



inspire

wellbeing, ability, recovery

Inspire Wellbeing



Annual Report and Consolidated Financial Statements

For the year ended 31 March 2022

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Message from Our Chair



William Fitzpatrick
Chair

The year ended March 2022 was another extraordinary year. At the start of the year, we were still deep in the Covid-19 crisis, with all the difficulties, challenges and uncertainties that it brought. But, as with last year, it has been truly inspiring how our staff and volunteers responded, with the organisation emerging stronger as we entered this new post pandemic era.

Indeed, it is a testament to the astonishing work of Inspire's incredible team of staff and volunteers, under the leadership of Kerry Anthony, MBE, that Inspire is now building on this strength to tackle increasingly severe mental health and addiction challenges, which have been exacerbated by the impact of the Covid-19 crisis on people's mental health and wellbeing.

“

While it hasn't been without its challenges, there was much to be optimistic about during the year ended 31 March 2022”

Despite the immense challenges of the past two years, under the stewardship of our Group Director of Finance, ICT and Property, Darren Stewart, the financial position of Inspire remains strong, allowing our various teams, under the direction of Alex Bunting and Dunia Hutchinson (Group Directors for Care and Support) and John Conaghan (Group Director of Therapeutic and Wellbeing Services) to respond to the needs of those with mental health challenges, intellectual disabilities and addiction issues in an ever-changing world.

Our advocacy work continues at pace as our Group Director of Insight and Engagement, Lisa McElherron and her team continue to communicate the work of Inspire, deliver education and training, and raise awareness of the challenges and issues facing the sector.

Our ability to deliver depends on our professional staff and volunteers and Sinéad McNicholl, our Group Director of People, Development and Compliance leads on recruiting and developing our people to perform at the highest levels.

During the year we said goodbye to two Trustees, Professor Owen Barr and Aine Gallagher, whom we would like to thank for their significant contributions to the growth and development of Inspire. Also during the year we were delighted to welcome as Trustees Jill Harrower-Steele, Michael Hickey, Seamus Mannion, Dr. David Kenefick and Colum Conway, adding further depth and experience to the Board of Trustees.

As we move on from the pandemic the experience of the preceding years has given us a strong foundation, enormous confidence and a determination to deliver on our Mission, Vision and Values, providing the highest quality care and support to all those who rely on our services to achieve positive outcomes and live fuller, more satisfying lives.

I am proud to be Chair and part of Inspire, an organisation whose vital work has never been more relevant or necessary.

William Fitzpatrick
Chair

Message from Our CEO



Kerry Anthony
CEO

CEO's Introduction

For everyone at Inspire 2021/22 was another challenging year. The Covid 19 pandemic continued to dominate our day-to-day activity as restrictions eased and then tightened again at various times across the year. Everyone was filled with hope as glimpses of normality returned however, for many of us within Inspire, dealing with Covid 19 continued to be a daily challenge. This was particularly true in our Residential and Supported Living Services. Our staff teams worked to maintain a safe home for those who live there, and a safe work environment for our teams working alongside them each day. Infection prevention was at the forefront of everyone's mind and continuing to implement all of the public health guidelines became part of daily life.

Our Community Wellbeing Services, Addiction Services and Therapeutic and Wellbeing Services continued to flex to provide online or telephone support. As the year progressed, and within safe parameters, we warmly welcomed the ability to increase face to face working again.

We were also delighted to be able to bring the people who use our services together more and to welcome back the families and friends who, due to the pandemic, had been unable to visit loved ones in their homes. I have been impressed by the resilience of the people who use our services and so encouraged to visit again and hear from them directly how much they felt Inspire was still there for them, even if when we were not physically together.

Last year we launched our new Mission, Vision and Values and this year I saw our values in action

everyday across Inspire. These last two years have had a lasting impact across society. Inspire staff working in health and social care were at the coalface of so many tough decisions that made continuing to provide our services deeply challenging. I would like to pay tribute to our staff teams whose passion and professionalism continued to keep us safe. Our people continued to go above and beyond, and when Covid19 reached some of our services, we saw tremendous partnership working across the organisation and people continuing to work under the most pressured of circumstances. I am incredibly proud of, and grateful for, each staff member who worked so hard in such tough times.

Despite the challenges around us, we continued with our internal transformation agenda. Our governance restructure progressed with the full integration of Addiction NI into Inspire NI, we continued to embed our management restructure and we commenced work to plan for the introduction of new pay scales directed towards our frontline staff. The Board of Trustees and Executive Leadership team worked together to begin the process of developing 'Inspiring Leaders' a new cross-departmental leadership framework to be rolled out to all staff.

Our 'One Mission: One Brand: One Voice' project saw us unite Inspire and Addiction NI under one cohesive brand while teams from across Inspire worked together to produce The Inspire Voice, our organisational voice, tone and key messages guidance. Engagement, community building and partnership underpinned our work as we created and implemented a new Community Engagement Framework to shape how we interact with our internal and external communities via service user engagement, volunteering, public affairs, campaigning, communication, and income generation and innovation activities.

Again we provided services to over 25,000 people through our charity and social enterprise and we expect to see demand for our services increase in coming years. We have used our learnings from the pandemic to identify gaps in services delivery and have planned and sought funding to address new and emerging need through digital interventions and service delivery.

Message from Our CEO

Continued

Whatever a return to post-Covid normality looks like we can be certain that the health, economic and social impacts of this pandemic will be felt across society for many years to come. A robust investment in social care, mental health and addictions, and intellectual disability services must be a governmental priority. The importance of social care staff has been recognised by all during the pandemic, with innumerable statements of thanks and appreciation. We now want to see this translated into proper recognition from commissioners with fair pay and terms and conditions for staff working across the social care sector.

This report is strong testimony to the resilience, professionalism and kindness of Inspire staff, and the people who use our services. However, as we face into uncertain times, it is obvious that we cannot do it alone and we will continue to ensure the voices of the people who use our services and the experiences of our staff are heard at the highest level of decision-making.

Finally, would like to thank our Chairperson, Mr William Fitzpatrick, for his support and guidance this year. I also want to thank the Board of Trustees for their commitment and dedication to Inspire, and for working so hard to ensure we are well governed organisation.

Kerry Anthony
CEO



Our Vision, Mission & Values

Our Vision

Wellbeing for All

Our Mission

To work together with people living with mental ill health, intellectual disability, autism and addictions to ensure they live with dignity and realise their full potential.

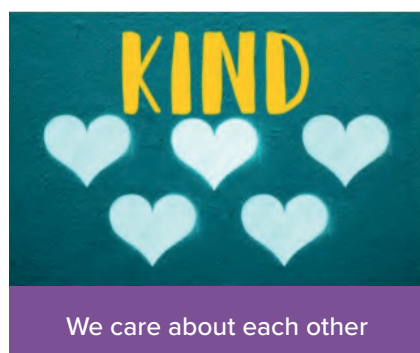
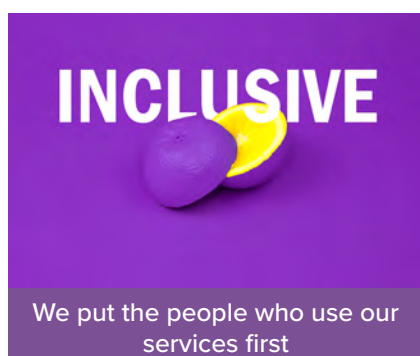
To develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities.



Our Values

Our values are the qualities that define the way we conduct our work. They describe our culture – the very essence of who we are.

Values are what help our staff, partners and all other stakeholders understand how we operate. We are a values-based organisation and our values are at the heart of all we do.



We are Team Inspire: Our Services

Our Services are provided across the following four areas:

- Mental Health and Addiction Care and Support Services
- Intellectual Disability and Autism Care and Support Services
- Therapeutic and Wellbeing Services
- Insight, Engagement and Innovation

Mental Health and Addiction Care and Support Services:

Our Mental Health and Addiction Care and Support Services focus on recovery and inclusion by empowering and supporting people to achieve their goals. Our Services include:

Supported Housing Services

Providing a home and community 24/7 for people living with mental ill health across Northern Ireland.

Community Wellbeing Schemes

Community-based recovery focused wellbeing support for people living with mental ill health.

Floating Support

Support and advice for people living in their own homes.

Advocacy

Information and support for people experiencing a mental health crisis, along with their families and carers.

Self-Harm Intervention Programme

A specialist programme for people who are self-harming, or are at risk of self-harming, and their families.

Bright Future

Mental health support service for young people aged 14-24.

Family Support

Providing support and information for people who have a family member in a mental health crisis.

Addictions Counselling

Providing structured therapeutic support to individuals impacted by alcohol and substance misuse.

Social Support

Practical assistance and support for individuals to help enable their recovery.

Mutual Aid Partnership

Providing support for people who share similar experiences, helping each other to manage or overcome addictive behaviours.

Addiction Services-Older Adults

Tailored interventions to meet the needs of people aged 50+ who are using alcohol and in need of support. This programme is funded by Barclays.



We are Team Inspire: Our Services

Continued

Intellectual Disability and Autism Care and Support Services

Our Intellectual Disability and Autism Services empower people to live independently as part of the community. Our services include:

Residential Services

Providing person centred care and support for people with intellectual disabilities and / or autism with behaviours that challenge, which may include nursing care and support throughout the day and night.

Supporting Living Services

Home support services to adults within their own homes, providing opportunities for all to live as participants in their local communities.

New Directions Day Services

Supporting adults to be active, independent members of their community and society; to make choices and plans; to have influence over the decisions which affect their lives; and to achieve personal goals and aspirations.

Outreach Services

Providing outreach services to children and adults, achieving meaningful outcomes in areas such as daily, social, interpersonal and leisure skills, using an outcomes-based model which includes support and guidance for families.



We are Team Inspire: Our Services

Continued

Therapeutic And Wellbeing Services

Our Therapeutic and Wellbeing Services provide a range of wellbeing support, training and interventions that help organisations, employees and students to thrive. Our services include:

Counselling

Supports people through counselling in dealing sensitively with professional and personal issues that may impact on both their work and home life.

Trauma Informed Therapeutic Support

Developing a network of support and providing a framework of intervention and prevention services for those experiencing trauma.

Training

Delivering a range of learning programmes that will help build knowledge, resilience and self-capacity of communities, managers and employees.

Digital Wellbeing Services

Instant access to a range of information, guidance and screening that is tailored specifically to help care for your individual wellbeing needs through our Inspire Support Hub.

Specialist Support Projects

Providing support for organisations in need of specialist interventions.

Coaching And Mentoring

Learning effective coaching and mentoring techniques ensuring teams can achieve their full potential.



We are Team Inspire: Our Services

Continued

Insight, Engagement and Innovation

Our Insight, Engagement and Innovation Team aims to amplify the voices of the people who use our services to inform and shape wider society through campaigning, research and the development of new services. Our insight, engagement and innovation services include: engagement with people who use our services and their families and carers, volunteering, fundraising and community development, campaigning and communication, research, service development and innovation.



Our Strategic Aims

1 Aim One:

To ensure the people who use our services are central to all that we do.

2 Aim Two:

To provide excellent services that enable people to realise their full potential.

3 Aim Three:

To nurture a values-led culture where staff and volunteers are appreciated and supported.

4 Aim Four:

To shape public opinion and influence decision-making.

5 Aim Five:

To make best use of our resources to maintain a stable, sustainable and well governed organisation.

