2015 - £156,187).

12. Trustees' remuneration and expenses

No Trustee received any remuneration in respect of their services as a trustee during the year (2015 - £nil).

An amount of £400 was paid to one Trustee as remuneration for project evaluation services provided by them during the year (2015 - £nil).

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

	2016		2015	
	No of Trustees	Aggregate amount £	No of Trustees	Aggregate amount £
Travel, expenses and Other	3	2,923	3	4,073



The Trustees have taken out trustee indemnity insurance to cover the liability which by virtue of any rule of law would otherwise attach to the Trustees in respect of any negligence, default, breach of trust or breach of duty of which they may be guilty in relation to the Foundation. The premium paid by the charity during the year amounted to £2,897 (2015 - £2,806) and provided cover of £1,000,000 (2015 - £1,000,000).

13. Taxation

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

14. Tangible fixed assets

	Fixtures, fittings and equipment £
Cost	
At 1 April 2015 and at 31 March 2016	233,161
Depreciation	
At 1 April 2015	205,767
Charge for the year	26,208
At 31 March 2016	231,975
Net book values	
At 31 March 2016	1,186
At 31 March 2015	27,394



15. Investments

	Unlisted investments £	Cash deposits £	2016 Total £
Market value/valuation			
At 1 April 2015	73	393,304	393,377
Interest reinvested	—	1,778	1,778
At 31 March 2016	73	395,082	395,155

Unlisted investments comprise shares in Helpcards Limited. The shares have been valued by the Trustees having regard to the company's net assets as at 31 March 2016.

16. Debtors

	2016 £	2015 (restated) £
Trade debtors	140,452	170,925
Prepayments	74,443	109,568
Grants receivable	52,670	59,189
Other debtors	26,042	7,216
Legacy notifications	803,000	624,747
	1,096,607	971,645

17. Creditors: amounts falling due within one year

	2016 £	2015 £
Expense creditors	120,508	159,821
Other creditors	159,109	133,624
Service delivery deferred income	25,564	93,580
Accruals	13,750	12,875
	318,931	399,900



18. Restricted funds

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

	At 1 April 2015 £	Income £	Expenditure £	At 31 March 2016 £
BLF England Reaching Communities (When I Grow Up)	12,920	83,779	75,939	20,760
BLF England Reaching Communities (Self-help and Isolation)	21,771	98,931	84,323	36,379
BLF England Reaching Communities (Young Mums Together)	1,418	88,702	78,290	11,830
BLF England Reaching Communities (Mums and Babies in Mind)	—	75,388	50,982	24,406
BLF Scotland Investing in Communities (Peer Support for Carers)	13,612	131,171	130,416	14,367
BLF Wales People and Places (Creating Connections)	55,746	112,309	109,045	59,010
BLF Wales People and Places (Parc Prison)	41,261	72,766	60,568	53,459
Foyer Federation (Healthy Conversations)	3,629	70,116	73,745	—
Health Education England (Through Each Other's Eyes)	—	54,136	2,160	51,976
Scottish Association for Mental Health (Stigma and Discrimination)	36,311	121,638	147,791	10,158
Research prize fund	8,000	—	500	7,500
Department of Health				
- IAPT: Access for All	8,520	—	8,520	—
- Mental Capacity Act	18,932	—	18,932	—
Other restricted funds	322,712	641,359	701,358	262,713
Maternal Mental Health Alliance	6,328	450	2,022	4,756
	551,160	1,550,745	1,544,591	557,314

The specific purposes for which the funds were received and applied are as follows:

When I Grow Up

When I Grow Up works in partnership with schools, developing their existing knowledge and expertise to assist children with learning disabilities to raise their aspirations and ultimately find gainful employment.



Self-help and Isolation

Creating 25 facilitated peer support groups across London to combat loneliness in Sheltered & Extra Care Housing to enable isolated older tenants build social networks and improve their well-being.

Young Mums Together

To reduce the risk factors young mothers (aged under 25) are vulnerable to, and enhance their life chances and mental wellbeing, by creating 15 new facilitated peer support groups to mediate difficulties with mental health, parenting, family relationships and employment, education and training.

