



inspire

wellbeing, ability, recovery

Inspire Wellbeing



**Annual Report and
Consolidated Financial Statements**

For the year ended 31 March 2023

Contents

Overview:

Message from Our Chair	1
Message from Our CEO	2
Our Vision, Mission & Values	4
We are Team Inspire: Our Services	6
Our Strategic Aims	11
Our Year in Numbers	12
Our Impact and Our Ambition	13

Strategic Report and Trustees' Report:

Legal Structure and Governance	27
Financial Review	29
Risk Management	30
Statement of Trustees' Responsibilities	33
Going Concern	34

Independent Auditor's Report to the members of Inspire Wellbeing:

Independent Auditor's Report to the members of Inspire Wellbeing	36
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Financial Statements:

Consolidated Statement of Financial Activities	40
Consolidated and Charitable Company Statements of Financial Position	41
Consolidated Cash Flow Statement	42
Notes to the Consolidated Financial Statements	43

Other Information:

Reference and Administrative Information	66
Thank You	67
Get Involved	68

Message from Our Chair



Aidan Browne
Chair

Having been a Trustee of Inspire for several years now, I have seen the organisation go from strength to strength, continuing to drive forward, even in the most difficult of times. In December 2022, I was delighted to move into the role of Chair of the Board of Trustees and am looking forward, alongside my Board colleagues, to ensuring Inspire continues to provide the very highest level of care and support to those who use our services.

A key objective of any Board is to ensure the good governance of the organisation from the delivery of care to service users right through to the functioning of the Board itself. Despite the immense challenges to all organisations in the Third Sector, particularly post pandemic, Inspire aims to achieve the highest standards of governance and can demonstrate success in this regard. As our services are regulated, we are obliged to meet the standards set for us and have done so consistently. Particular efforts are made through training and continuous improvement of internal quality audits and controls to maintain our robust approach. At Board level we have commissioned an independent audit of our functioning and secured a clean bill of health. We do not however rest on our laurels in any area and continue to prioritise governance excellence.

Post pandemic it is clear to see that there are challenges ahead of us, particularly in relation to budget pressures in both jurisdictions, but there is also a clear and growing need for Inspire services. We are conscious that we will need to continue to innovate to be able to do more. 2022/23 saw a rise in the number of people we supported through our social enterprise, and I am delighted that we will continue this growth, leading the way in the provision of Therapeutic and Wellbeing Services right across the island of Ireland.

With the easing of Covid-19 restrictions I have had the opportunity as have my Board colleagues, to again visit some of our services. These visits help to inspire us as Trustees and ensure we always have those who use our services front and centre when we are making decisions

around the charity's future. To maintain our focus on the 'Why we are here', always helps to ensure our decisions are person-centered and in line with the values of Inspire. On these visits I have been so impressed by the ability, care and compassion shown by our staff and volunteers. I would like to thank them for their continued commitment.

The relationship between the Board and the Executive is key in any organisation and we are very fortunate in Inspire that this relationship consistently fosters collaboration and engagement. Under the stewardship of our CEO, Kerry Anthony, the organisation continues to refresh and renew and work as a very committed team.

It is important to acknowledge our funders who continue to have faith in us in the knowledge that we will do what we say we will do!

I would like to take this opportunity to thank my fellow Board Members, many of whom have served for a number of years. Our Nominations and Governance Oversight Committee are always seeking to ensure we have the right skills mix on our Board. During the year ended 31 March 2023 we welcomed four new Trustees to the Board Peter Brown, Ben Banerji, Emma Pollock and Seamus Cowan. Following the yearend, in June 2023, we welcomed Marcus Reugg. The new Trustees bring an array of experience and skills to the Board. I would like to thank Maeve Hully for her service to Inspire as she retired from the Board this year. I would also like to thank our outgoing Chair, William Fitzpatrick who has contributed so selflessly to the Board for several years.

I look to the future with confidence that Inspire will continue to be Inclusive, Passionate, Determined, Kind, Honest and Innovative and be a committed advocate for all who need our services.

Aidan Browne
Chair

Message from Our CEO



Kerry Anthony
CEO

CEO's Introduction

As we began to ease out of the very severe pressures and restrictions which Covid-19 had brought to our work and lives, we were able to begin to take stock and to assess the after effects of the pandemic. Covid-19 left us with challenges, including the impact on a tired workforce, recruitment challenges, pressures on already overstretched health services and transformed ways of working with a preference for hybrid working moving forward. Change, of course, brings opportunity and within Inspire we have seized this over the last 12 months.

We began the year with an Away Day for our Board to commence, what would be a year-long, consultative and collaborative strategic planning process. This allowed us to develop and launch a plan at the end of the year which would provide a clear pathway to navigate through this new and changed world, and enable us to be agile, flexible, modern and responsive to the needs of those we exist to serve.

Across the previous two years we focused on the restructure and transformation of our charity and in 2022/23 we undertook an in-depth review of our social enterprise, a critical part of our organisation, enabling us to generate profit to invest back into the charity. As we move into our new strategic planning cycle, we will reinvigorate our Knowledge and Leadership programs. This will include a focus on the evolving area of neurodiversity and how this relates to our key areas of business, including workplaces, students and veterans. We also aim to develop our services to offer them directly to the wider public.

We continued to focus on organisational culture in line with our Vision, Mission and Values. At a Senior Level we took time to examine the concept of Servant Leadership and committed to embedding this further over the lifetime of our new strategy. We retained our Investors in People Gold Award, improving across all indicators. This reinforced what we already knew, that our staff teams are dedicated, committed, resilient in the face of adversity and keep hope and optimism alive within Inspire.

Our Volunteers have also played a key role, giving freely of their time and talent. When I visit services across the island, I hear how much this is appreciated and valued by those who use our services. Retaining Investors in Volunteers demonstrates our commitment to them and we look forward to welcoming more volunteers in the future.

2022/23 was a year when we have increased further our engagement at every level through the implementation of our Community Engagement Strategy, engaging with both our internal and external communities through events, visits, consultations and research. With restrictions eased, we were particularly pleased to be able to bring our Inspire community together for consultation and planning through our Ideas Generator Series and for celebration through large scale events for people who use our services. We were glad to welcome political representatives back to Inspire services through our Summer of Engagement and we attended and presented at key external conferences.

As I reflect on the last year, I cannot avoid the fact that, once again, our Northern Ireland services are operating in an extremely challenging governmental environment. The lack of Government impacts greatly on our work and on the lives of the people we support. Important strategies are stalled, commissioning frameworks delayed, waiting lists increased and budgets across the board are tightened and reducing. The needs of the people who use our services are becoming more complex. We are proud to be able to grow new services that genuinely change people's lives for the better, like at Enterprise Court and St Andrews. We also know that, with the right political and policy leadership, we could do so much more to support people to live independent, happy lives in their community.

Message from Our CEO

Continued

Through these difficult times the staff at Inspire continue to offer outstanding care and support and work tirelessly to ensure we are a well-run and robust sector-leading organisation. As we all navigate these changing times, where the lasting impact of the Covid-19 pandemic is still very evident, Inspire staffs' dedication to the people who use our services remains inspirational.

Finally, I would like to thank our immediate past Chairperson, Mr William Fitzpatrick, for his support and guidance this year and our new Chairperson Mr Aidan Browne for his ongoing commitment to Inspire. I also want to thank the Board of Trustees for the ongoing investment of their time and skills to Inspire and for working so hard to ensure we are a 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.

INCLUSIVE




We put the people who use our services first

PASSIONATE




We believe in what we do

DETERMINED



We find a way

KIND



We care about each other

HONEST



We act with integrity

INNOVATIVE



We nurture new ideas

Support our work

Join #TeamInspire

Work with us:

Careers with Inspire will challenge you and develop your skills. You will get a first-hand view of the difference that you are making in people's lives. For current opportunities, visit:

inspirewellbeing.org/join-team-inspire

Volunteer with us:

Be the change and make a difference- volunteer for Inspire. We are always on the lookout for people to help in Inspire services. For volunteering opportunities, visit:

inspirewellbeing.org/get-involved/volunteering

Fundraise for us:

There are many ways you can fundraise for Inspire. Through fundraising, you will be supporting the services Inspire provides across Ireland and helping to make a lasting difference in the lives of the people who use our services. For more information, contact our team via email:

fundraising@inspirewellbeing.org

Consider us as your Charity Partner of the Year:

We are delighted that a number of local organisations and companies have over the years kindly chosen Inspire as their charity partner of the year. For information on how you can support us, email:

fundraising@inspirewellbeing.org



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

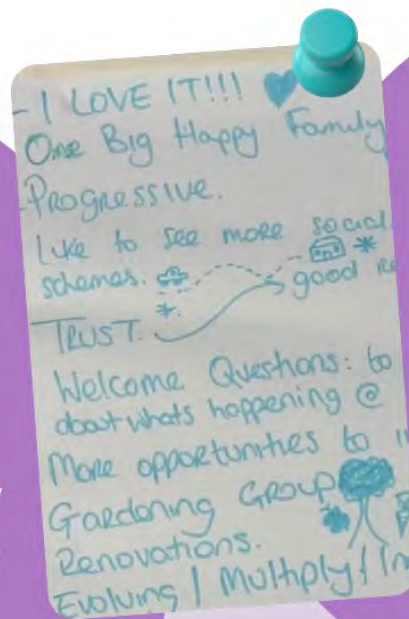
Insight, Engagement and Innovation

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.