Our Year in Numbers



Over
25,000
people use our
services

(2020/2021:
25,000
people)

859
people work for
Team Inspire

(2020/2021:
840 people)

We provide our
services in
67 sites

(2020/2021:
67 sites)

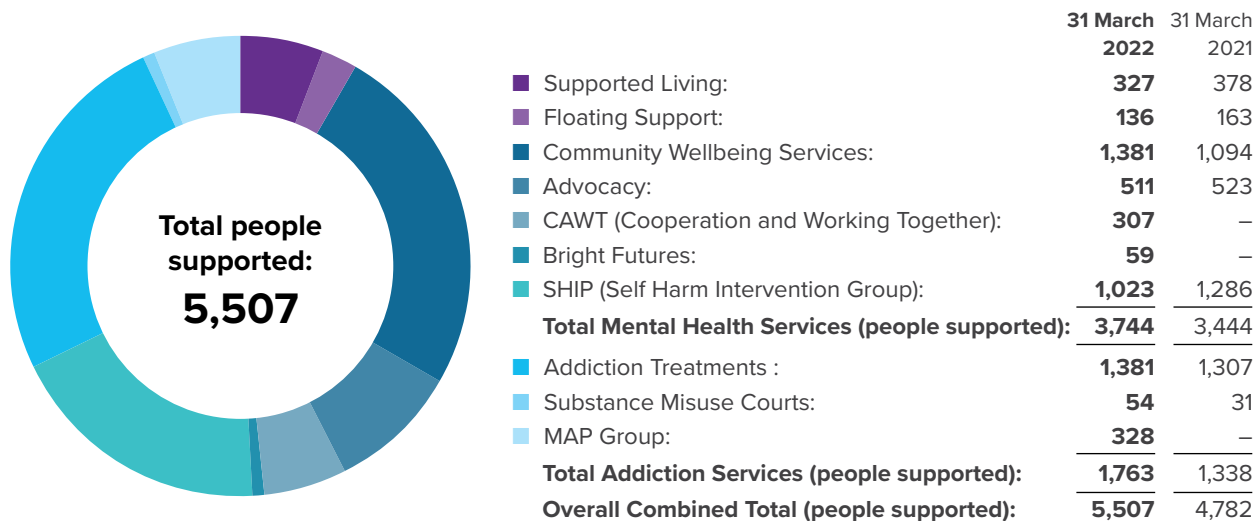
£35m
turnover this
Financial Year

(2020/2021:
£33m)

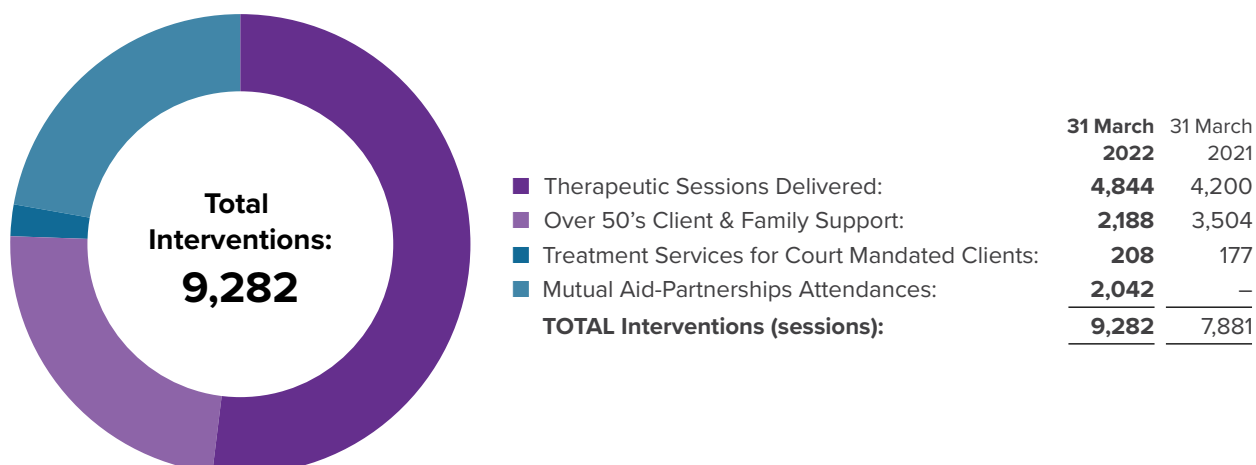
Our Impact and Our Ambition

Mental Health and Addiction Care and Support Services

Number of people using our Mental Health and Addiction services:



Number of interventions (sessions) in our Addiction Services



Our Impact and Our Ambition

Continued

Mental Health and Addiction Care and Support Services – continued

Key Achievements:

- Rollout of a regional advocacy service for people impacted by poor mental health.
- Commissioning of a new client management system to help deliver better care and outcomes for the people we support.
- Further developed our integrated care model to provide recovery oriented services.
- Further development of our peer support programme (Mutual Aid Partnerships) across addiction services.
- New quality framework developed across Care & Support.

Key Challenges:

- Ongoing impact of the pandemic on staff and service user wellbeing.
- Recruitment & retention of staff.
- Access to funding to help develop new programmes and underpin existing services.

Key Objectives and Goals 2022/23

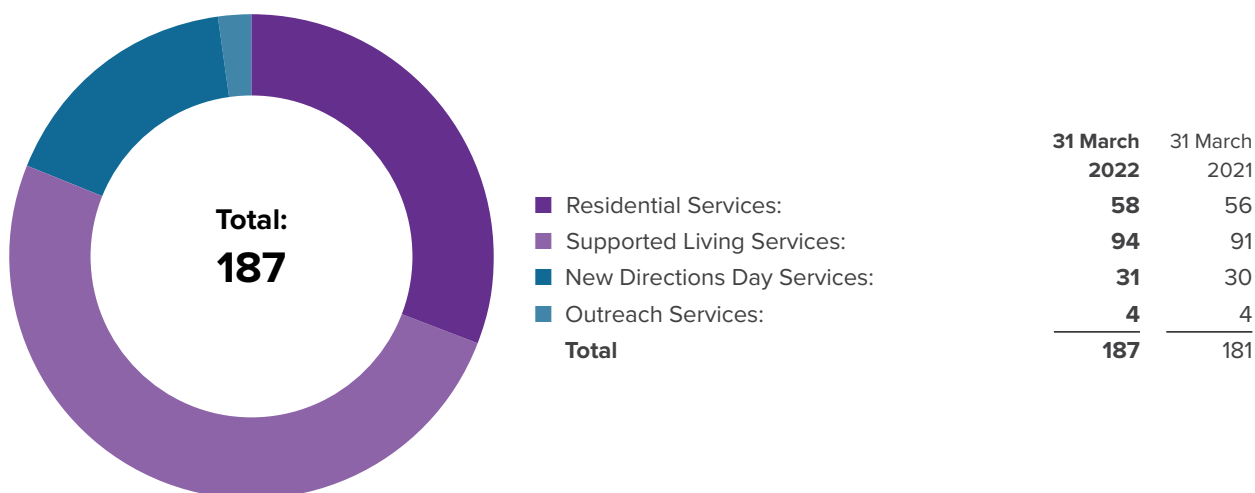
- **Modernisation** – Review and reform our model of care to ensure we maximise opportunities to develop and evolve.
- **Integration** – Further develop our integrated care model to enhance support and outcomes across services.
- **Innovation** – Continued development of services, programmes, systems and care.
- **Use of data** – Develop and implement digital systems which help evidence our quality and standards of care.
- **Policy / Public Opinion** – Influence and support the full implementation of the Mental Health Strategies; Challenge stigma and discrimination.
- **Quality** – Further enhance and develop our quality framework across all services.

Our Impact and Our Ambition

Continued

Intellectual Disability and Autism Care and Support Services

Number of people using our services:



Key Achievements:

- Welcomed back family members and carers to our services post-pandemic.
- Reinstated community visits, outings and a full range of activities for the people who use our services.
- Maintained safe, supportive services despite the unprecedented pressures on social care staff across the sector.

Key Challenges:

- Supporting staff through the impact of the pandemic on their work and their personal lives.
- Unprecedented challenges with the recruitment and retention of social care staff impacting on Inspire and the wider health and social care sector.
- Continued impact of Covid-19 on health and wellbeing of the people who use our services including outbreaks, bereavement and isolation.

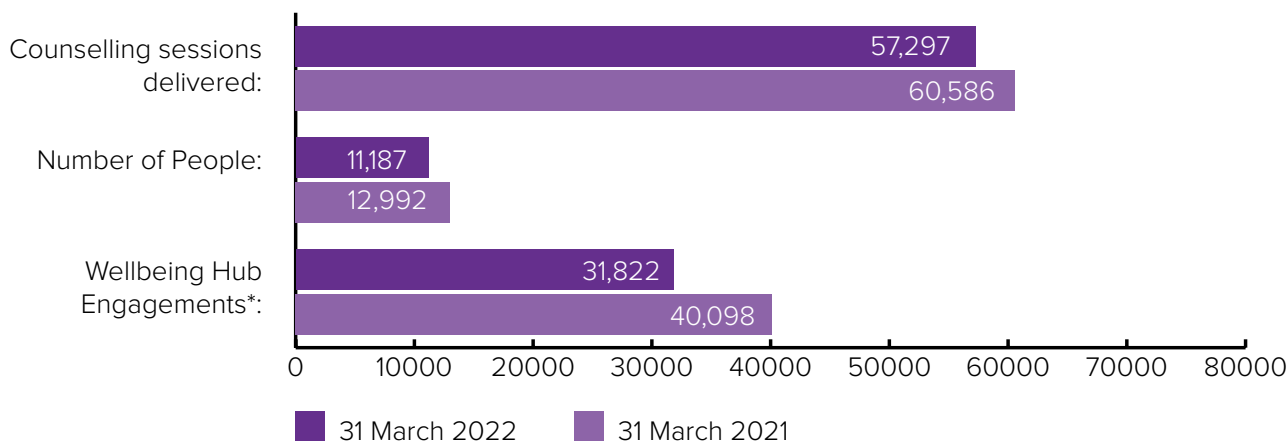
Key Objectives and Goals 2022/23:

- **Quality** – Enhance and develop our quality framework across all services with a focus on continuous improvement.
- **Modernisation** – Review and reform our model of care to embed a human rights based approach.
- **Innovation** – Continued development of services, programmes, systems and care.
- **Digital** – Develop and implement a new digital service user information system which helps evidence our quality and standards of care.
- **Service User Engagement** – Embed our service user involvement framework.

Our Impact and Our Ambition

Continued

Therapeutic and Wellbeing Services



* The wellbeing hub is undergoing review and development.

Key Achievements:

- Delivered Psychological Support Programme to 634 members of An Garda Síochána.
- Successful completion of clinical research trial in PTSD with Kings College London and QUB.
- New services with Armed Forces Covenant Trust – Tackling Social Isolation, You Matter and Veterans Places, Pathways and People..
- EANI School Resilience programme and Principals' Coaching Programme delivered to 400 school leaders.
- Leading on the development of the new Mental Health strategy for Northern Ireland Civil Service.
- Completed training in EMDR for a cohort of counsellors in NI to facilitate the delivery of trauma services.

Key Challenges:

- Post pandemic recruitment issues placing strain on staff team and associate base.
- Further adapting the blended model of in-person and online delivery to meet the needs of our clients and customers.
- Managing the rising cost implications across all sectors

Key Objectives and Goals 2022/23:

- **Client & Customer Satisfaction** – Develop and implement a new process for our client & customer satisfaction feedback.
- **Delivery** – Focus on waiting times and effective client management process.
- **Use of Data** – Develop KPI's to help inform service delivery and development.
- **Digital** – Further develop our digital platforms and services.
- **Skills** – Further develop the skills of our team to meet current and future needs.

Our Impact and Our Ambition

Continued

Insight, Engagement and Innovation

31 March
2022

Website users:

248,371

Opportunities to see in the media:

19,031,607

Key Achievements:

- Development of our Community Engagement Framework, focusing on how Inspire draws together and supports our internal and external communities.
- Extensive engagement on the development and roll out of Inspire Voice, our new brand guidelines, tone of voice and language guidance reflecting our values and how we talk about the work we do and the people we support.
- Creation and implementation of our service user engagement strategy and refresh of Service User Reference Forum.
- Return of the Workplace Wellbeing Awards which saw more employers than ever before celebrating how they are supporting the mental health and wellbeing of their staff.
- Successful roll out of new QR code driven Inspiration Points to 1,593 locations across Northern Ireland.