Mums and Babies in Mind

In Blackpool, Haringey, Southend and Gloucestershire, and working alongside the Maternal Mental Health Alliance, midwives, health visitors and other professionals will be supported in perinatal mental health, so they can work together as local champions promoting proven ways of supporting mothers and babies.

Peer Support for Carers

This joint Mental Health Foundation Scotland (MHF), Glasgow Association for Mental Health (GAMH) and Action in Mind project aims to significantly improve the quality of life of family members that have a caring responsibility for a person with a mental health problem.

Creating Connections

To support single parents to improve life chances and mental well-being by providing self-management training including goal-setting and peer support groups.

Parc Prison

Inmates of Parc Prison, South Wales are trained in self-management techniques to achieve goals and behaviour change, and to benefit from peer support of other course participants. There is a very high incidence of mental health issues in prison, and this project enables participants to better manage their own mental health.

Healthy Conversations

This project trained young people as Health Ambassadors to run Healthy Conversations, which explore a healthier sense of well-being by putting young peoples' voices at the heart of conversations about health. This gives young people the understanding and resilience to take responsibility for preventative mental health approaches, physical activity choices and healthier eating habits, as well as influence their local health services.



Through Each Other's Eyes

We use Video Interactive Guidance with parents to reflect on video recordings of positive interactions with their baby. This intervention supports and empowers parents struggling to bond, and experiencing post-natal depression and anxiety, to build self-confidence and attunement with their babies, and to engage with family-, peer- and community-based networks. This will help new-born babies flourish and build positive relationships and resilience.

Stigma and Discrimination

See Me is Scotland's programme to tackle mental health stigma and discrimination and enable people who experience mental health problems to live fulfilled lives. Managed by the Scottish Association for Mental Health (SAMH) and The Mental Health Foundation.

Research prize fund

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

Department of Health

IAPT: Access for All: Finding ways through action learning to ensure access to IAPT (psychological therapies) for people with learning disabilities, autism and Asperger's Syndrome, up to 40% of whom have mental health problems but are largely excluded.

Mental Capacity Act – Training for Dementia Care Staff: This is a workplace development project which involves delivering and coordinating a training intervention aimed at equipping the social care workforce with a better understanding of the Mental Capacity Act as it relates to effective dementia care practice.

Maternal Mental Health Alliance

This fund represents monies held for and on behalf of the Maternal Mental Health Alliance.



19. Permanent endowment funds

	At 1 April 2015 £	Additions £	At 31 March 2016 £
Wilke Fund	12,093	—	12,093
Lander Fund	32,669	8	32,677
	44,762	8	44,770

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

20. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Permanent endowment funds £	Total funds £
Tangible fixed assets	1,186	—	—	1,186
Investments	395,155	—	—	395,155
Net current (liabilities) assets	690,208	557,314	44,770	1,292,292
	1,086,549	557,314	44,770	1,688,633

21. Operating lease commitments

At 31 March 2016 the charity had the following total minimum lease payments under non-cancellable operating leases:

	Land and buildings		Other	
	2016 £	2015 £	2016 £	2015 £
Operating leases which expire:				
- Within one year	80,325	82,420	17,330	19,374
- After one but within two years	29,000	53,792	17,463	21,147
- After two but within five years	60,417	77,333	38,191	8,674
- After five years	—	2,417	—	—
	169,742	215,962	72,984	49,196



mentalhealth.org.uk

Our mission is to help people understand, protect and sustain their mental health.

Prevention is at the heart of what we do, because the best way to deal with a crisis is to prevent it from happening in the first place.

We inform and influence the development of evidence-based mental health policy at national and local government level. In tandem, we help people to access information about the steps they can take to reduce their mental health risks and increase their resilience. We want to empower people to take action when problems are at an early stage. This work is informed by our long history of working directly with people living with or at risk of developing mental health problems.

The Mental Health Foundation is a UK charity that relies on public donations and grant funding to deliver and campaign for good mental health for all.

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