Quotes from people who use our services that helped shape Inspire 20SIX

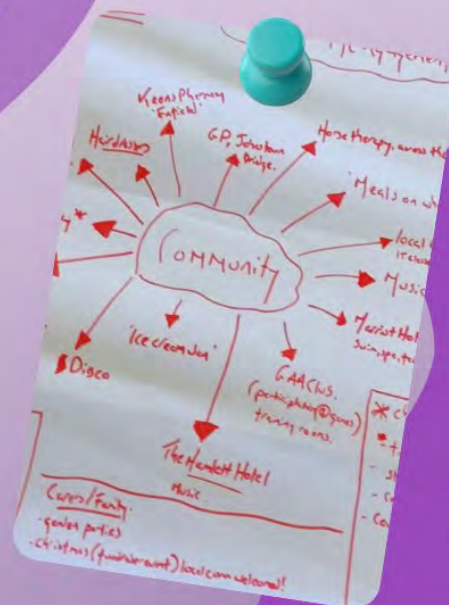
“I am just delighted with the house and the staff, he has a great routine now, he is really busy every day the staff have him out and about doing all kinds of things, he is very happy and has settled very very well and I am so happy about that.”



“At the MAP Groups we don’t strip people to the label – we don’t say where’s the addiction, we say where’s the pain.”



“For me Inspire is like a lifejacket. You don’t always need it but it’s great to know it’s there when you do.”



“Sometimes when you are in a black, dark head, all you need is a flicker of light. Thank you for being just that.”

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.

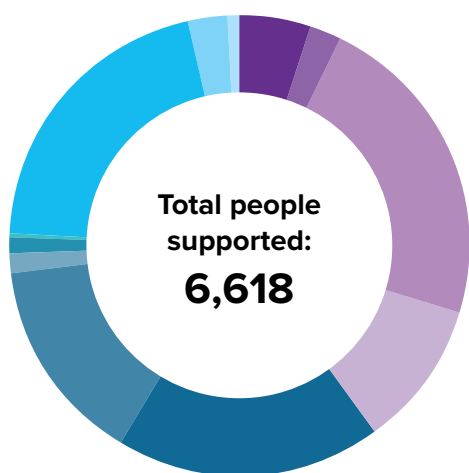
Our Year in Numbers



Our Impact and Our Ambition

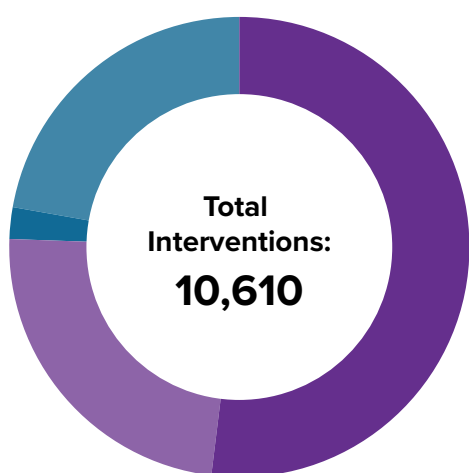
Mental Health and Addiction Care and Support Services

Number of people using our Mental Health and Addiction services:



	31 March 2023	31 March 2022
Supported Living:	341	327
Floating Support:	147	136
Community Wellbeing Services:	1,487	1,381
Advocacy: Trust Contracted:	688	–
Advocacy: Advocacy for all (3,752 interventions):	1,232	511
SHIP (Self Harm Intervention Group) 839 individuals and 117 carers/family (3,346 sessions):	956	1,023
CAWT (Cooperation and Working Together):	87	307
Bright Futures:	69	59
Family Support (257 sessions):	15	–
Total Mental Health Services (people supported):	5,022	3,744
Addiction Treatments inc Drug Misuse Court (7,458 sessions delivered):	1,368	1,381
MAP Group (397 sessions):	188	328
Family Members (213 sessions):	40	–
Total Addiction Services (people supported):	1,596	1,763
Overall Combined Total (people supported):	6,618	5,507

Number of interventions (sessions) in our Addiction Services



	31 March 2023	31 March 2022
Therapeutic Sessions Delivered:	9,344	4,844
Over 50's Client & Family Support:	213	2,188
Treatment Services for Court Mandated Clients:	656	208
Mutual Aid-Partnerships Attendances:	397	2,042
TOTAL Interventions (sessions):	10,610	9,282

Our Impact and Our Ambition

Continued

Mental Health and Addiction Care and Support Services – continued

Key Achievements:

- Positive RQIA inspections confirming required standard have been demonstrated.
- Consolidation of a more inclusive regional advocacy service for people impacted by poor mental health.
- Extending support to young people through Bright Futures.
- Further development of our peer support programme (Mutual Aid Partnerships) across addiction services.
- Preparation work completed for scheduled implementation of a new client management system.

Key Challenges:

- Meeting the increasing demand and complexity of need safely in Supported Living with dated and under-funded service models.
- Recruitment & retention of staff.
- Ongoing impact of the pandemic on staff and service user wellbeing.
- Maintaining services levels and sustainability with funding reductions and uncertainty.
- Prevalence of physical health morbidity with limited access to adequate health care.

Key Objectives and Goals 2023/24

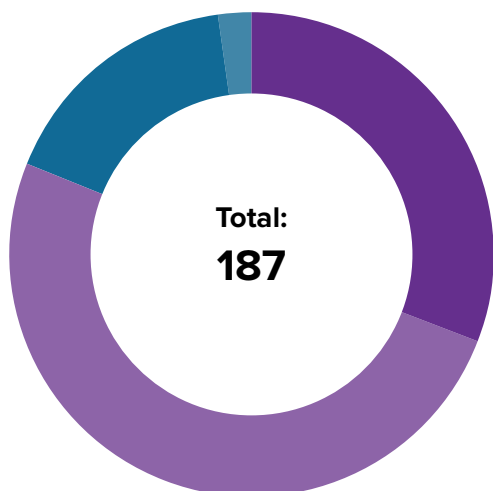
- **Review** our service models to improve outcomes and sustainability.
- **Further** integrated our services within local communities.
- **Strengthen** a culture of quality improvement within the Inspire Quality Framework.
- **Further develop** the skills of staff to better meet the increasing complex needs of many of the people we support.
- **Better** demonstrate the outcomes achieved for the people we support.
- **Broaden** the scope of engagement with the people we support.
- **Improve** the living environments in Supported Living Services in need of modernisation.
- **Improve** physical health care outcomes and access to health care.

Our Impact and Our Ambition

Continued

Intellectual Disability and Autism Care and Support Services

Number of people using our services:



	31 March 2023	31 March 2022
Residential Services:	58	58
Supported Living Services:	94	94
New Directions Day Services:	31	31
Outreach Services:	4	4
Total	187	187

Key Achievements:

- Enhanced the quality of services through development of improved systems and processes, and further investment in the Quality and Compliance team to support continuous improvement.
- Started embedding the principles of a human rights based approach to our model of care through staff training and development.
- Commenced the roll out of a new digital service user information system which helps evidence our quality and standards of care.

Key Challenges:

- Recognition of the residual emotional impacts of the pandemic & the Covid-19 restrictions imposed on our service users, the staff supporting them, their families and their wider community.
- Continued challenges with the recruitment and retention of staff impacting the health and social care sector.
- Impacts on service users, staff and overall service provision from the sharp increase in the cost of living.