Key Challenges:

- Impact of Covid-19 on ability to directly engage with public and host events.
- Pressure on services and staffing issues impacted on our ability to engage them in external affairs, fundraising and volunteering.

Key Objectives and Goals 2022/23:

- **Digital** – Develop and implement Inspire Digital Transformation Strategy.
- **Campaigns/Events** – Restate in-person key campaigns and events calendar.
- **Team** – Develop ways to engage Inspire's internal community to shape the work of our team.
- **Use of Data** – Develop and implement a research and data information strategy.

Our Impact and Our Ambition

Continued

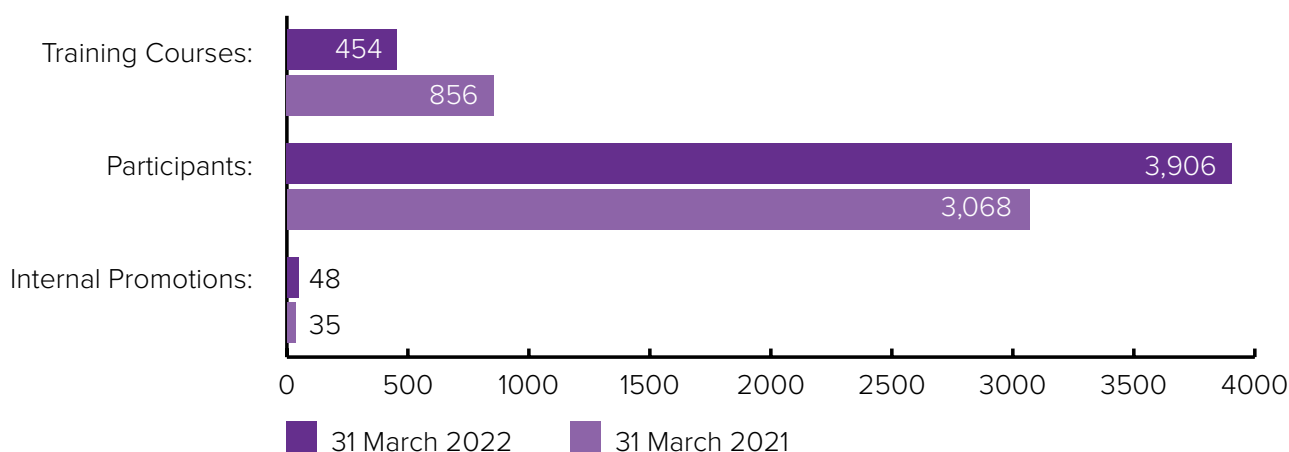


Our Impact and Our Ambition

Continued

People, Development and Compliance

Inspire is committed to a one-team approach, where staff work together to create an open environment, facilitating easy communication both direct and, where appropriate, through employee representative bodies. This one-team approach is embedded in all our work practices.



Key Achievements:

- Successful review of Terms and Conditions for all staff across Inspire.
- Implementation of a new risk management framework.
- Resetting quality agenda to embed quality and compliance at the highest levels.

Key Challenges:

- Recruitment of suitable staff is a key challenge for Inspire and the wider social care sector.
- On-going impact of Covid-19 on the health and wellbeing of our staff and the people who use our services.
- Aligning expectations of in-person and online training for staff.

Key Objectives and Goals 2022/23:

- **Training** – Roll out of new Inspire leadership programme.
- **Quality** – Development of new quality framework, connected to our values and reflecting ambitions we have for the people who use our services.
- **Investors In People** – Retention of Investors In People Gold standard.

Our Impact and Our Ambition

Continued

Supporting our staff



Safety of our staff is always our primary consideration. Our people experience is to strengthen the bonds between our employees and our volunteers. It's part of our core strategy, and also considers how it feels to work and volunteer at Inspire, why people join and why they stay. It's about creating a welcoming, inclusive environment where everyone's health and wellbeing comes first. It has framed our thinking and response through the pandemic. We have maintained a strong focus on communication and engagement with colleagues and how we need to respond and look after one another. Whilst supporting staff wellbeing we have also had to focus on business continuity, overseeing furlough arrangements, Covid-19 related safeguarding issues, re-engaging

with volunteers, revising health and safety guidance and crisis management communications. Our Covid-19 response has accelerated the delivery of some ambitions. We have seen considerable shifts in utilising technology to collaborate, an uptake of online learning and development opportunities, improving our business continuity processes and our understanding of the wellbeing needs of our people. The engagement, resilience and adaptability that our people have demonstrated over the last year has demonstrated the immense strength of our existing culture and People Experience. It has also shown that our People Experience plans have the flexibility to respond to change, whilst also keeping us true to our ultimate ambitions and the organisation which we wish Inspire to be.

Our Employees with Disability:

In keeping with our own ethos, and in full compliance with Equality Legislation, Inspire gives equal consideration to applications for employment from persons with a disability. Subsequent employment is contingent upon the capacity of the applicant to adequately fulfil the requirements of the post.

Where an employee acquires a disability, Inspire is committed to providing continued employment under the normal terms and conditions, where this is practicable. In addition, Inspire makes all reasonable adjustments to ensure that job applicants or employees with a disability are not disadvantaged by their workplace or working practices.

Training and career development is also provided when appropriate and feasible. Staff members with a disability have full access to the facilities and provisions required to enable them to carry out the duties of their position, as far as this is possible, and to opportunities for career progression.

"Through my volunteering with Inspire, I have gained confidence to take on a part time job in the social care industry"

Inspire Volunteer

"Volunteering with Inspire has given me purpose and for that, I am glad"

Inspire Volunteer

Our Impact and Our Ambition

Continued

Our Volunteers:

Inspire is a recipient of the Investors in Volunteers Award and will continue to work to grow our volunteer base across the island of Ireland. We currently have 35 active volunteers who are involved in all aspects of life at Inspire. Together they have volunteered circa 1500 hours this year. Our volunteer led Blossoming Futures Garden Project is now active in 4 services (Millburn, Moylena, Woodlands, Filor Court) with volunteers and service users working together on creating green, healthy outdoor spaces in our services. This year our Volunteer Advisory Group, co-chaired by a volunteer, revised and updated our volunteer strategy and policies and continues to shape volunteering across Inspire.

We wish to thank those who have volunteered with us over the last year.

Thank you to our volunteers

Our volunteers help fund our work by giving their time at our fundraising events and by fundraising in their local communities. We are deeply grateful for all the support from our volunteers during the pandemic. We've made great efforts to keep in touch with fundraising volunteers through initiatives like newsletters and updates to our Volunteer Hub. We are promoting Inspire as a great place for work experience and to develop skills and qualifications while volunteering with us.



Our Impact and Our Ambition

Continued

Organisation Key Strategic Priorities for 2022/23:

- **Engagement:** expand the involvement of the people who use our services in the work of Inspire.
- **People:** re-accredited in Investors In People Gold award.
- **Training & Personal Development:** develop and commence rollout of leadership training across the Group reflecting Inspire's Vision, Mission & Values.
- **Restructure:** embed the recent restructure in the organisation.
- **Volunteers:** achieve Investors In Volunteers Quality mark.
- **Financial:** further strengthen the financial strength and Reserves of the Group.
- **Transformation:** continue the transformation of systems and processes.
- **Development:** seek out new viable development opportunities.

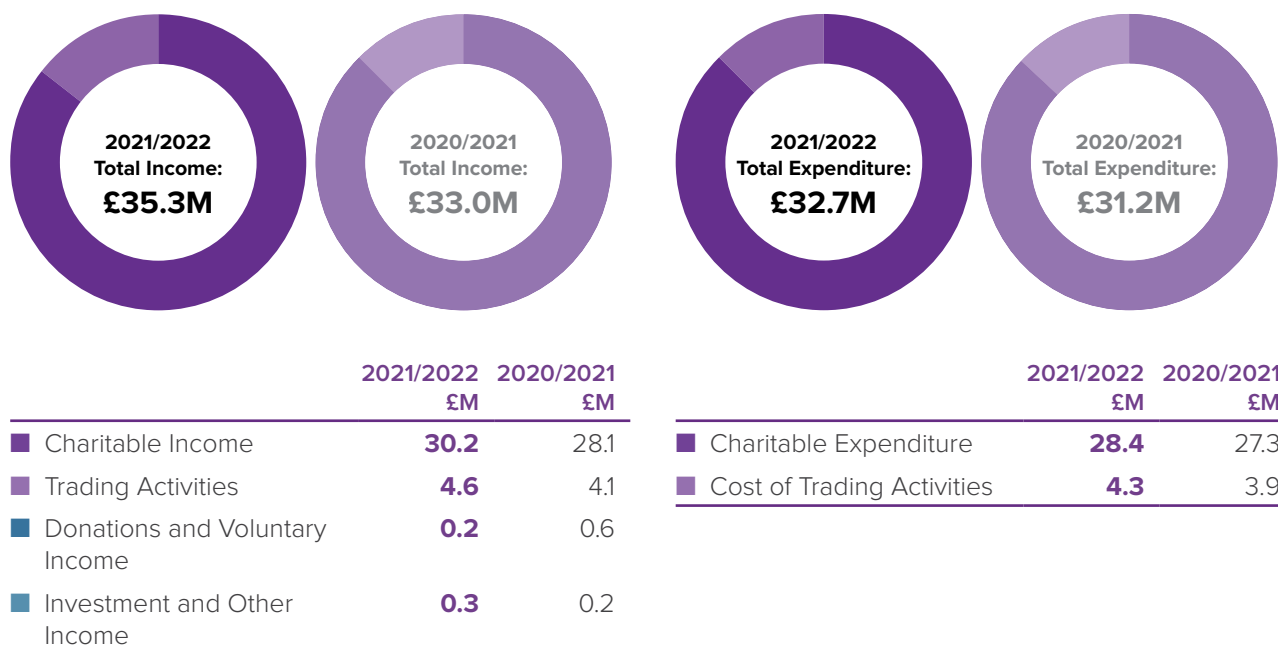


Our Impact and Our Ambition

Continued

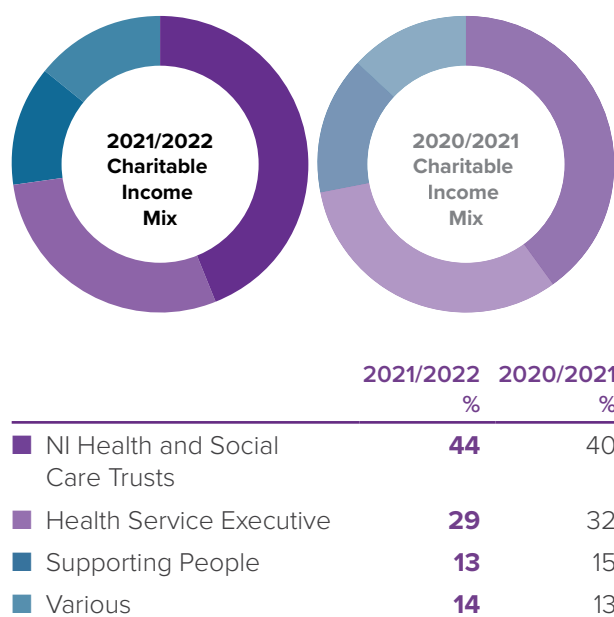
Financial

Income and Expenditure Highlights



For every pound Inspire Wellbeing spent during 2021/22, **87p** (2020/21, 88p) was spent on our charitable activities.

Charitable Income Mix



Legal Structure and Governance

Inspire was incorporated by guarantee on 8th April 1991. It has no share capital and is recognised as a charity by the Charity Commission and HM Revenue and Customs. The guarantee of each member is limited to £1. The governing documents are the Memorandum and Articles of Association (as adopted 7 December 2017).

Inspire has a number of wholly owned subsidiaries: Inspire Wellbeing Company Limited by Guarantee (1584809) registered in the Republic of Ireland and Carecall (NI) Limited, the latter also having a wholly owned subsidiary registered in the Republic of Ireland, EAP Consulting Limited (1372660).

The Board of Trustees is responsible for the overall governance and strategic direction of the organisation with the CEO, in conjunction with Executive Leadership team, having responsibility for ensuring smooth running of day to day operations.

The Trustees are elected under the terms of the Articles of Association.

Throughout the year the Trustees did not engage in any of the following activities in relations to the company:

- Undertake material transactions with the company.
- Receive any loans from the company.
- Receive any remuneration for services as Trustee of the company.
- Hold shares in the Company (which is limited by guarantee and has no share capital).

Recruitment and Appointment of Trustees

The recruitment and appointment of Trustees is managed through recommendations from the Nominations and Governance Oversight Committee to the Board of Trustees. The Nominations and Governance Oversight committee also manage the skills required for new Trustees and Trustees' rotation.

Trustees shall be appointed by an election of the members of the Charity at the AGM. A Trustee must be admitted as a member of the Charity on appointment as a Trustee. At each AGM all Trustees, except for Chair and Vice Chairperson under article 21 of the Charity's Articles of Association, who have served three consecutive years or more as a Trustee shall retire from office. A Trustee who retires in

accordance with this article, if willing to act, shall be eligible for reappointment for a further term of up to three consecutive years. The Trustees may at any time co-opt any eligible individual and a co-opted Trustee shall be appointed to hold office from the date of appointment to the next annual general meeting.

Induction and Training of Trustees

New Trustees and committee members receive an induction upon appointment to the Board of Trustees and are invited to spend time with members of the Executive Leadership Team as part of their induction. This is a chance to learn about Inspire Wellbeing and identify opportunities to become more involved with our work. Trustees are also invited to service visits to learn more about Inspire Wellbeing. The Trustees will be provided access to regular training and development to ensure Trustees are adequately informed to ensure they can exercise effective governance.

Our Committees

We have four committees in place to support our governance processes.

These are:

- Services, Quality and Development Committee
- Finance, Risk and Corporate Services Committee
- Nominations and Governance Oversight Committee
- Remuneration Committee

Each committee is guided by a Terms of Reference, has a quorum of Trustee representatives and may have co-opted members where appropriate. The Remuneration Committee meets up to twice a year and the others meet a minimum of four times per year.

Organisational Structure and Decision Making

In order to ensure that the Inspire Group is managed efficiently and effectively, the Trustees have delegated a range of day to day decision making powers to the Executive Leadership Team.

The Trustees have established appropriate controls and mechanisms to ensure that the staff team operate within the powers delegated to it.

Legal Structure and Governance

Continued

The Executive Leadership Team is responsible for the management of the Group and its subsidiaries, in line with the strategic direction agreed by the Trustees.

Arrangements for Setting the Pay and Remuneration of Key Management Personnel

The Remuneration Committee makes all key decisions on the setting of pay and remuneration for key management personnel; The Committee is guided by a Terms of Reference and has a quorum of Trustee representatives.

Public Benefit Statement

The public benefit requirement is defined in the Charities Act (Northern Ireland) 2008 and states that purposes must be for the public benefit to be charitable. The Trustees confirm that they have complied with the duty to have regard to the guidance issued by the Charity Commission for Northern Ireland under section 4(b) of the Charities Act (the public benefit requirement statutory guidance) and the Charities Regulatory Authority guidance in the Republic Of Ireland. The Trustees are confident that the activities have helped to achieve the Charity's purposes and provide a benefit to the beneficiaries.

Plans for Future Periods

The plan for the future is to continue to build on the mission of the organisation and embed our values across the Group. As we drive forward we also continue to develop our financial plans to ensure that Inspire Wellbeing achieves and maintains its free reserves within a tolerances agreed by the Trustees.

Trustee Attendance at Board Meetings during the year to 31 March 2022:

Trustee	Meetings Attended	Out of a Possible
William Fitzpatrick	7	7
Aidan Browne	7	7
George O'Neill	6	7
Finola O'Kane	6	7
Maeve Hully	5	7
Jill Harrower-Steele	6	6
Michael Hickey	6	6
Áine Gallagher	5	5
Colum Conway	4	4
Owen Barr	3	3
Seamus Mannion	2	2
David Kenefick	2	2

A quorum is comprised of any two members of the Board of Trustees from time to time to perform administrative and other routine functions on behalf of the Board of Trustees.

Financial Review

The net movement in funds for the year is set out in the Financial Statements and related notes.

The Inspire Wellbeing Group had a surplus for the 2021/22 financial year of £2,612,000 (2020/21: £1,821,000). The total funds of the Inspire Wellbeing Group at the end of 2021/22 were £11,901,000 (2020/21: £9,289,000). The Group had £882,000 of funds held for restricted purposes (2020/21: £818,000).

The detailed financial results for the year ended 31st March 2022 are set out in the Financial Statements that accompany this report which have been prepared in accordance with the Companies Act 2006 and the Charities SORP (FRS 102).

Summary Statement of Financial Activities

	Total Funds 2021/22 £'000	Total Funds 2020/21 £'000
Total Incoming Resources	35,278	33,044
Total Resources Expended	(32,666)	(31,223)
Net Incoming Resources	2,612	1,821

Summary Balance Sheet

	31 March 2022 £'000	31 March 2021 £'000
Fixed Assets	5,760	6,107
Net Current Assets	7,701	4,987
Non-Current Liabilities	(1,560)	(1,805)
Net Assets	11,901	9,289
Restricted	882	818
Unrestricted	11,019	8,471
Total Funds	11,901	9,289

Reserves Policy

The Charitable Group Reserves Policy has been set by the Trustees with a future target range of 2.25 to 3 months of unrestricted reserves to be achieved, recognising the current risk profile of the organisation. The policy is in place to ensure the Group can continue to deliver the services in the event of any short term financial disruption. The policy is reviewed on a regular basis to ensure that the target range remains appropriate, given any significant changes impacting the organisation.

At the year end, the Charitable Group had free reserves of £5,066,000 (31 March 2021: £2,165,000) which represents 2.2 months (31 March 2021: 1.0 month) of unrestricted reserves.

Risk Management

Our Risk Management Strategy

To identify both strategic and corporate risks that threaten the achievement of Inspire Wellbeing's core strategic objectives, Inspire Wellbeing applies the principles of Corporate Risk Management through a comprehensive Corporate Risk Register. The core areas of the Register are developed from an assessment of Inspire Wellbeing's Strategic Corporate Plan and measured against performance. The process of effective risk management within Inspire includes a number of measures including:

- Risk Identification
- Risk Assessment
- Risk Treatment and Management
- Risk Monitoring and Review
- Risk Reporting

All key risks are reviewed on a regular basis by the Executive Leadership Team and appropriate actions are taken to ensure mitigation. The register is a live document and is updated as risks increase, decrease or emerge. The Board of Trustees is responsible for seeking assurances that the organisation effectively operates systems and processes to manage risks, by receiving and reviewing reports and information from the Finance, Risk & Corporate Services Committee.

Principal Risks and Uncertainties

Financial Risk:

Lack of financial resource to meet increasing/ changing demands and growth.

Financial resource management and building reserves remains a key focus across the organisation, with a collaborative approach in setting budgets and forecasts, and managing financial risks and opportunities. These processes ensure we have appropriate action plans in place to improve the financial performance of the organisation and to positively profile the organisation externally.

Security Risk:

Data management and cyber security.

Cyber security is an ever evolving threat which can take the form of Ransomware, Phishing, Malware,

Data Leakage, Hacking etc. These types of threats continue to grow in complexity and understanding them is the best way to defend our organisation. We have invested, and will continue to invest, in skills, hardware and software to help us face this challenge. We work to continually monitor and update our infrastructure and are actively looking at ways of improving our security.

Resource Risk:

Challenges in attracting and retaining social care staff.

The recruitment and retention of staff remains a challenge not only for the organisation but for the sector as a whole. As an organisation we carry out regular reviews and benchmarking exercise across the sector. Where necessary, subject to affordability, we have increased salaries to reflect the demand within the sector and we have restructured our services accordingly. A key part of our recruitment campaigns also involves advertising the non-monetary benefits.

We advertised widely and over the last year we have looked at creative ways of advertising, through virtual job fairs, links to schools, colleges and universities. As part of the selection process we have changed the way in which we recruit and have moved away from a competency based interview approach to values led recruitment. As part of our longer term strategy, we are developing a formal succession plan for key staff, and continue a full review of our terms and conditions of employment.

Reputational Risk:

Failure to meet Regulatory standards.

It is essential to our organisation that we ensure all our services are regulatory compliant. Inspection Reports are public documents which help statutory authorities determine Service Providers' competency to deliver quality services so we consider regulations and standards relating to designated centres as a minimum threshold. We have robust procedures in place and promote a culture which exceeds regulatory standards and protects the rights and dignity of residents through person-centred care and support.

Risk Management

Continued

Regulatory Environment

Inspire operates in a highly regulated environment, governed by:

- Regulation and Quality Improvement Authority (RQIA) in Northern Ireland, Health Information and Quality Authority (HIQA) in the Republic of Ireland;
- Northern Ireland Charity Commission and the Charity Regulator in Republic of Ireland.

Charity Governance Code

The Charity Governance Code is designed as a tool to support continuous improvement. The Board of Trustees has reviewed and will regularly revisit the Code's key principles to ensure the highest standards of governance.

Funding Sources

The Group and Parent Charitable Company have in the past and continue to fund their charitable activities through obtaining funding from a number of providers, including the Northern Ireland Health and Social Care Trusts, the Health Service Executive in the Republic of Ireland, Supporting People, the Housing Executive, the Public Health Agency and a number of agencies.

The Group and Parent Charitable Company continue to work tirelessly to secure income to finance their ongoing activities.

Funds Held as Custodian Trustees on Behalf of Others

The Charity holds no funds as custodian trustees on behalf of others.

Independent Auditors

The auditors, PricewaterhouseCoopers LLP, have indicated their willingness to remain in office and a resolution for their re-election was passed at the Annual General Meeting.



However you do it, start a conversation about mental health this #TimeToTalk Day



in partnership with



Time to Talk Day is a national campaign to get the nation talking. This year, our charity partnership with Coop expanded to champion the campaign, breaking the stigma surrounding mental health.

Statement of Trustees' Responsibilities In Respect of the Financial Statements

The Trustees (who are also directors of Inspire Wellbeing for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the Financial Statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare Financial Statements for each financial year. Under that law the Trustees have prepared the Financial Statements in accordance with United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law (United Kingdom Generally Accepted Accounting Practice).

Under company law the Trustees must not approve the Financial Statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Charitable Group for that period. In preparing these Financial Statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities (2019);
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and the Group and enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the oversight of the maintenance and integrity of the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

In so far as the Trustees are aware;

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- They have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Going Concern

In the year ended 31 March 2022, the Group made a surplus of £2,612,000 (2020/21: surplus of £1,821,000). Overall, at the year end, the Group had net assets of £11,901,000 (2021: £9,289,000). The Trustees consider the performance for the year to be positive. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are continuously reviewed by the Trustees. This included the company's Trustees reviewing and taking a prudent approach to future cash flows. After this review it was clear that excess funds existed to pay all liabilities; therefore there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings, through a letter of support, that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement; however

the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the financial statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied that the Group's cash flows are sufficient to enable the Group and charitable parent company to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent Charitable Company Financial Statements have been prepared on a going concern basis.



William Fitzpatrick
(Chair)

12 December 2022

Independent Auditors' Report

to the members of Inspire Wellbeing

Report on the audit of the financial statements

Opinion

In our opinion, Inspire Wellbeing's group financial statements and parent charitable company financial statements (the "financial statements"):

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2022 and of the group's and parent charitable company's incoming resources and application of resources, including its income and expenditure, and of the group's cash flows, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Consolidated Financial Statements (the "Annual Report"), which comprise: the Consolidated and charitable company statement of financial position as at 31 March 2022; the Consolidated statement of financial activities (including the income and expenditure account), the Consolidated cash flow statement for the year then ended; and the notes to the financial statements, which include a description of significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and the parent charitable company's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue. In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the group's and the parent charitable company's ability to continue as a going concern.