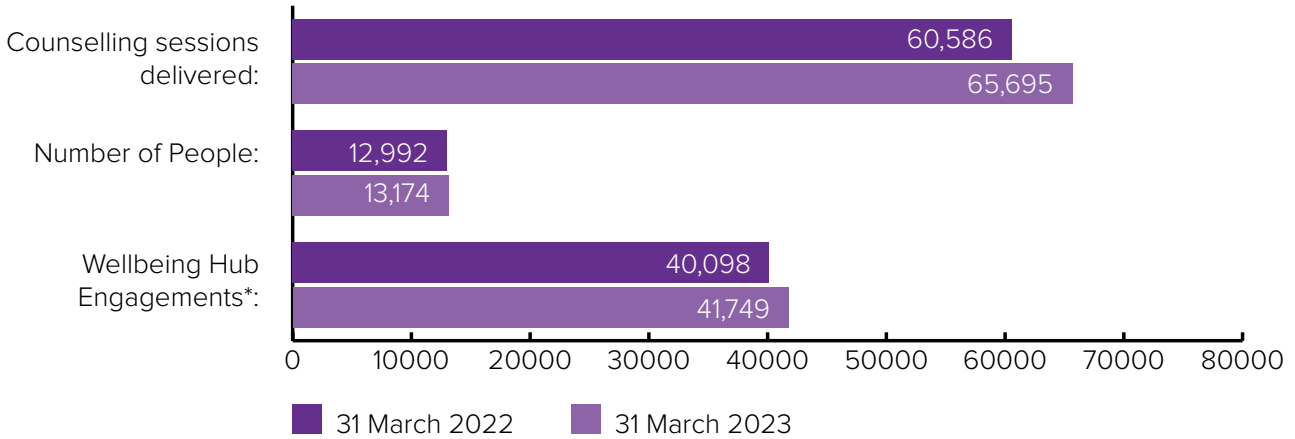
Key Objectives and Goals 2023/24:

- Implement** the Inspire Quality Framework & continue to improve our regulatory compliance.
- Ensure** a human rights perspective is embedded in support planning & establish a rights restrictions oversight committee.
- Embed** a values-led approach to leadership in the services and across Inspire.
- Increase** the percentage of service users engaged in Inspire activities & service planning through the Service User Reference Forum.
- Work** with our statutory partners to resolve funding deficits and ensure the sustainability of services into the future.

Our Impact and Our Ambition

Continued

Therapeutic and Wellbeing Services



* The wellbeing hub is undergoing review and development.

Key Achievements:

- Delivered of over 60,000 sessions of therapeutic support across the Island of Ireland.
- Secured the staff support contract for the Northern Ireland Civil Service for 3-5 years.
- Evolved and developed support for veterans and their families.
- EANI School Resilience programme and Principals' Coaching Programme delivered to 400 school leaders.
- Further developed the high intensity therapeutic support services across contracts.
- Restructured the Therapeutic & Wellbeing services to meet current and future needs across the Island of Ireland.

Key Challenges:

- Recruitment of staff.
- Returning to pre-pandemic levels of need for face-to-face counselling support.
- Managing the rising cost implications across all sectors due to inflation and increasing operational costs.

Our Impact and Our Ambition

Continued

Key Objectives and Goals 2023/24:

- **Quality – Achieve Excellence in all that we do:** Develop and implement a new quality therapeutic and customer satisfaction framework.
- **Culture – Create a purposeful values led Inspire Community:** Develop a culture of leadership embedded in the values of Inspire across the Social Enterprise.
- **Team – Develop a Team of Passionate Professionals:** Use the review of Therapeutic and Wellbeing Services to enhance our team approach to service delivery and development across the Island of Ireland.
- **Voice – Use our voice to articulate the issues and challenges for workplaces, students, veterans and the people we support around the impact of mental health, addictions and wellbeing.**
- **Sustainability – Implement the key recommendation of the review of Therapeutic and Wellbeing Services to support the ongoing work of Inspire across the Island of Ireland. Further develop our products to address current and emerging needs, helping drive profitability and sustainability of the social enterprise.**
- **Innovation – Further develop our systems to provide our clients and customers with innovative solutions to modern mental health and wellbeing care. Further develop the Inspire Support Hub to include sales, training and increased user functionality.**

Our Impact and Our Ambition

Continued

Insight, Engagement and Innovation

31 March
2023

Website users:	151,991
Social Media Reach:	795,119
Followers:	22,862
OTS Media Clippings:	4,813,676

Key Achievements:

- **Empowering our community through service user engagement.** We hosted three Ideas Generators sessions with over 100 people who use Inspire’s services coming along to help inform our new strategy and feedback on life at Inspire. Our SURF (Service User Reference Forum) and Get Involved meetings continued to provide the framework for service user engagement. Our Stormont Takeover event saw people from across Inspire organise and take part in a day of activities in Parliament Buildings in Belfast.
- **Reducing stigma through our involvement and engagement in wider community.** We celebrated the final year of our anti-stigma campaign Change Your Mind, with a focus on key legacy community based projects with campaign partners. We launched a new Ahead of the Game Youth programme with the IFA, expanding our Inspire Women storytelling project and supported young people from the BAME community to develop an anti-stigma street art project. Our Use Your Voice voter campaign encouraged the people who use our services to register and vote in up coming elections.
- **Changing Society through campaigning.** Our World Mental Health Day campaign, Release the Pressure, saw us working with key partners to highlight the mental health impact of the cost of living crisis. Time to Talk Day in February saw activities across Northern Ireland both virtually and face to face with engagement from local community

groups, politicians, organisations, local celebrities, and our colleagues across the sector. Time to Talk Day reached 1.4million people in Northern Ireland.

- **Influencing decision making through public affairs.** The relaxing of Covid-19 restrictions saw us focus on reconnecting elected representatives to the people who use Inspire services in their constituencies. We welcomed 50 elected members to Inspire services across Ireland.
- **Mobilising supporters through fundraising.** Our flagship fundraising Colour Run took place in June. Over 200 people took part in this inclusive event raising funds and awareness for Inspire. Our Community Wellbeing Service in Dungannon set up our first Friends of Beechvalley fundraising group which aims to engage local people in raising funds for Inspire services in their area.

Key Challenges:

- The absence of government in Northern Ireland continued to negatively impact on our policy, lobbying and public affairs aspirations.
- Fundraising and income generation strategies are impacted by the cost of living crisis and uncertainty in the business community due to world events.
- Staff and the people who use our services continue to feel the impacts of the Covid-19 crisis impacting on ability and capacity to engage with external events.

Key Objectives and Goals 2023/24:

- Increase opportunities for engagement through volunteering, campaigning and fundraising.
- Implement an outcomes framework to capture the impact of Inspire services.
- Develop and expand our Community Projects across the island.
- Increase the volume and diversity of our service user voice and influence.

Our Impact and Our Ambition

Continued

INSPIRATION POINTS
SCAN ME

For mental health and wellbeing information straight on your phone, scan the QR code or visit www.inspirewellbeing.org

inspire
wellbeing. ability. recovery.

Overview

Strategic Report and Trustees' Report

Independent Auditor's Report

Financial Statements

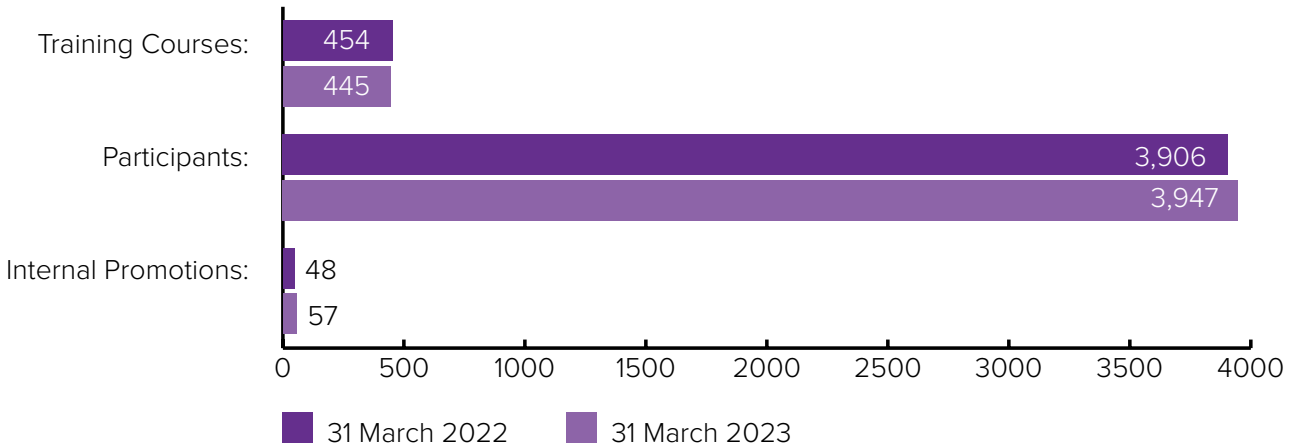
Other Information

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 retention of the Investors in People Gold Standard.
- Implemented a revised approach to Innovation – ‘Freedom to Try’ – The principles on which Inspire will develop a freedom to try culture. It provides guidance and support for generating and implementing change that adds value reflecting our values, experience and ethos.
- Established Quality & Safeguarding Forums within Care & Support Services.

Key Challenges:

- Recruitment and retention of suitable staff remains a key challenge for Inspire and the wider social care sector.
- Implementation of new policies for service delivery aligned to Human Rights based practice and an outcomes framework.
- Preparing the organisation for mandatory registration with CORU (Ireland’s multi-profession health regulator responsible for regulating health and social care professionals).

Key Objectives and Goals 2023/24:

- **Culture** – Pilot the new Inspiring Leaders programme.
- **Quality** – Implementing the new Inspire Quality Framework.
- **Team** – Development of a Recruitment & Retention strategy.

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 retained the Investors in Volunteers Award demonstrating our commitment to volunteers and we will continue to focus on growing 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



Billy (Volunteer)

My chapter with Inspire began approximately 10 years ago as someone who was recovering from an alcohol addiction and a diagnosis of PTSD. I met some amazing people who helped me to focus on dealing with my personal challenges but also towards getting back to work. With this support I completed a qualification in Health and Social Care and began a work placement at Niamh's (as it was called at the time) community wellbeing service in East Belfast.

In 2020, the Covid-19 pandemic presented me with a number of challenges, not least being stuck at home and not being able to get out. However, when it was safe to get outside, Inspire's Aspen Community Wellbeing Service made it possible for me to begin as

Gardening Volunteer to maintain their grounds. This was a lifeline, bringing structure and purpose to my days during the week. I love being outdoors and using my gardening experience to allow others to enjoy this space as part of their engagement with Aspen.

In 2021, I extended my garden volunteering to Millburn Supported Housing in South Belfast where their green space had become overgrown and in need of attention. Together with another volunteer, Robin, we joined a small team of local residents on a weekly basis tasked with rejuvenating this space. We soon became known as the 'Blossoming Futures Project' team and have inspired other Inspire services to either rejuvenate or create green spaces. This development has led me to meet staff, other volunteers and those using our services to support them in creating a garden plan.

Being an Inspire volunteer has given me so many opportunities that I am very grateful for. I know the benefits of being in the garden, taking in the fresh air and enjoying the process of growing your own flowers, fruit and vegetables. This role has given me so much and I'm delighted to give a little back to Inspire and those using their services!

Volunteer Story

I am mid 20's and I have lived experience of mental ill health. Having been diagnosed with Bi-Polar Disorder I can relate to the mental health struggles of members within the services that I volunteer.

I volunteer to give something back using my experience and skills. I do it to get structure and routine in to my life. I feel this is very important. I have an active routine within my volunteering. I learn skills and get great satisfaction from my role.

Through volunteering I have gained confidence to take on a part time job within the social care industry. I have found that I have really enjoyed being part of a team and have realised that I have the potential to work within social care. I am confident that my supervisor will support me to get the right employment when the time is right for me.

The volunteer coordinator has been very supportive and invites me regularly to attend the volunteer forum meeting and engage with other volunteers to share experiences. Inspire are good organisation to volunteer for as they value us. Staff and members are very helpful and have really helped me settle into my role.

Our Impact and Our Ambition

Continued

Wendy (Volunteer, Former Service User)

I first attended Inspire in 2013 as a service user. It took several attempts to make it in through the door after I was referred. Once I did make it through the door I knew it was going to be the best thing I would do in a long time. I immediately felt at ease, the staff were extremely kind and inviting. After a few months of gaining back some confidence that I had lost, I began to become more involved in the sessions I was attending. Simple things like making the tea, peeling potatoes for the lunch and calling the bingo. I made some amazing friends and began to earn the trust of the other service users and staff. I had been approached by staff and asked if I would be willing to attend a service user meeting for "hands up" where I was asked in the meeting what my strengths were. Eventually I was asked to help make posters for lunch menus and events, run errands in the local shop and making bank lodgments. I fell into further projects such as the SURF group (Service User Reference Forum) that had meetings in Belfast. From there I got involved with courses such as Co-facilitation, Advocacy, Hands up, Inspire to be Inspired, Managing Chang£ to name but a few.

Things has quieted down for a while and I gained enough confidence to return to employment. I started to get a feeling that something was missing so I contacted Inspire and asked if there was anything I could do to lend a hand. Immediately the center manager was on the ball and got in touch with the volunteer co-ordinator and the ball got rolling. I now am involved with sessions on a Tuesday morning for music group, and an afternoon ladies group. Wednesday I attend and help with garden art and on a Thursday I am involved with a knit and knatter group in the morning and I call bingo in the afternoon session. I love being helpful, even just making the tea, opening a door for someone with mobility issues, sitting with someone who needs a little bit of support, chatting with the members and having a bit of craic with them. The best thing for me is that I got help from Inspire when I needed it. I got a confidence boost from Inspire when I needed it and it has done me the world of good so, for me to be able to give back, hopefully make a small change or bring a smile to someone else's face who may be having a bad day, means the world to me.



Angela Neill (Volunteer)

I began volunteering as Quiz Master for Inspire in summer 2022. I host an online quiz every 2 weeks (using the SpeedQuiz app and Zoom) which lasts about an hour and consists of 4 rounds: 2 General Knowledge, Music and TV and Film. At the moment, the Newtownards centre (coordinated by Lynn) joins but we hope to grow the quiz to include other centres and individuals. We want to welcome as many attendees as possible to enjoy the quiz. I try to make the quizzes as fun as possible: the Music round is made up of music clips, the TV and Film round includes movie posters and I sometimes use themes e.g. St Patrick's Day, colours, animals etc.

I have enjoyed meeting new people and sharing with them my love of quizzing. I feel included in the Inspire organisation (regularly meeting my manager and I attended the staff and volunteer conference in November and Christmas volunteer event)

I hope I am making a difference to those who attend and enjoy engaging with them throughout the quiz. Recently, I introduced a round format where you can steal points from another team if you buzz the correct answer fastest. This was a lot of fun and made everyone more competitive than usual!

I would recommend volunteering with Inspire as it is a good way to give back to the community and meet new people.

Our Impact and Our Ambition

Continued



Carlo McNicholl (Volunteer)

I'm here to help and support both staff and service users alike. I facilitate a Gamers / Anime group in Ballymoney once a week and then spend Thursday at Woodvale CWS in Ballymena, helping staff with the groups that are held there that day.

Personally from my volunteering it has been beneficial as it helps me get out and about in the community. I enjoy helping others and have found great solace in doing so as it gives me a reason to keep going when times are tough.

I originally started with Niamh, in their North East Service, as a member. I was quiet and backwards and didn't find it easy to communicate. When I started I joined a cooking group, as it didn't have many members and I didn't have to take part if I didn't feel

like it. Over my time within the group, the facilitator got to know my interests and suggested that I could volunteer to help out with a computer group. I wasn't sure at the time but I thought about it and when I had built up enough confidence I decided that I'd give it a go. This was one of my best decisions since I became mentally ill as it gave me an opportunity to give back but also have support I needed to keep giving. Since then I've had a lot of ups and downs over the years, but there has always been one constant in all of my trials and tribulations. I could give back and try and help others not feel like I do sometimes, yes I am sick, I have conditions, but I'm still me outside of everything and I want others to feel the same about themselves.

I would recommend giving back as much as you can because helping others is a worthwhile way of spending your time and thankfully with Inspire they give you all the support you may need to do this.

Do your best to smile even when times are tough because that smile might save you but it can always help another!

Organisation Key Strategic Priorities for 2023/24:

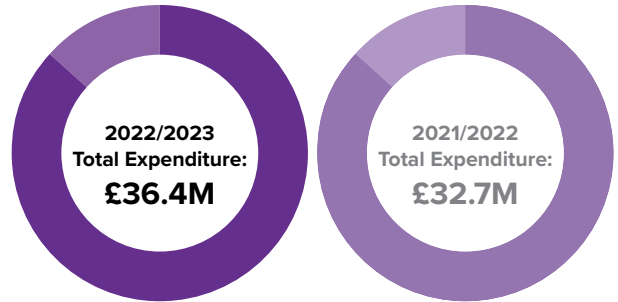
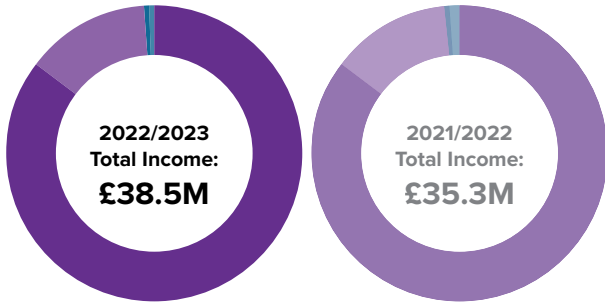
- **Quality:** Achieve excellence in all we do
- **Culture:** Create a purposeful Values-led Inspire community
- **Team:** Develop a team of passionate professionals
- **Voice:** Implement the community engagement strategy
- **Sustainability:** Responsibly steward the future of Inspire and our impact on the wider world
- **Innovation:** Re-imagine, re-model and transform our services

Our Impact and Our Ambition

Continued

Financial

Income and Expenditure Highlights

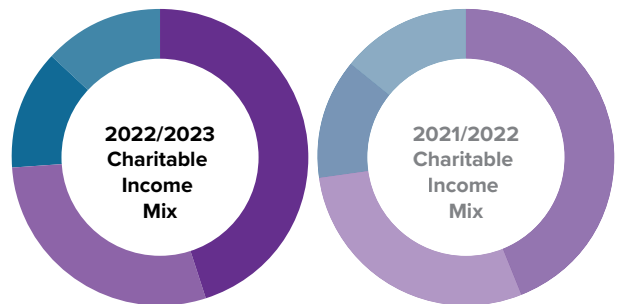


	2022/2023 £M	2021/2022 £M
Charitable Income	32.9	30.2
Trading Activities	5.2	4.6
Donations and Voluntary Income	0.2	0.2
Investment and Other Income	0.2	0.3

	2022/2023 £M	2021/2022 £M
Charitable Expenditure	31.6	28.4
Cost of Trading Activities	4.8	4.3

For every pound Inspire Wellbeing spent during 2022/23, **87p** (2021/22, 87p) was spent on our charitable activities.