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

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

Independent Auditors' Report

to the members of Inspire Wellbeing (continued)

Reporting on other information (continued)

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Strategic Report and Trustees' Report, we also considered whether the disclosures required by the UK Companies Act 2006 and Charities Act 2011 have been included.

Based on our work undertaken in the course of the audit, the Companies Act 2006 requires us also to report certain opinions and matters as described below.

Strategic Report and Trustees' Report

In our opinion, based on the work undertaken in the course of the audit the information given in the Strategic Report and the Trustees' Report for the period ended 31 March 2022 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic Report and the Trustees' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the trustees for the financial statements

As explained more fully in the Statement of Trustees' responsibilities in respect of the financial statements, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The trustees are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

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

Based on our understanding of the group and its industry/environment, we identified that the principal risks of non-compliance with laws and regulations related to Charities Act (Northern Ireland) 2008, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Companies Act. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the posting of inappropriate journal entries. Audit procedures performed by the engagement team included:

Independent Auditors' Report

to the members of Inspire Wellbeing (continued)

Responsibilities for the financial statements and the audit (continued)

Auditors' responsibilities for the audit of the financial statements (continued)

- enquiry of management and the board of trustees, including consideration of known or suspected instances of non-compliance with laws and regulations and fraud;
- reading minutes of meetings of the board of trustees;
- understanding and evaluating the charitable company's control environment;
- identifying and testing journal entries, including journal entries posted with unusual account combinations to income; and
- assessing financial statement disclosures, and testing to supporting documentation, for compliance with applicable laws and regulations.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations or through collusion.

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

Use of this report

This report, including the opinions, has been prepared for and only for the parent charitable company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

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

We have no exceptions to report arising from this responsibility.



Brenda Heenan (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Belfast
22 December 2022

Consolidated Statement of Financial Activities

(including the Income and Expenditure Account)
for the Year Ended 31st March 2022

		Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
	Note						
Incoming Resources:							
Donations and Voluntary Income	7	36	121	157	–	601	601
Income from Charitable Activities	6	4,994	25,246	30,240	5,109	23,040	28,149
Investment and Other Income	8	–	316	316	–	152	152
Income from Trading Activities	9	–	4,565	4,565	–	4,142	4,142
Total Incoming Resources		5,030	30,248	35,278	5,109	27,935	33,044
Resources Expended							
Cost of Charitable Activities	10	(5,390)	(22,971)	(28,361)	(5,255)	(22,093)	(27,348)
Cost of Trading Activities	11	–	(4,305)	(4,305)	–	(3,875)	(3,875)
Total Resources Expended		(5,390)	(27,276)	(32,666)	(5,255)	(25,968)	(31,223)
Net (Outgoing)/Incoming Resources before Transfers		(360)	2,972	2,612	(146)	1,967	1,821
Transfers between Funds		424	(424)	–	191	(191)	–
Net Movement in Funds		64	2,548	2,612	45	1,776	1,821
Total Funds brought Forward at 1 April		818	8,471	9,289	773	6,695	7,468
Total Funds carried Forward at 31 March		882	11,019	11,901	818	8,471	9,289

Net Incoming Resources for the Year

Of the Net Incoming Resources for the Financial Year, a profit of £2,033,000 (2020/2021: profit of £815,000) is dealt with in the Financial Statements of the Parent Charitable Company.

All incoming resources and resources expended in the years presented above derived from continuing operations.

Consolidated and Charitable Company Statement of Financial Position

As at 31st March 2022

	Note	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Fixed Assets					
Intangible Assets	16	—	—	—	—
Tangible Assets	17	5,697	6,044	5,436	5,682
Investments	18	63	63	63	63
		5,760	6,107	5,499	5,745
Current Assets					
Debtors	19	4,145	3,622	2,675	1,810
Cash at Bank and in Hand		8,634	6,363	5,040	2,914
Total Current Assets		12,779	9,985	7,715	4,724
Creditors: Amounts falling due within one year	20	(5,078)	(4,998)	(2,540)	(2,363)
Net Current Assets		7,701	4,987	5,175	2,361
Total Assets less Current Liabilities		13,461	11,094	10,674	8,106
Creditors: Amounts falling due after more than one year	21	(1,560)	(1,805)	(1,560)	(1,805)
Net Assets		11,901	9,289	9,114	6,301
Charitable Funds					
Restricted Funds	23	882	818	875	556
Unrestricted Funds	24	11,019	8,471	8,239	5,745
Total Funds		11,901	9,289	9,114	6,301

The Financial Statements on pages 32 to 57 were approved by the Board of Trustees on 12 December 2022 and were signed on its behalf by:



William Fitzpatrick
(Chair)



Aidan Browne
(Vice Chair)

Registered Number: NI025428

Consolidated Cash Flow Statement

		2021/22 £'000	2020/21 £'000
Analysis of Cash and Cash Equivalents	Note		
Cash Flows From Operating Activities			
Net Cash Generated From Operating Activities	26	2,624	4,378
Cash Flows From Investing Activities			
Interest Received		1	1
Purchase of Tangible Assets		(194)	(94)
Proceeds From Disposal of Assets		150	169
Net Cash (Used In)/Generated From Investing Activities		(43)	76
Cash Flows From Financing Activities			
Repayment of Bank and Other Loans		(310)	(325)
Net Cash Used In Financing Activities		(310)	(325)
Net increase in cash and cash equivalents		2,271	4,129
Cash And Cash Equivalents At Start Of Year		6,363	2,234
Cash And Cash Equivalents At End Of Year		8,634	6,363
		2021/22 £'000	2020/21 £'000
Cash and Cash Equivalents Consists of:			
Cash at Bank and in Hand		8,634	6,363
Cash and Cash Equivalents at the End of the Year		8,634	6,363

Notes to the Consolidated Financial Statements

For the year ended 31 March 2022

1) General Information

Inspire Wellbeing and its subsidiaries' the Group's principal activities were to provide the community access to mental health and wellbeing services and support. The parent charitable company is a company limited by guarantee. The company is incorporated in the United Kingdom and registered in Northern Ireland, the registration number is NI025428 and the address of its registered office is Lombard House, 10-20 Lombard House, Belfast, BT1 1RD.

Any reference to 2021/22 within this set of financial statements represent the year up to 31 March 2022, likewise any reference to 2020/21 represent the year up to March 2021.

2) Statement of Compliance

The individual Financial Statements of Inspire Wellbeing have been prepared in compliance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2016 (Charities SORP (FRS 102)), the Charities Act (Northern Ireland) 2008 and the Companies Act 2006.

3) Accounting Policies

The principal accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all periods presented, unless otherwise stated.

Basis of Preparation

These Financial Statements are prepared on the going concern basis under the historical cost convention.

The Trustees have prepared the Financial Statements on the going concern basis, giving careful consideration to the results during the financial period. Taking account of the risk review undertaken by the Trustees they do not consider there to be a risk to the going concern status of the Charity.

Inspire Wellbeing Company Limited by Guarantee meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost and transaction value, unless otherwise stated in the relevant accounting policy note(s).

Going Concern

In the year ended 31 March 2022, the Group made a surplus of £2,612,000 (2020/21: surplus of £1,821,000). Overall, at the year end, the Group had net assets of £11,901,000 (2020: £9,289,000). The Trustees consider the performance for the year to be positive. The Group and parent Charity's activities, together with factors likely to affect its future development, performance and position, are continuously reviewed by the Trustees. This included the company's Trustees reviewing and taking a prudent approach to future cash flows. After this review it was clear that excess funds existed to pay all liabilities, therefore there are no material uncertainties related to events or conditions that may cast significant doubt about the ability of the Charity to continue as a going concern.

Inspire Wellbeing, the parent charitable company, provides financial support to two of its wholly owned trading subsidiary undertakings that operate in line with the Inspire Wellbeing's Vision and Mission, Carecall (NI) Limited and EAP Consultants Limited. The forecasts of these subsidiaries both show improvement however the subsidiaries continue to require support from the parent charitable company at this time. Inspire Wellbeing is forecast to remain cash positive and has indicated its intent to support both companies for at least one year after the financial Statements are signed.

Taking into consideration the above factors, the Trustees of Inspire Wellbeing are satisfied that the Group's cash flows are sufficient to enable the Group and charitable parent company to continue as a going concern and settle all liabilities as they fall due for at least the next 12 months from the date of signing of these Financial Statements. Accordingly the Group and parent charitable company Financial Statements have been prepared on a going concern basis.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Basis of Consolidation

The Inspire Wellbeing Group ("Inspire Wellbeing") Financial Statements consolidate the results of Inspire Wellbeing and its subsidiary undertakings. Subsidiaries are all entities (including structured entities) over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date that control ceases.

Any contingent consideration to be transferred by the Group is recognised at fair value at acquisition date. Subsequent changes to the fair value of the contingent consideration that is deemed to be an asset or liability is recognised in accordance with FRS 102 either in profit or loss or as a change to other comprehensive income. Contingent consideration that is classified as equity is not re-measured, and its subsequent settlement is accounted for within equity.

Tangible Assets

Tangible assets are stated at cost less accumulated depreciation. The cost of tangible assets is their purchase cost, together with any incidental costs of acquisition.

Depreciation is calculated so as to write off the cost, or valuation, of tangible assets, less their estimated residual values, on a straight line or reducing balance basis over the expected useful economic lives of the assets concerned. The principal annual rates used are as follows:

Freehold property/Leasehold Premises	–	2% straight line
Office furniture and equipment	–	10% straight line
Non-office furniture and equipment	–	10% straight line
Computer equipment operational/strategic	–	14.29% – 33.33% straight line
Motor vehicles	–	20% straight line

The assets' residual values and useful lives are reviewed, and adjusted, if appropriate at the end of each reporting period. The effect of a change is accounted for prospectively.

Assets held under finance lease are depreciated over shorter of the useful economic life of the asset or the term of the lease.

Where the recoverable amount of a fixed asset is found to be below its net book value, the asset is written down to the recoverable figure and the loss on impairment is recognised in the Statement of Financial Activities.

Subsequent costs, including major inspections, are included in the assets carrying amount or recognised as a separate asset, as appropriate, only when it is probable that economic benefits associated with the item will flow to the company and cost can be measured reliably. The carrying amount of any replaced component is derecognised. Major components are treated as a separate asset where they have a significantly different pattern of consumption of economic benefits and are depreciated separately over its useful life.

Repairs, maintenance and minor inspection costs are expensed as incurred.

Tangible assets are derecognised on disposal or when no future economic benefits are expected. On disposal the difference between net disposal proceeds and the carrying amount is recognised in the Statement of Financial Activities.

On adoption of FRS 102 "Tangible fixed assets" the company followed the transitional provisions to retain the book value of buildings which were revalued in 1995 but not to adopt a policy of revaluation in the future.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Charitable Activities

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to supply them. Support costs are allocated to their relevant activity based on the income received.

Governance Costs

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

Fund Accounting

The Charity has various types of funds for which it is responsible and which require specific disclosure. A definition of the different types is as follows:

Unrestricted Funds

Funds which are expendable at the discretion of the Charity in furtherance of the purpose of the Charity. In addition to expenditure on activities, such funds may be held in order to finance capital investment and working capital.

Restricted Funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of overheads and support costs.

Designated Funds

Designated funds are amounts set aside from unrestricted funds which have been 'earmarked' for particular projects.

Functional and Presentation Currency

Functional Currency

The financial statements are presented in pound sterling. The company's functional and presentation currency is the pound sterling.

Translation

The trading results of undertakings are translated into sterling at the average exchange rates for the year. The assets and liabilities of overseas undertakings, including goodwill and fair value adjustments arising on acquisition, are translated at the exchange rates ruling at the year end. Exchange adjustments arising from the retranslation of opening net investments and from the translation of the profits or losses at average rates are recognised in the Statement of Financial Activities and allocated to non-controlling interest as appropriate.