Charitable Income Mix



	2022/2023 %	2021/2022 %
NI Health and Social Care Trusts	45	44
Health Service Executive	29	29
Supporting People	13	13
Various	13	14

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 (I372660).

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 2023:

Trustee	Meetings Attended	Out of a Possible
Aidan Browne	7	8
Jill Harrower-Steele	8	8
William Fitzpatrick	8	8
David Kenefick	8	8
George O'Neill	7	8
Michael Hickey	7	8
Colm Conway	7	8
Finola O'Kane	6	8
Seamus Mannion	3	8
Maeve Hully	3	5
Ben Banerji	3	3
Peter Brown	3	3
Seamus Cowman	3	3
Emma Pollock	1	3

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 2022/23 financial year of £2,098K (2021/22: £2,612K). The total funds of the Inspire Wellbeing Group at the end of 2022/23 were £13,999K (2021/22: £11,901K). The Group had £1,075K of funds held for restricted purposes (2021/22: £882K).

The detailed financial results for the year ended 31st March 2023 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 2022/23 £'000	Total Funds 2021/22 £'000
Total Incoming Resources	38,531	35,278
Total Expenditure	36,433	32,666
Net Incoming Resources	2,098	2,612

Summary Balance Sheet

	31 March 2023 £'000	31 March 2022 £'000
Fixed Assets	5,579	5,760
Net Current Assets	8,421	7,701
Non-Current Liabilities	(1)	(1,560)
Net Assets	13,999	11,901
Restricted	1,075	882
Unrestricted	12,924	11,019
Total Funds	13,999	11,901

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 £7,156K (31 March 2022: £5,066K) which represents 2.7 months (31 March 2022: 2.2 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.

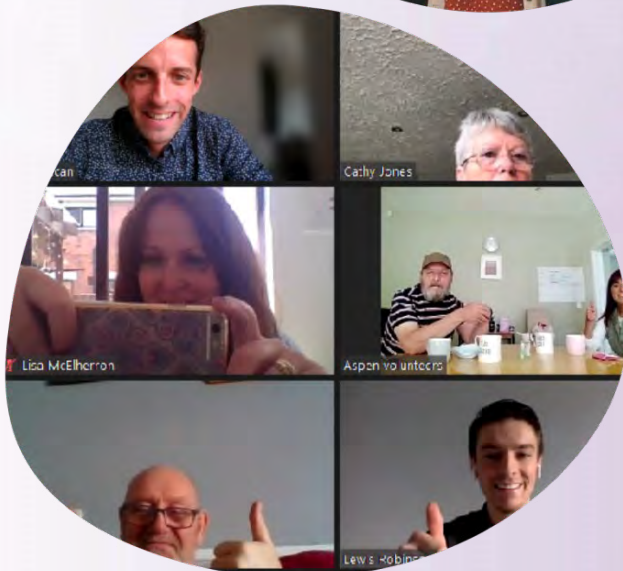
We advertised widely and over the last year we have looked at creative ways of advertising, through virtual job fairs, links to schools, colleges and universities. As part of the selection process we have changed the way in which we recruit and have moved away from a competency based interview approach 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.

We are Team Inspire



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

During 2023 the trustees tendered for the audit services of Inspire Wellbeing. A proposal for auditors will be put to the members of the company 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 2023, the Group made a surplus of £2,098,000 (2021/22: surplus of £2,612,000) Overall, at the year end, the Group had net assets of £13,999,000 (2022: £11,901,000). 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.

Aidan Browne
(Chair)

28 September 2023

Inspire's Digital Hubs



I-Connect is a closed site for people who use our services and strategic partners providing instant access to a range of tailored information, guidance, self-help tools, screening & intervention tools.

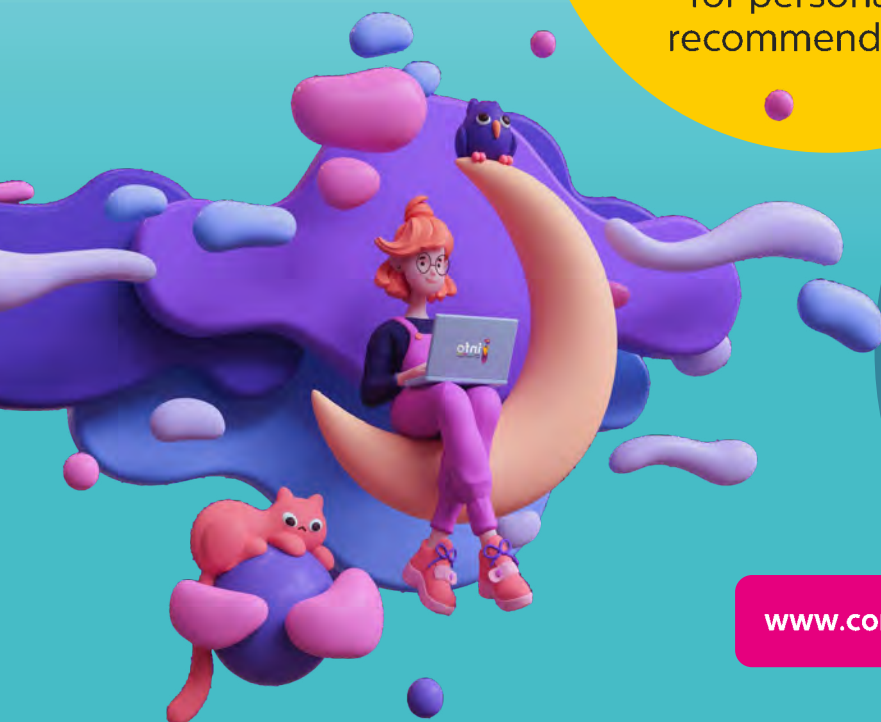
www.inspireconnect.info

Workplace & Student Hubs are bespoke wellbeing hubs providing our clients with mental health and wellbeing resources and guided self-assessments for personalised recommendations.

www.inspiresupporthub.org

Community Wellbeing provides the public access to mental health information on a full range of topics, self-help guides to help people take steps to look after their mental health and find support.

www.communitywellbeing.info



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 2023 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 2023; the Consolidated statement of financial activities (incorporating 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.

Independent auditors' report to the members of Inspire Wellbeing (continued)

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.

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 year ended 31 March 2023 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 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.

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

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 2006 and Charities Act 2011. 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:

- 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.

Responsibilities for the financial statements and the audit

Auditors' responsibilities for the audit of the financial statements

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.

Independent auditors' report to the members of Inspire Wellbeing (continued)

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

28 September 2023

Consolidated Statement of Financial Activities

(incorporating the Income and Expenditure Account)
for the Year Ended 31st March 2023

		Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
	Note						
Incoming Resources:							
Donations and Voluntary Income	7	(25)	240	215	36	121	157
Income from Charitable Activities	6	5,452	27,447	32,899	4,994	25,246	30,240
Investment income and Other income	8	–	199	199	–	316	316
Income from Trading Activities	9	248	4,970	5,218	–	4,565	4,565
Total Incoming Resources		5,675	32,856	38,531	5,030	30,248	35,278
Resources Expended							
Cost of Charitable Activities	10	5,847	25,776	31,623	5,390	22,971	28,361
Cost of Trading Activities	11	248	4,562	4,810	–	4,305	4,305
Total Expenditure		6,095	30,338	36,433	5,390	27,276	32,666
Net Incoming Resources before Transfers		(420)	2,518	2,098	(360)	2,972	2,612
Transfers between Funds		613	(613)	–	424	(424)	–
Net Movement in Funds		193	1,905	2,098	64	2,548	2,612
Total Funds Brought Forward at 1 April		882	11,019	11,901	818	8,471	9,289
Total Funds Carried Forward at 31 March		1,075	12,924	13,999	882	11,019	11,901

Net Incoming Resources for the Year

Of the Net Incoming Resources for the Financial Year, a profit of £1,080K (2021/22: profit of £2,033K) 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.

The notes on pages 43 to 65 form part of these financial statements.