Financial Instruments

The Group has chosen to adopt Sections 11 and 12 of FRS 102 in respect of financial instruments.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Financial Assets

Basic financial assets, including trade and other receivables and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the Statement of Financial Activities.

Financial Assets (continued)

If there is decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the Statement of Financial Activities.

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

Financial Liabilities

Basic financial liabilities, including trade and other payables and bank loans, are initially recognised at transaction price, unless arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Fees paid on the establishment of loan facilities are recognised as transaction costs of the loan to the extent that it is probable that some or all of the facility will be drawn down. In this case, the fee is deferred until the draw-down occurs. To the extent there is no evidence that it is probable that some or all of the facility will be drawn down, the fee is capitalised as a pre-payment for liquidity services and amortised over the period of the facility to which it relates.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Ordinary Shares

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Related Party Transactions

The Group discloses transactions with related parties which are not wholly owned within the same group. Where appropriate, transactions of a similar nature are aggregated unless, in the opinion of the directors, separate disclosure is necessary to understand the effect of the transactions on the Group financial statements.

Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the Statement of financial activities, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

Current Tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred Tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Provision due to the passage of time is recognised as a finance cost.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

Provisions

Provisions are recognised when the Group has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of obligations can be estimated reliably.

When there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as a finance cost.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Group's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Employee Benefits

The Charity provides a range of benefits to employees, including paid holiday arrangements and a defined contribution pension plan.

4) Critical Accounting Judgements and Estimation Uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical judgements in applying the entity's accounting policies

There are no critical judgements in applying the Charity's accounting policies

Critical accounting estimates and assumptions

There are no critical accounting estimates and assumptions.

5) Legal Status of the Charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding-up is limited to £1.

Notes to the Consolidated Financial Statements

Continued

6) Income from Charitable Activities

	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
Belfast HSCT	–	4,118	4,118	2	3,829	3,831
Northern HSCT	–	2,641	2,641	–	2,137	2,137
South Eastern HSCT	–	2,030	2,030	1	1,262	1,263
Southern HSCT	–	1,645	1,645	–	1,589	1,589
Western HSCT	56	2,538	2,594	17	2,351	2,368
Department of Health and Social Care	146	–	146	–	–	–
Health Service Executive	–	8,834	8,834	–	9,012	9,012
Tusla	35	–	35	49	–	49
Supporting People	4,054	(7)	4,047	4,156	–	4,156
Housing Benefit	–	1,351	1,351	–	1,261	1,261
Sunderland Council Income	–	214	214	–	214	214
Client Contributions	–	782	782	–	690	690
Public Health Agency	328	5	333	384	–	384
Comic Relief	130	–	130	100	–	100
Clear Project	–	–	–	2	–	2
Northern Ireland Housing Executive	14	–	14	–	–	–
Family Support Service	–	–	–	–	2	2
Transport	–	1	1	–	–	–
Other Small Grants	5	–	5	1	26	27
Other Income	–	428	428	18	62	80
Total Mental Health and Intellectual Disability Income	4,769	24,579	29,348	4,730	22,435	27,165
Big Lottery	194	–	194	188	–	188
Addaction	6	–	6	64	–	64
Belfast Trust Income	–	165	165	–	158	158
Department of Health and Social Care	–	99	99	–	124	124
Public Health Agency	–	157	157	–	125	125
Drugs Court Programme	–	179	179	–	141	141
Belfast City Council	–	2	2	–	26	26
Barclays	–	–	–	100	–	100
Northern Ireland Housing Executive	26	–	26	20	–	20
Other Grants	–	3	3	7	24	31
Fees and Counselling	–	–	–	–	7	7
Sundry	–	61	61	–	–	–
Total Addiction Services	225	667	892	379	605	984
Total Charitable Income	4,994	25,246	30,240	5,109	23,040	28,149

The purpose of the HSE grant is the on-going provision of the Intellectual Disability and Autism Care and Support Services including Residential Care, New Direction Day Services and Outreach Support. The income is accounted for in the Statement of Financial Activities in the period in which it is earned.

Notes to the Consolidated Financial Statements

Continued

7) Donations and Voluntary Income

	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
Donations	12	55	67	–	43	43
Fundraising Income	24	66	90	–	376	376
Grants	–	–	–	–	182	182
Total	36	121	157	–	601	601

8) Investment and Other Income

	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
Bank Interest Receivable	–	–	–	–	1	1
Furlough Grant Income	–	33	33	–	151	151
Other Income	–	283	283	–	–	–
Total	–	316	316	–	152	152

9) Income from Trading Activities

	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
Rental Income	–	62	62	–	60	60
Carecall (NI) Limited	–	2,632	2,632	–	2,615	2,615
EAP Consultants Ltd	–	1,832	1,832	–	1,366	1,366
Sundry Income	–	–	–	–	4	4
Northern Ireland Community Addiction Service Ltd	–	39	39	–	97	97
Total	–	4,565	4,565	–	4,142	4,142

10) Cost of Charitable Activities

	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
Mental Health and intellectual Disability Services	4,753	19,868	24,621	4,209	19,485	23,694
Addiction Services	312	108	420	270	635	905
Support Costs	325	2,995	3,320	776	1,973	2,749
Total	5,390	22,971	28,361	5,255	22,093	27,348

Notes to the Consolidated Financial Statements

Continued

11) Cost of Trading Activities

	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
Carecall (NI) Limited	–	2,324	2,324	–	2,210	2,210
EAP Consultants	–	1,593	1,593	–	1,320	1,320
Support Costs	–	388	388	–	341	341
Other	–	–	–	–	4	4
Total	–	4,305	4,305	–	3,875	3,875

12) Support Costs

	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000	Restricted Funds 2020/21 £'000	Unrestricted Funds 2020/21 £'000	Total Funds 2020/21 £'000
Chief Executive's Office	42	131	173	36	116	152
Finance, IT and Human Resources	681	1,957	2,638	552	1,736	2,288
Quality, Policy and Communications	109	338	447	48	154	202
Training	109	340	449	140	308	448
Total	941	2,766	3,707	776	2,314	3,090

13) Net Incoming Resources for the Financial Year

	2021/22 £'000	2020/21 £'000
The figure is stated after charging:		
Staff costs (note 14)	20,318	20,659
Depreciation of Tangible Fixed Assets	429	415
(Profit)/Loss on Disposal of Tangible Assets	(38)	19
Amortisation of Intangible Assets	–	11
Fees payable to the company's auditor and its associates for the audit of the parent company and the group's consolidated financial statements	58	40
Fees payable to the company's auditor and its associates for tax advisory services	10	–

Indemnity Insurance for Trustees' liability has been purchased by Charity at cost of £14k (2020/21: £11k)

Notes to the Consolidated Financial Statements

Continued

14) Analysis of Staff Costs and Trustees' Remuneration and Expenses

	2021/22 £'000	2020/21 £'000
Staff costs are comprised of:		
Wages and salaries	18,133	18,561
Social security costs	1,733	1,619
Pension costs	452	479
	20,318	20,659

	2021/22 Number	2020/21 Number
UK Employees	704	689
ROI Employees	155	151
Total Average number of Employees	859	840

	2021/22 Number	2020/21 Number
The number of employees whose emoluments (salaries and benefits in kind) fell within the following bands:		
£60,001 and £70,000	5	11
£70,001 and £80,000	2	3
£80,001 and £90,000	2	–
£90,001 and above	2	1

Trustees

Trustees received no emoluments or reimbursement of expenses during the financial year (2020/21: £Nil).

Key Management Compensation

Key management compensation paid by the Charity during the year amounted to £656,000 (2020/21: £627,000).

15) Tax on Net Outgoing Resources

There is no tax on net outgoing resources (2020/21: £Nil).

Notes to the Consolidated Financial Statements

Continued

16) Intangible Assets

	Goodwill £'000	Total £'000
Group		
Cost		
At 1 April 2021	344	344
At 31 March 2022	344	344
Accumulated Amortisation and Impairment		
At 1 April 2021	344	344
At 31 March 2022	344	344
Net book amount at 31 March 2022	–	–
Net book amount at 31 March 2021	–	–

17) Tangible Assets

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Group								
Cost 1 April 2021	5,152	153	482	725	879	1,418	308	9,117
Additions	–	–	5	80	45	23	41	194
Disposals	(130)	–	–	–	–	–	–	(130)
Cost								
At 31 March 2022	5,022	153	487	805	924	1,441	349	9,181
Accumulated Depreciation								
At 1 April 2021	456	108	362	480	783	740	144	3,073
Charge for the year	102	3	23	46	19	181	55	429
Disposals	(18)	–	–	–	–	–	–	(18)
Accumulated Depreciation at 31 March 2022	540	111	385	526	802	921	199	3,484
Net Book Amount								
At 31 March 2022	4,482	42	102	279	122	520	150	5,697
Net Book Amount								
At 31 March 2021	4,696	45	120	245	96	678	164	6,044

Notes to the Consolidated Financial Statements

Continued

17) Tangible Assets (continued)

	Freehold Property £'000	Lease Hold Premises £'000	Office Furniture and Equip £'000	Non-Office Furniture and Equip £'000	Operational Computer Equip £'000	Strategic Computer Equip £'000	Motor Vehicles £'000	Total £'000
Charity								
Cost 1 April 2021	5,152	—	174	634	493	1,364	60	7,877
Additions	—	—	1	66	40	19	20	146
Disposals	(130)	—	—	—	—	—	—	(130)
Transfers	—	153	285	—	47	—	—	485
Cost								
At 31 March 2022	5,022	153	460	700	580	1,383	80	8,378
Accumulated Depreciation								
At 1 April 2021	456	—	74	445	486	674	60	2,195
Charge for the year	100	2	19	37	13	161	4	336
Disposals	(18)	—	—	—	—	—	—	(18)
Transfers	—	111	275	—	43	—	—	429
Accumulated Depreciation at 31 March 2022	538	113	368	482	542	835	64	2,942
Net Book Amount At 31 March 2022	4,484	40	92	218	38	548	16	5,436
Net Book Amount At 31 March 2021	4,696	—	100	189	7	690	—	5,682

18) Investments

	Listed investments £'000
Group and charity	
At 1 April 2021 and 31 March 2022	63

Charity

The charity holds the 100% investment in a number of direct and indirect subsidiaries. As these companies are limited by guarantee there is no share capital and these investments are held at a cost of £Nil and have a £Nil net book value.

Inspire Wellbeing is the sole member of Inspire Wellbeing Company Limited by Guarantee. The company is a charitable company incorporated in the Republic of Ireland and its principal activity is the provision of care and support services including general or supported housing and any associated amenities for persons with intellectual disability and/or mental illness. The company's registered address is Create Spark, Clontygora Drive, Muirhevnamor, Dundalk, Co. Louth, Ireland.

Inspire Wellbeing is the sole member of Carecall (NI) Limited, a company limited by guarantee. The principal activity of the company is the provision of wellbeing support and counselling services to employers and institutions of further and higher education, promoting early intervention and mental wellbeing awareness. The company's registered address is Lombard House, 10-20 Lombard Street, Belfast, BT1 1RD.

Inspire Wellbeing holds 100% of the share capital of EAP Consultants Limited indirectly through its subsidiary Carecall (NI) Limited. The company is incorporated in the Republic of Ireland and its principal activity is the provision of counselling services. The company's registered address is Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Co. Louth, Ireland.

Notes to the Consolidated Financial Statements

Continued

18) Investments (continued)

	Northern Ireland Community Addiction Services Ltd		Carecall (NI) Ltd		EAP Consultants Ltd		Inspire Wellbeing Company Ltd by Guarantee	
	2021/22 £'000	2020/21 £'000	2021/22 £'000	2020/21 £'000	2021/22 €'000	2020/21 €'000	2021/22 €'000	2020/21 €'000
Income	471	1,127	2,639	2,655	2,147	1,535	10,770	10,471
Expenditure	(421)	(909)	(2,569)	(2,444)	(2,026)	(1,593)	(10,278)	(9,741)
Surplus/(Deficit)	50	218	70	211	121	(58)	492	730
Net Assets/(Liabilities)	–	731	(1,203)	(1,273)	(640)	(758)	2,271	1,779

Both Carecall (NI) Ltd and EAPC Consultants Ltd have a liability balance at year end 2021/22, however both companies have been profit making in the year and therefore decreased their net liability balance.

On 1 October 2021, Northern Ireland Community Addition Service Ltd, a member of the Group, charitable activities, assets and liabilities were transferred to Inspire Wellbeing. The charitable company was subsequently liquidated on the 19 July 2022.

19) Debtors

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Trade Debtors	2,925	2,567	700	422
Other Debtors	47	33	41	27
Amounts due from Group Undertakings	–	–	1,140	777
Prepayments and Accrued Income	902	867	794	584
Corporation Tax Recoverable	271	97	–	–
Other Tax and Social Security	–	58	–	–
	4,145	3,622	2,675	1,810

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

20) Creditors: Amounts falling due within one year

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Bank Loans and Overdrafts (note 22)	137	145	137	145
Obligations under Hire Purchase (note 22)	87	143	87	73
Trade Creditors	672	611	262	313
Other Creditors	131	283	114	97
Other Tax and Social Security	595	594	348	247
Amounts due to Group Undertakings	–	–	–	110
Accruals and Deferred Income	3,456	3,222	1,592	1,378
	5,078	4,998	2,540	2,363

Amounts due from group undertakings are unsecured, interest free and have no fixed date of repayment.

Notes to the Consolidated Financial Statements

Continued

21) Creditors: Amounts falling due after more than one year

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Bank Loans (Note 22)	1,510	1,655	1,510	1,655
Obligations under Hire Purchase (Note 22)	50	150	50	150
	1,560	1,805	1,560	1,805

22) Loans and Other Borrowings

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Within one year	137	145	137	145
Between two and five years	766	623	766	623
After five years	744	1,032	744	1,032
	1,647	1,800	1,647	1,800

Maturity of Obligations under Hire Purchase

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Within one Year	87	143	87	73
Between two and five years	50	150	50	150
After five years	–	–	–	–
	137	293	137	223

Security

The bank holds a floating charge over the property at Lombard Street in respect of the bank loan outstanding at the year end. A fixed and floating charge is held by Ulster Bank Limited over the Company's tangible assets. The group has a guarantee of £200,000 pledged as security.

Payment Terms

Loan balance of £1,128,000 which is repayable in monthly instalments and carries interest at base rate plus 2.35%. The full balance was repaid after year-end on 28 October 2022.

Loan balance of £519,000 which is repayable in monthly instalments and carries interest at base rate plus 2.35%. The full balance was repaid after year-end on 28 October 2022.

Notes to the Consolidated Financial Statements

Continued

23) Fund Balances

Group Restricted Funds

Group	1 April 2021 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2022 £'000
Mental Health and Intellectual Disability Services					
WHSCT	36	43	(129)	79	29
Public Health Agency	2	328	(328)	60	62
Community Pharmacy Partnership	2	1	(1)	—	2
Comic Relief	67	130	(130)	—	67
BHSCT	41	—	—	6	47
Supporting People	—	4,054	(4,173)	119	—
Clear Project	1	—	—	—	1
International Projects	9	—	(9)	—	—
Scheme Funds	195	145	(164)	—	176
Bright Support	100	12	(12)	(24)	76
NHSCT	26	—	—	—	26
SHSCT	15	1	—	—	16
SEHSCT	20	—	(4)	—	16
BKN	6	—	—	—	6
Newhaven Soft	5	—	—	—	5
NHSCT Support Groups	31	—	—	—	31
Tusla	3	35	(25)	(6)	7
Advocacy for All Community Foundation	—	—	—	118	118
Causeway GP Federation Project Northern Trust Income	—	—	(2)	9	7
Infoline Donations	—	—	(46)	92	46
Take Time for 5	—	4	(4)	—	—
Inclusion & Recovery	—	14	(17)	3	—
Co-op	—	24	(24)	—	—
Lifeskills	—	13	(10)	(3)	—
Total Mental Health and Intellectual Disability Services	559	4,804	(5,078)	453	738
Addiction Services					
Big Lottery	125	194	(160)	—	159
Addaction Drink Wise, Age Well	49	6	(53)	(2)	—
Barclays	85	—	(75)	(10)	—
NIHE	—	26	(9)	(17)	—
Other Small Grants	—	—	(15)	—	(15)
Total Addiction Services	259	226	(312)	(29)	144
Total Restricted Funds	818	5,030	(5,390)	424	882

Purpose of Restricted Funds

Restricted funding has been provided to Inspire Wellbeing to support the services across the Group. All restricted expenditure has been spent in line with the purpose for which it was granted.

Notes to the Consolidated Financial Statements

Continued

23) Fund Balances (continued)

Group Prior Year Restricted Funds

Group	1 April 2020 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2021 £'000
Mental Health and Intellectual Disability Services					
Big Lottery	233	—	—	(233)	—
WHST	1	17	(17)	35	36
Santander Foundation	1	—	—	(1)	—
Public Health Agency	1	346	(346)	1	2
Community Pharmacy Partnership	5	1	(1)	(3)	2
Comic Relief	47	100	(100)	20	67
BHSCT	16	2	(2)	25	41
Garfield Weston Foundation	10	—	—	(10)	—
Peace Impact Programme	9	—	—	(9)	—
Supporting People	—	4,156	(4,427)	271	—
Probation Board	1	—	—	(1)	—
PSNI	14	—	—	(14)	—
Growing Older with Learning Disability	1	—	—	(1)	—
Clear Project	2	2	(1)	(2)	1
Dr M Knight Legacy	40	—	—	(40)	—
International Projects	29	—	(3)	(17)	9
Scheme Funds	195	18	(33)	15	195
Bright Support	—	—	—	100	100
NHSCT	—	—	—	26	26
SHSCT	—	1	(1)	15	15
SEHSCT	—	—	—	20	20
BKN	—	—	—	6	6
Newhaven Soft	—	—	—	5	5
Crisis De-escalation Service	—	38	(12)	(26)	—
NHSCT Support Groups	—	—	—	31	31
Tusla	—	49	(42)	(4)	3
Total Mental Health and Intellectual Disability Services	605	4,730	(4,985)	209	559
Invest NI – Carecall System	18	—	—	(18)	—
Addiction Services					
Big Lottery	—	188	(63)	—	125
Addaction Drink Wise, Age Well	150	64	(165)	—	49
Barclays	—	100	(15)	—	85
NIHE	—	20	(20)	—	—
Other Small Grants	—	7	(7)	—	—
Total Addiction Services	150	379	(270)	—	259
Total Restricted Funds	773	5,109	(5,255)	191	818

Notes to the Consolidated Financial Statements

Continued

23) Fund Balances (continued)

Charity Restricted Funds

Charity	1 April 2021 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2022 £'000
Mental Health and Intellectual Disability Services					
WHSCT	36	43	(129)	79	29
Public Health Agency	2	328	(328)	60	62
Community Pharmacy Partnership	2	1	(1)	–	2
Comic Relief	67	130	(130)	–	67
BHSCT	41	–	–	6	47
Supporting People	–	4,054	(4,173)	119	–
Clear Project	1	–	–	–	1
International Projects	9	–	(9)	–	–
Scheme Funds	195	145	(164)	–	176
Bright Support	100	12	(12)	(24)	76
NHSCT	26	–	–	–	26
SHSCT	15	1	–	–	16
SEHSCT	20	–	(4)	–	16
BKN	6	–	–	–	6
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	–	–	–	118	118
Causeway GP Federation Project Northern Trust Income	–	–	(2)	9	7
Infoline Donations	–	–	(46)	92	46
Take Time for 5	–	4	(4)	–	–
Inclusion & Recovery	–	14	(17)	3	–
Co-op	–	24	(24)	–	–
Lifeskills	–	13	(10)	(3)	–
Total Mental Health and Intellectual Disability Services	556	4,769	(5,053)	459	731
Addiction Services					
Big Lottery	143	97	(81)	–	159
Addaction Drink Wise, Age Well	38	–	(36)	(2)	–
Barclays	52	–	(42)	(10)	–
NIHE – Health at Home	–	26	(9)	(17)	–
Department for Communities	–	–	(15)	–	(15)
Total Addiction Services	233	123	(183)	(29)	144
Total Restricted Funds	789	4,892	(5,236)	430	875

Notes to the Consolidated Financial Statements

Continued

23) Fund Balances (continued)

Charity Prior Year Restricted Funds

Charity	1 April 2020 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2021 £'000
Big Lottery	233	—	—	(233)	—
WHSCT	1	17	(17)	35	36
Santander Foundation	1	—	—	(1)	—
Public Health Agency	1	346	(346)	1	2
Community Pharmacy Partnership	5	1	(1)	(3)	2
Comic Relief	47	100	(100)	20	67
BHSCT	16	2	(2)	25	41
Garfield Weston Foundation	10	—	—	(10)	—
Peace Impact Programme	9	—	—	(9)	—
Supporting People	—	4,156	(4,427)	271	—
Probation Board	1	—	—	(1)	—
PSNI	14	—	—	(14)	—
Growing Older with Learning Disability	1	—	—	(1)	—
Clear Project	2	2	(1)	(2)	1
Dr M Knight Legacy	40	—	—	(40)	—
International Projects	29	—	(3)	(17)	9
Scheme Funds	195	18	(33)	15	195
Bright Support	—	—	—	100	100
NHSCT	—	—	—	26	26
SHSCT	—	1	(1)	15	15
SEHSCT	—	—	—	20	20
BKN	—	—	—	6	6
Newhaven Soft	—	—	—	5	5
Crisis De-escalation Service	—	38	(12)	(26)	—
NHSCT Support Groups	—	—	—	31	31
Total Charity Restricted Funds	605	4,681	(4,943)	213	556

On 1 October 2021 Northern Ireland Community Addiction Service Ltd, a member of the Group, merged and transferred all of its' funds to the parent Company Inspire Wellbeing, therefore no Addiction Services Fund Balances in the prior year.

Notes to the Consolidated Financial Statements

Continued

23) Fund Balances (continued)

Group Fund Balances

Group	Opening Balance 1 April 2021 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2022 £'000
Restricted funds					
Mental Health and Intellectual Disability	559	4,804	(5,078)	453	738
Carecall	—	—	—	—	—
Addiction	259	226	(312)	(29)	144
Total Restricted Funds	818	5,030	(5,390)	424	882
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	—	—	—	163
Revaluation Reserve	13	—	—	—	13
Other Projects	23	—	—	(6)	17
Designated Funds	199	—	—	(6)	193
General Fund	8,272	30,223	(27,251)	(418)	10,826
Total Unrestricted Funds	8,471	30,223	(27,251)	(424)	11,019
Total Funds	9,289	35,253	(32,641)	—	11,901

Group	Opening Balance 1 April 2020 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2021 £'000
Restricted funds					
Mental Health and Intellectual Disability	605	4,730	(4,985)	209	559
Carecall	18	—	—	(18)	—
Addiction	150	379	(270)	—	259
Total Restricted Funds	773	5,109	(5,255)	191	818
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	—	—	—	163
Revaluation Reserve	13	—	—	—	13
Other Projects	264	—	—	(241)	23
Designated Funds	440	—	—	(241)	199
General Fund	6,255	27,935	(25,968)	50	8,272
Total Unrestricted Funds	6,695	27,935	(25,968)	(191)	8,471
Total Funds	7,468	33,044	(31,223)	—	9,289

Notes to the Consolidated Financial Statements

Continued

23) Fund Balances (continued)

Charity Fund Balances

Charity	Opening Balance 1 April 2021 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2022 £'000
Restricted funds					
Mental Health and Intellectual Disability	556	4,769	(5,053)	459	731
Addiction	–	123	(183)	204	144
Total Restricted Funds	556	4,892	(5,236)	663	875
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	23	–	–	(6)	17
Designated Funds	199	–	–	(6)	193
General Fund	5,546	16,215	(13,838)	123	8,046
Total Unrestricted Funds	5,745	16,215	(13,838)	117	8,239
Total Funds	6,301	21,107	(19,074)	780	9,114

On 1 October 2021 Northern Ireland Community Addiction Service Ltd, a member of the Group, merged and transferred all of its' funds to the parent Company Inspire Wellbeing, as can be seen in the above table.