Consolidated and Charitable Company Statement of Financial Position

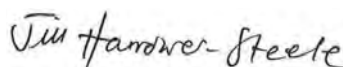
As at 31st March 2023

	Note	Group 2023 £'000	Group 2022 £'000	Charity 2023 £'000	Charity 2022 £'000
Fixed Assets					
Intangibles	16	–	–	–	–
Tangible Assets	17	5,516	5,697	5,243	5,436
Investments	18	63	63	63	63
		5,579	5,760	5,306	5,499
Current Assets					
Debtors	19	5,202	4,145	3,768	2,675
Short Term Deposits	20	3,358	–	2,410	–
Cash at Bank and in Hand		6,098	8,634	1,759	5,040
		14,658	12,779	7,937	7,715
Creditors: amounts falling due within one year	21	(6,237)	(5,078)	(3,048)	(2,540)
Net Current Assets		8,421	7,701	4,889	5,175
Total Assets less Current Liabilities		14,000	13,461	10,195	10,674
Creditors: amounts falling due after more than one year	22	(1)	(1,560)	(1)	(1,560)
Net Assets		13,999	11,901	10,194	9,114
Charitable Funds					
Restricted Funds	24,25	1,075	882	755	875
Unrestricted Funds	24,25	12,924	11,019	9,439	8,239
Total Funds		13,999	11,901	10,194	9,114

The Financial Statements on pages 40 to 42 were approved by the Board of Trustees on 28 September 2023 and were signed on its behalf by:



Aidan Browne
(Chair)



Jill Harrower-Steele
(Vice Chair)

The notes on pages 43 to 65 form part of these financial statements.

Consolidated Cash Flow Statement

Analysis of Cash and Cash Equivalents	Note	2022/23 £'000	2021/22 £'000
Cash Flows From Operating Activities			
Net Cash Generated From Operating Activities	27	2,811	2,624
Cash Flows From Investing Activities			
Movement in Short Term Deposits		(3,358)	–
Interest Received		–	1
Purchase of Tangible Assets		(262)	(194)
Proceeds From Disposal of Assets		7	150
Net Cash (Used In) Investing Activities		(3,613)	(43)
Cash Flows From Financing Activities			
Repayment of Bank and Other Loans		(1,734)	(310)
Net Cash Used In Financing Activities		(1,734)	(310)
Net (decrease)/increase in cash and cash equivalents		(2,536)	2,271
Cash And Cash Equivalents At Start Of Year		8,634	6,363
Cash And Cash Equivalents At End Of Year		6,098	8,634
Cash and Cash Equivalents Consists of:			
Cash at Bank and in Hand		6,098	8,634
Cash and Cash Equivalents at the End of the Year		6,098	8,634

The notes on pages 43 to 65 form part of these financial statements.

Notes to the Consolidated Financial Statements

For the year ended 31 March 2023

1) General Information

Inspire Wellbeing and its subsidiaries' ("the Group") 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.

References to "K" in the narrative are to represent '000 as noted in tables both representing figures in thousands. Any reference to "M" in the narrative is representing Million. Any reference to 2022/23 within this set of financial statements represent the year up to 31 March 2023, likewise any reference to 2021/22 represent the year up to 31 March 2022.

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 2023, the Group made a surplus of £2,068K (2021/22: surplus of £2,612K) Overall, at the year end, the Group had net assets of £13,999K (2021/22: £11,901K). 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)

Intangible assets

Goodwill represents the excess of the cost of acquisition of businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill is considered to have a finite useful life and is amortised on a systematic basis over its expected life, which is 10 years.

For the purposes of impairment testing, goodwill is allocated to the cash-generating units expected to benefit from the acquisition. Cash-generating units to which goodwill has been allocated are tested for impairment at least annually, or more frequently when there is an indication that the unit may be impaired. If the recoverable amount of the cash-generating unit is less than the carrying amount of the unit, the impairment loss is allocated first to reduce the carrying amount of any goodwill allocated to the unit and then to the other assets of the unit pro-rata on the basis of the carrying amount of each asset in the unit.

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.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

Financial Instruments

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

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.

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 the 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.

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.

Notes to the Consolidated Financial Statements

Continued

3) Accounting Policies (continued)

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 Activity

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Belfast HSCT	–	4,420	4,420	–	4,118	4,118
Northern HSCT	5	2,856	2,861	–	2,641	2,641
South Eastern HSCT	–	2,582	2,582	–	2,030	2,030
Southern HSCT	–	1,777	1,777	–	1,645	1,645
Western HSCT	63	2,631	2,694	56	2,538	2,594
Department of Health and Social Care	146	–	146	146	–	146
Health Service Executive	78	9,418	9,496	–	8,834	8,834
Tusla	–	–	–	35	–	35
Supporting People	4,425	1	4,426	4,054	(7)	4,047
Housing Benefit	–	1,389	1,389	–	1,351	1,351
Sunderland Council Income	–	228	228	–	214	214
Client Contributions	–	829	829	–	782	782
Public Health Agency	326	202	528	328	5	333
Comic Relief	200	–	200	130	–	130
NIHE	13	–	13	14	–	14
Transport	–	26	26	–	1	1
Other Small Grants	13	–	13	5	–	5
Other Income	–	610	610	–	428	428
Total Mental Health and Intellectual Disability Income	5,269	26,969	32,238	4,769	24,579	29,348
Big Lottery	118	–	118	194	–	194
Addaction	–	–	–	6	–	6
Belfast HSCT	–	164	164	–	165	165
Department of Health and Social Care	–	99	99	–	99	99
Public Health Agency	–	–	–	–	157	157
Drugs Court Programme	–	168	168	–	179	179
Belfast City Council	–	–	–	–	2	2
NIHE	28	–	28	26	–	26
Other Grants	37	–	37	–	3	3
Sundry	–	47	47	–	61	61
Total Addiction Services	183	478	661	225	667	892
Total Charitable Income	5,452	27,447	32,899	4,994	25,246	30,240

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) Donation Income

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Donations	15	160	175	12	55	67
Fundraising Income	(40)	80	40	24	66	90
Grants	–	–	–	–	–	–
Total	(25)	240	215	36	121	157

The above debit balance in restricted fundraising income has arisen due to a transfer of funds to deferred income in the period as new information was made available relating to grants received.

8) Investment and Other Income

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Bank Interest Receivable	–	39	39	–	–	–
Furlough Grant Income	–	–	–	–	33	33
Other Income	–	160	160	–	283	283
Total	–	199	199	–	316	316

9) Income from Trading Activities

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Rental Income	–	62	62	–	62	62
Carecall (NI) Limited	248	2,727	2,975	–	2,632	2,632
EAP Consultants Limited	–	2,181	2,181	–	1,832	1,832
Northern Ireland Community Addiction Service Limited	–	–	–	–	39	39
Total	248	4,970	5,218	–	4,565	4,565

10) Cost of Charitable Activities

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Mental Health and Intellectual Disability Services	5,207	22,354	27,561	4,753	19,868	24,621
Addiction Services	195	247	442	312	108	420
Support Costs	445	3,175	3,620	325	2,995	3,320
Total	5,847	25,776	31,623	5,390	22,971	28,361

Notes to the Consolidated Financial Statements

Continued

11) Cost of Trading Activities

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Carecall (NI) Limited	248	2,317	2,565	–	2,324	2,324
EAP Consultants	–	1,780	1,780	–	1,593	1,593
Support Costs	–	465	465	–	388	388
Total	248	4,562	4,810	–	4,305	4,305

12) Support Costs

	Restricted Funds 2022/23 £'000	Unrestricted Funds 2022/23 £'000	Total Funds 2022/23 £'000	Restricted Funds 2021/22 £'000	Unrestricted Funds 2021/22 £'000	Total Funds 2021/22 £'000
Chief Executive's Office	42	149	191	42	131	173
Finance, IT and Human Resources	711	2,208	2,919	681	1,957	2,638
Quality, Policy and Communications	122	430	552	109	338	447
Training	93	330	423	109	340	449
Total	968	3,117	4,085	941	2,766	3,707

13) Net Incoming Resources for the Financial Year

	2022/23 £'000	2021/22 £'000
The figure is stated after charging:		
Staff costs (note 14)	21,949	20,318
Depreciation of Tangible Fixed Assets	438	429
Loss/(Profit) on Disposal of Tangible Assets	(2)	(38)
Amortisation of Intangible Assets	–	–
Audit of Financial Statements	47	58
Tax/Advisory Services	6	10

Indemnity Insurance for Trustees' liability has been purchased by Charity at cost of £17k (2021/22: £14k)

Notes to the Consolidated Financial Statements

Continued

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

	2022/23 £'000	2021/22 £'000
Staff costs are comprised of:		
Wages and salaries	19,556	18,133
Social security costs	1,900	1,733
Pension costs	493	452
	21,949	20,318

	2022/23 Number	2021/22 Number
UK Employees	720	704
ROI Employees	128	155
Total Average number of Employees	848	859

	2022/23 Number	2021/22 Number
The number of employees whose emoluments (salaries and benefits in kind) fell within the following bands:		
£60,001 and £70,000	3	5
£70,001 and £80,000	4	2
£80,001 and £90,000	1	2
£90,001 and above	2	2

Trustees

Trustees received no emoluments or reimbursement of expenses during the financial year (2021/22: £Nil).

Key Management Compensation

Key management compensation paid by the Charity during the year amounted to £722K (2021/22: £656K).

Key management services are also provided by the Inspire Group which are borne by the parent undertaking, Inspire Wellbeing.

15) Tax on Net Outgoing Resources

There is no tax on net outgoing resources (2021/22: £Nil).

Notes to the Consolidated Financial Statements

Continued

16) Intangible Assets

	Goodwill £'000	Total £'000
Group		
At 1 April 2022	344	344
At 31 March 2023	344	344
Accumulated Amortisation and Impairment		
At 1 April 2022	344	344
At 31 March 2023	344	344
Net book amount at 31 March 2023	–	–
Net book amount at 31 March 2022	–	–

Goodwill relates to Inspire Wellbeing's subsidiary undertaking, EAP Consultants Limited which, while is profit making in the current year was previously loss making and impairment charges were charged to the Statement of Financial Activities. However no impairment charge has been made in this financial year or the prior financial year as the intangible asset is now fully amortised.

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 2022	5,022	153	487	805	924	1,441	349	9,181
Additions	6	–	2	51	94	29	80	262
Disposals	–	–	(2)	(1)	–	–	(10)	(13)
Cost At 31 March 2023	5,028	153	487	855	1,018	1,470	419	9,430
Accumulated Depreciation								
At 1 April 2022	540	111	385	526	802	921	199	3,484
Charge for the year	97	2	20	50	30	168	71	438
Disposals	–	–	(1)	(1)	–	–	(6)	(8)
Accumulated Depreciation at 31 March 2023	637	113	404	575	832	1,089	264	3,914
Net Book Amount 31 March 2023	4,391	40	83	280	186	381	155	5,516
Net Book Amount At 31 March 2022	4,482	42	102	279	122	520	150	5,697

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 2022	5,022	153	460	700	580	1,383	80	8,378
Additions	5	–	1	38	83	25	–	152
Disposals	–	–	–	(1)	–	–	–	(1)
Cost								
At 31 March 2022	5,027	153	461	737	663	1,408	80	8,529
Accumulated Depreciation								
At 1 April 2022	538	113	368	482	542	835	64	2,942
Charge for the year	100	3	20	41	25	152	4	345
Disposals	–	–	–	(1)	–	–	–	(1)
Accumulated Depreciation at 31 March 2022	638	116	388	522	567	987	68	3,286
Net Book Amount								
At 31 March 2023	4,389	37	73	215	96	421	12	5,243
Net Book Amount								
At 31 March 2022	4,482	40	92	218	38	548	16	5,436

18) Investments

Group	Unlisted Investments £'000
At 1 April 2022 and 31 March 2023	63

	Northern Ireland Community Addiction Services Limited		Carecall (NI) Limited		EAP Consultants Limited		Inspire Wellbeing Company Limited by Guarantee	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000	2022/23 €'000	2021/22 €'000	2022/23 €'000	2021/22 €'000
Income	–	471	2,957	2,639	2,549	2,147	11,514	10,769
Expenditure	–	(421)	(2,837)	(2,569)	(2,315)	(2,026)	(10,877)	(10,278)
Profit	–	50	120	70	234	121	637	491
Net Assets/(Liabilities)	–	–	(1,083)	(1,203)	(406)	(640)	2,906	2,271

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 Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Ireland.

Notes to the Consolidated Financial Statements

Continued

18) Investments (continued)

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 Creative Spark, Clontygora Drive, Muirhevnamor, Dundalk, Co. Louth.

Both Carecall (NI) Limited and EAP Consultants Limited have a liability balance at year end 2022/23, however both companies have been profit making in the period and therefore decreased their net liability balance.

On 1 October 2021 Northern Ireland Community Addiction Service Limited, a member of the Group, merged and transferred all of its funds to the parent Company Inspire Wellbeing, therefore had £nil net assets as at the period end. Northern Ireland Community Addiction Services Limited was subsequently voluntarily liquidated on 26 July 2022.

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

19) Debtors

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Trade debtors	3,688	2,925	1,474	700
Other debtors	196	47	79	41
Amounts owed by group undertakings	–	–	1,333	1,140
Prepayments and accrued income	984	902	882	794
Corporation Tax Recoverable	334	271	–	–
Other Tax and Social Security	–	–	–	–
	5,202	4,145	3,768	2,675

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

20) Short Term Investments

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Short term deposits	3,358	–	2,410	–
	3,358	–	2,410	–

Investments in short term deposits have an original maturity of 12 months or less. At the balance sheet date the average maturity of the deposits was 5 months (2021/22: Nil). The average interest rate was 3.55% (2021/22: Nil).

Notes to the Consolidated Financial Statements

Continued

21) Creditors: Amounts falling due within one year

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Bank Loans and Overdrafts (note 23)	–	137	–	137
Obligations under Hire Purchase (note 23)	49	87	49	87
Trade creditors	942	672	433	262
Other creditors	1,017	131	689	114
Other tax and social security	630	595	286	348
Accruals and deferred income	3,599	3,456	1,591	1,592
	6,237	5,078	3,048	2,540

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

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

	Group		Charity	
	2022/23 £'000	2021/22 £'000	2022/23 £'000	2021/22 £'000
Bank Loans (Note 23)	–	1,510	–	1,510
Obligations under Hire Purchase (Note 23)	1	50	1	50
	1	1,560	1	1,560

23) Loans and Other Borrowings

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Within one year	–	137	–	137
Between two and five years	–	766	–	766
After five years	–	744	–	744
	–	1,647	–	1,647

Maturity of Obligations under Hire Purchase

	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Within one year	49	87	49	87
Between two and five years	1	50	1	50
After five years	–	–	–	–
	50	137	50	137

Payment Terms

Hire Purchase agreements are repayable in monthly instalments and interest rates on agreement range from 10.94%-13.39%.

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances

Group Restricted Funds

Group	1 April 2022 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2023 £'000
Mental Health and Intellectual Disability Services					
Western HSCT	29	53	(4)	(79)	(1)
Public Health Agency	62	326	(324)	(50)	14
Community Pharmacy Partnership	2	–	–	(2)	–
Comic Relief	67	200	(200)	(29)	38
Belfast HSCT	47	–	–	6	53
Supporting People	–	4,425	(4,572)	147	–
Clear Project	1	–	(1)	–	–
Scheme Funds	176	38	(74)	52	192
Bright Support	76	15	(15)	(1)	75
Northern HSCT	26	5	(5)	(14)	12
Southern HSCT	16	–	(1)	(1)	14
South Eastern HSCT	16	–	–	(12)	4
BKN	6	–	–	(6)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Tusla	7	–	–	–	7
Advocacy for All Community Foundation	118	–	(171)	145	92
Causeway GP Federation Project	7	–	–	–	7
Infoline Donations	46	–	–	(46)	–
Inclusion & Recovery	–	13	(13)	–	–
Staying Well at Home	–	13	(13)	14	14
Co-op	–	(78)	(25)	184	81
Lifeskills	–	10	(10)	–	–
Department of Health and Social Care	–	146	(146)	–	–
Health Service Executive	–	78	(78)	306	306
Total Mental Health and Intellectual Disability Services	738	5,244	(5,652)	614	944
Addiction Services					
Big Lottery	159	118	(153)	–	124
NIHE – Health at Home	–	28	(12)	(16)	–
NIHE – Sustainability	–	37	(30)	–	7
Department for Communities	(15)	–	–	15	–
Total Addiction Services	144	183	(195)	(1)	131
Carecall					
Armed Forces Covenant Trust	–	248	(248)	–	–
Total Carecall	–	248	(248)	–	–
Total Restricted Funds	882	5,675	(6,095)	613	1,075

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

24) Fund Balances (continued)

Group Prior Year 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					
Western HSCT	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
Belfast HSCT	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
Northern HSCT	26	–	–	–	26
Southern HSCT	15	1	–	–	16
South Eastern HSCT	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	–	–	(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 – Health at Home	–	26	(9)	(17)	–
Department for Communities	–	–	(15)	–	(15)
Total Addiction Services	259	226	(312)	(29)	144
Total Restricted Funds	818	5,030	(5,390)	424	882

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Restricted Funds

Charity	1 April 2022 £'000	Incoming Resources £'000	Outgoing Resources £'000	Transfers £'000	Balance 31 March 2023 £'000
Mental Health and Intellectual Disability Services					
Western HSCT	29	53	(4)	(79)	(1)
Public Health Agency	62	326	(324)	(50)	14
Community Pharmacy Partnership	2	–	–	(2)	–
Comic Relief	67	200	(200)	(29)	38
Belfast HSCT	47	–	–	6	53
Supporting People	–	4,425	(4,572)	147	–
Clear Project	1	–	(1)	–	–
Scheme Funds	176	28	(35)	16	185
Bright Support	76	15	(15)	(1)	75
Northern HSCT	26	5	(5)	(14)	12
Southern HSCT	16	–	(1)	(1)	14
South Eastern HSCT	16	–	–	(12)	4
BKN	6	–	–	(6)	–
Newhaven Soft	5	–	–	–	5
NHSCT Support Groups	31	–	–	–	31
Advocacy for All Community Foundation	118	–	(171)	145	92
Causeway GP Federation Project	7	–	–	–	7
Infoline Donations	46	–	–	(46)	–
Inclusion & Recovery	–	13	(13)	–	–
Staying Well at Home	–	13	(13)	14	14
Co-op	–	(78)	(25)	184	81
Lifeskills	–	10	(10)	–	–
Department of Health and Social Care	–	146	(146)	–	–
Total Mental Health and Intellectual Disability Services	731	5,156	(5,535)	272	624
Addiction Services					
Big Lottery	159	118	(153)	–	124
NIHE – Health at Home	–	28	(12)	(16)	–
NIHE – Sustainability	–	37	(30)	–	7
Department for Communities	(15)	–	–	15	–
Total Addiction Services	144	183	(195)	(1)	131
Total Restricted Funds	875	5,339	(5,730)	271	755