Charity	Opening Balance 1 April 2020 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2021 £'000
Restricted funds					
Mental Health and Intellectual Disability	605	4,681	(4,943)	213	556
Total Restricted Funds	605	4,681	(4,943)	213	556
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	264	–	–	(241)	23
Designated Funds	440	–	–	(241)	199
General Fund	4,441	13,810	(12,733)	28	5,546
Total Unrestricted Funds	4,881	13,810	(12,733)	(213)	5,745
Total Funds	5,486	18,491	(17,676)	–	6,301

Notes to the Consolidated Financial Statements

Continued

24) Analysis of Funds

Group	Restricted Funds 2022 £'000	Unrestricted Funds 2022 £'000	Total Funds 2022 £'000	Restricted Funds 2021 £'000	Unrestricted Funds 2021 £'000	Total Funds 2021 £'000
Fixed Assets	–	5,760	5,760	–	6,046	6,046
Net Current Assets	882	6,819	7,701	818	4,230	5,048
Creditors: due after more than one year	–	(1,560)	(1,560)	–	(1,805)	(1,805)
Total Fund Balances at 31 March	882	11,019	11,901	818	8,471	9,289

Charity	Restricted Funds 2022 £'000	Unrestricted Funds 2022 £'000	Total Funds 2022 £'000	Restricted Funds 2021 £'000	Unrestricted Funds 2021 £'000	Total Funds 2021 £'000
Fixed Assets	–	5,499	5,499	–	5,745	5,745
Net Current Assets	875	4,300	5,175	556	1,805	2,361
Creditors due after one year	–	(1,560)	(1,560)	–	(1,805)	(1,805)
Total Fund Balances at 31 March	875	8,239	9,114	556	5,745	6,301

25) Financial Instruments

Financial Assets that are debt instruments measured at amortised cost.

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Trade Debtors	2,925	2,567	700	422
Other Debtors	47	33	41	27
Amounts owed from Group Undertakings	–	–	1,140	777
Unlisted Investments	63	63	63	63
	3,035	2,663	1,944	1,289

Financial Liabilities that are debt instruments measured at amortised cost.

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Bank Loans and Overdrafts	1,647	1,800	1,647	1,800
Obligations under Hire Purchase	137	293	137	223
Trade Creditors	672	611	262	313
Amounts owed to Group Undertakings	–	–	–	110
Other Creditors	131	283	114	97
Accruals	1,334	1,556	758	972
	3,921	4,543	2,918	3,515

Notes to the Consolidated Financial Statements

Continued

26) Notes to the Consolidated Cashflow Statement

Group	2021/22 £'000	2020/21 £'000
Net Resources	2,612	1,821
Depreciation of Tangible Fixed assets	429	415
(Profit)/Loss on Disposal Tangible Assets	(38)	19
Amortisation of Intangible Assets	–	11
Movement in debtors	(523)	1,748
Movement in creditors	144	364
Net cash flows generated from operating activities	2,624	4,378

Analysis of net debt

	At 1 April 2021 £'000	Cash flows £'000	At 31 March 2022 £'000
Cash in hand and at bank	6,363	2,271	8,634
Loan debt due within one year	(145)	8	(137)
Loan debt due after one year	(1,655)	145	(1,510)
Finance lease and HP agreements	(293)	156	(137)
Cash from Financing activities	(2,093)	309	(1,784)
Net Debt	4,270	2,580	6,850

	At 1 April 2020 £'000	Cash flows £'000	At 31 March 2021 £'000
Cash in hand and at bank	2,234	4,129	6,363
Loan debt due within one year	(132)	(13)	(145)
Loan debt due after one year	(1,817)	162	(1,655)
Finance lease and HP agreements	(468)	175	(293)
Cash from Financing activities	(2,417)	324	(2,093)
Net Debt	(183)	(4,453)	4,270

27) Pension Commitments

The Group operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the Group in an independently administered fund. The total contributions paid into the scheme in the year by the Group were £452,000 (2020/21: £479,000). Contributions outstanding at the year-end were £77,000 (2020/21: £78,000).

28) Related Party Transactions

The following amounts were owed from/(to) related parties by the charitable company at the end of the financial year:

	2022 £'000	2021 £'000
Carecall (NI) Limited	628	623
EAP Consultants Limited	114	95
Inspire Wellbeing Company limited by guarantee	398	(109)
Northern Ireland Community Addiction Service Ltd	–	59
	1,140	668

Notes to the Consolidated Financial Statements

Continued

28) Related Party Transactions (continued)

The following transactions were incurred between the related parties during the financial year:

	Inspire Wellbeing Company Limited by Guarantee 2021/22 £'000	Northern Ireland Community Addiction Service Ltd 2021/22 £'000	Carecall (NI) Limited 2021/22 £'000	EAP Consultants Limited 2021/22 £'000	Total 2021/22 £'000
As at 1 April 2021	(109)	59	623	95	668
Settlements of Intercompany Balances	(218)	13	(832)	(160)	(1,197)
Supplier Payments by Group Companies	(516)	(108)	(88)	(6)	(718)
Supplier Payments for Group Companies	706	32	622	7	1,367
Payroll Payments by Group Companies	(98)	—	(18)	—	(116)
Payroll Payments for Group Companies	149	7	26	—	182
Support Services Charge by Group	487	63	295	178	1,023
Foreign Exchange Adjustments	(3)	—	—	—	(3)
Transfers	—	(66)	—	—	(66)
As at 31 March 2022	398	—	628	114	1,140

On 1 October 2021, Northern Ireland Community Addiction Service Ltd, a member of the Group, charitable activities, assets and liabilities were transferred to Inspire Wellbeing. The charitable company was subsequently liquidated on the 19 July 2022.

	Inspire Wellbeing Company Limited by Guarantee 2020/21 £'000	Northern Ireland Community Addiction Service Ltd 2020/21 £'000	Carecall (NI) Limited 2020/21 £'000	EAP Consultants Limited 2020/21 £'000	Total 2020/21 £'000
As at 1 April 2020					
Settlements of Intercompany Balances	229	169	640	(167)	871
Supplier Payments by Group Companies	(959)	(304)	(573)	123	(1,713)
Supplier Payments for Group Companies	79	69	477	2	627
Payroll Payments by Group Companies	(333)	(69)	(287)	—	(689)
Payroll Payments for Group Companies	162	79	—	—	241
Support Services Charge by Group	827	131	366	137	1,461
Foreign Exchange Adjustments	(34)	—	—	—	(34)
As at 31 March 2021	(109)	59	623	95	668

Reference and Administrative Information

Company registration number

NI025428

Registered Charity number

NIC103470

Trustees

Mr William Fitzpatrick (Chair)

Mr Aidan Browne (Vice Chair)

Mrs Finola O’Kane

Dr George O’Neill

Ms Maeve Hully (*resigned 12 December 2022*)

Ms Jill Harrower-Steele (*appointed 7 June 2021*)

Mr Michael Hickey (*appointed 7 June 2021*)

Mr Colum Conway (*appointed 16 December 2021*)

Mr Seamus Mannion (*appointed 16 December 2021*)

Mr David Kenefick (*appointed 16 December 2021*)

Prof. Owen Barr (*resigned 18 September 2021*)

Ms Áine Gallagher (*resigned 22 February 2022*)

Secretary

Ms Kerry Anthony

Executive Leadership Team

Ms Kerry Anthony, CEO

Mr Alex Bunting, Director, Care and Support Services

Ms Dunia Hutchinson, Director, Care and Support Services

Mr John Conaghan, Director, Therapeutic and Wellbeing Services

Mr Darren Stewart, Director, Finance, ICT and Property

Ms Lisa McElherron, Director, Insight, Engagement and Innovation

Mrs Sinéad McNicholl, Director, People, Development and Compliance

Registered office/Principal office

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10-20 Lombard Street
Belfast
BT1 1RD

Bankers

Ulster Bank
91-93 University Road
Belfast
BT7 1NG

Ulster Bank
33 College Green
Dublin 2
Ireland

Solicitors

Edwards & Co. Solicitors
28 Hill Street
Belfast
BT1 2L

Independent auditors

PricewaterhouseCoopers LLP
Merchant Square
20 Wellington Place
Belfast
BT1 6GE

Thank You

We would like to thank every individual and organisation who supported our work in 2021/22.



Get Involved

Thank You!

We would like to give a special thanks to our funders:

Belfast Health & Social Care Trust
Northern Health & Social Care Trust
Western Health & Social Care Trust
South Eastern Health & Social Care Trust
Southern Health & Social Care Trust
Comic Relief
Association of British Insurers
Health Service Executive
Sunderland City Council
Tusla
Big Lottery Fund
Northern Ireland Housing Executive
Department for Communities
Department of Health
Public Health Agency
Northern Ireland Policing Board
Policing & Community Safety Partnership
Police Service of Northern Ireland
Department of Justice
Armed Forces Covenant Fund Trust

We would also like to thank every individual and organisation who supported our work during the year. You once again showed huge compassion and kindness last year, despite your own worries throughout the pandemic. We particularly want to thank everyone who supports us regularly, giving us the confidence to plan ahead. We gratefully remember each and every one of our supporters who thoughtfully left us a gift in their will. We would also like to say thank you to all our volunteers for their hard work and commitment, which we could not do without.

Get Involved!

Are you part of the growing movement of kindness? Get connected to people who need your skill, care and support.

Volunteering

However much time you have and whatever your experience, there are volunteering opportunities at the Inspire. Meet new people, learn new skills and help people get the support they need. Find out more at <https://www.inspirewellbeing.org/get-involved/volunteering/>

Fundraising

With your support we can continue our work to develop a culture of compassion, creating a society free from stigma that focuses on people and their abilities. There are many ways for you to get involved and support Inspire. Now more than ever, we need you to get involved and help support Inspire and the work we do.

Your support will directly help us to continue this vital work in the community. Whether you want to take part in an event, organise your own event, make a donation or volunteer your time, there are lots of ways that you can get involved and help fundraise for Inspire. These include fundraising in your in your local community, your school, club or society and through your work by becoming our Charity Partner. Every step you take and every pound you raise will help someone in need.

Find out more at <https://www.inspirewellbeing.org/get-involved/fundraising/> or call +44 (0) 28 90238474.

Donate

It's the generosity of our supporters that enables our work to happen quickly and efficiently. We rely on your support to keep us going. A donation or a regular gift means we can be there for our service users and their families throughout the most difficult times in their lives. Please donate what you can today to help us continue to support your communities' wellbeing. If you would like to find out more about supporting Inspire by making a donation please go to <https://www.inspirewellbeing.org/donate/> or call +44 (0) 28 90238474 .

Legacies

A gift in your will, no matter how big or small, will help us to make sure we can be there for every individual and family that needs us now and in the future. If you would like to find out more about supporting Inspire by leaving a gift in your will then please go to <https://www.inspirewellbeing.org/leave-a-gift-in-your-will/> or call +44 (0) 28 90238474 .

Connect to our online community

facebook.com/InspireWBGroup

instagram.com/inspire_wellbeing

ADVOCACY FOR ALL

The right support
at the right time



A free service for people over 18 with mental health issues to find the right support and have their voice heard.

If you or someone you know would like to speak to a trained mental health advocate to discuss issues that are impacting your mental health, contact our team.

Freephone: 0808 189 0036

Webchat: www.inspirewellbeing.org

Email: hello@inspirewellbeing.org

Available: Monday – Friday 10:00 am to 4:00 pm

This project is funded by the Department of Health's Mental Health Support Fund administered by the Community Foundation for Northern Ireland





www.inspirewellbeing.org