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Prior Year 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					
Western HSCT	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
Belfast HSCT	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
Northern HSCT	26	–	–	–	26
Southern HSCT	15	1	–	–	16
South Eastern HSCT	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	–	–	(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

24) Fund Balances (continued)

Group Fund Balances

Group	Opening Balance 1 April 2022 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2023 £'000
Restricted funds					
Mental Health and Intellectual Disability	738	5,244	(5,652)	614	944
Carecall	–	248	(248)	–	–
Addiction	144	183	(195)	(1)	131
Total Restricted Funds	882	5,675	(6,095)	613	1,075
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	17	–	–	(4)	13
Designated Funds	193	–	–	(4)	189
General Fund	10,826	32,856	(30,338)	(609)	12,735
Total Unrestricted Funds	11,019	32,856	(30,338)	(613)	12,924
Total Funds	11,901	38,531	(36,433)	–	13,999

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

Notes to the Consolidated Financial Statements

Continued

24) Fund Balances (continued)

Charity Fund Balances

Charity	Opening Balance 1 April 2022 £'000	Income (incl Gains) £'000	Expenditure £'000	Transfers £'000	Closing Balance 31 March 2023 £'000
Restricted funds					
Mental Health and Intellectual Disability	731	5,156	(5,535)	272	624
Addiction	144	183	(195)	(1)	131
Total Restricted Funds	875	5,339	(5,730)	271	755
Unrestricted Funds					
Designated Funds					
Historical Capital Funding	163	–	–	–	163
Revaluation Reserve	13	–	–	–	13
Other Projects	17	–	–	(4)	13
Designated Funds	193	–	–	(4)	189
General Fund	8,046	18,184	(16,713)	(267)	9,300
Total Unrestricted Funds	8,239	18,184	(16,713)	(271)	9,439
Total Funds	9,114	23,523	(22,443)	–	10,194

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 Limited, 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.

Notes to the Consolidated Financial Statements

Continued

25) Analysis of Funds

Group	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	2023	2023	2023	2022	2022	2022
	£'000	£'000	£'000	£'000	£'000	£'000
Fixed Assets	–	5,579	5,579	–	5,760	5,760
Net Current Assets	1,075	7,346	8,421	882	6,819	7,701
Creditors: due after more than one year	–	(1)	(1)	–	(1,560)	(1,560)
Total Fund Balances at 31 March	1,075	12,924	13,999	882	11,019	11,901

Charity	Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	2023	2023	2023	2022	2022	2022
	£'000	£'000	£'000	£'000	£'000	£'000
Fixed Assets	–	5,306	5,306	–	5,499	5,499
Net Current Assets	755	4,134	4,889	875	4,300	5,175
Creditors due after one year	–	(1)	(1)	–	(1,560)	(1,560)
Total Fund Balances at 31 March	755	9,439	10,194	875	8,239	9,114

26) Financial Instruments

Financial Assets that are debt instruments measured at amortised cost.

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade Debtors	3,688	2,925	1,474	700
Other Debtors	196	47	79	41
Amounts owed from Group Undertakings	–	–	1,333	1,140
Unlisted Investments	63	63	63	63
	3,947	3,035	2,949	1,944

Financial Liabilities that are debt instruments measured at amortised cost.

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Bank Loans and Overdrafts	–	1,647	–	1,647
Obligations under Hire Purchase	50	137	50	137
Trade Creditors	942	672	433	262
Amounts owed to Group Undertakings	–	–	–	–
Other Creditors	1,017	131	688	114
Accruals	1,501	1,334	920	758
	3,510	3,921	2,091	2,918

Notes to the Consolidated Financial Statements

Continued

27) Notes to the Consolidated Cashflow Statement

Group	2022/23 £'000	2021/22 £'000
Net Incoming Resources	2,098	2,612
Depreciation of Tangible Fixed assets	438	429
(Profit) on Disposal Tangible Assets	(2)	(38)
Amortisation of Intangible Assets	–	–
Movement in debtors	(1,057)	(523)
Movement in creditors	1,334	144
Net cash flows generated from operating activities	2,811	2,624

Analysis of net funds

	At 1 April 2022 £'000	Cash flows £'000	At 31 March 2023 £'000
Cash at Bank and in Hand	8,634	(2,536)	6,098
Cash and Cash Equivalents	8,634	(2,536)	6,098
Loan debt due within one year	(137)	137	–
Loan debt due after one year	(1,510)	1,510	–
Finance lease and HP agreements	(137)	87	(50)
Cash from Financing activities	(1,784)	1,734	(50)
Net Funds	6,850	(802)	6,048

28) 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 £493K (2021/22: £452K). There were no contributions outstanding at year end (2021/22: £77K).

29) Related Party Transactions

The following amounts were owed from related parties by the charitable company at the end of the financial reporting period:

	2023 £'000	2022 £'000
Carecall (NI) Limited	1,265	628
EAP Consultants Limited	38	114
Inspire Wellbeing Company Limited by Guarantee	30	398
	1,333	1,140

Notes to the Consolidated Financial Statements

Continued

29) Related Party Transactions (continued)

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

	Inspire Wellbeing Company Limited by Guarantee 2022/23 £'000	Carecall (NI) Limited 2022/23 £'000	EAP Consultants Limited 2022/23 £'000	Other 2022/23 £'000	Total 2022/23 £'000
As at 1 April 2022	398	628	114	–	1,140
Settlements of Intercompany Balances	(1,437)	(425)	(317)	–	(2,179)
Receipts for Group Companies	(228)	–	–	–	(228)
Supplier Payments by Group Companies	(210)	(76)	(2)	–	(288)
Supplier Payments for Group Companies	517	766	38	–	1,321
Payroll Payments by Group Companies	(56)	–	–	–	(56)
Payroll Payments for Group Companies	98	37	–	–	135
Support Services Charge by Group	948	335	205	–	1,488
Other	–	–	–	1,600	1,600
Settlement of Related Party Balances	–	–	–	(1,600)	(1,600)
As at 31 March 2023	30	1,265	38	–	1,333

Related party transactions in the period related to the rental of training rooms amounting to £1,600. There was no outstanding balance at year end relating to related parties.

	Inspire Wellbeing Company Limited by Guarantee 2021/22 £'000	Northern Ireland Community Addiction Service Limited 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

Reference and Administrative Information

Company registration number

NI025428

Registered Charity number

NIC103470

Trustees

Mr Aidan Browne (Chair)
Mr William Fitzpatrick
Mrs Finola O’Kane
Dr George O’Neill
Ms Maeve Hully (*resigned 12 December 2022*)
Ms Jill Harrower-Steele
Mr Michael Hickey
Mr Colm Conway
Mr Seamus Manninon
Mr David Kenefick
Mr Benjamin Banerji (*appointed 12 December 2022*)
Mr Peter Brown (*appointed 12 December 2022*)
Mr Seamus Cowman (*appointed 12 December 2022*)
Ms Emma Pollock (*appointed 12 December 2022*)
Mr Marcus Ruegg (*appointed 12 June 2023*)

Secretary

Ms Kerry Anthony

Executive Leadership Team

Ms Kerry Anthony, CEO
Ms Dunia Hutchinson, Director, Care and Support Services
Mr William Morrow, Director, Care and Support Services
Mr Alex Bunting, 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

Lombard House
10-20 Lombard Street
Belfast
Co. Antrim
BT1 1RD

Bankers

Ulster Bank
91-93 University Road
Belfast
Co. Antrim
BT7 1NG

Ulster Bank (*effective until 24 February 2023*)
33 College Green
Dublin 2
Ireland

AIB (*effective from 4 January 2023*)
96 Clanbrassil St
Townparks
Dundalk
Co. Louth
Ireland

Solicitors

Edwards & Co. Solicitors
28 Hill Street
Belfast
Co. Antrim
BT1 2LA

Independent auditors

PricewaterhouseCoopers LLP
Merchant Square
20 Wellington Place
Belfast
Co. Antrim
BT1 6GE

Thank You

We would like to thank every individual and organisation who supported our work in 2022/23.



Get Involved

Thank You!

We would 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 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 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 90328474.

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 90328474.

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 90328474.

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