COMPANY NUMBER: 04109128 CHARITY NUMBER: 1086575

MANKIND UK LIMITED (LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH SEPTEMBER 2020

FOR THE YEAR ENDED 30TH SEPTEMBER 2020

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LEGAL AND ADMINISTRATIVE INFORMATION

TRUSTEES	S Gunner S Baker (Resigned 5th March 2020) S Wilkie P Sandford (Appointed 30th November 2019) J Watson (Appointed 28th November 2019)
CHIEF EXECUTIVE OFFICERS	L Hughes and M Barnard
REGISTERED OFFICE	1 Brunswick Road Hove East Sussex BN3 1DG
COMPANY NUMBER	04109128 (England and Wales)
CHARITY NUMBER	1086575
INDEPENDENT EXAMINER	VMR Anderson BA (Hons) FCA DChA Clark Brownscombe 2 St Andrews Place Lewes East Sussex BN7 1UP
BANKERS	CAF Bank Ltd 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH SEPTEMBER 2020

The trustees present their report and the financial statements of the company for the year ended 30th September 2020.

Trustees

The trustees who served during the year are as stated below:

S Gunner S Baker (Resigned 5th March 2020) S Wilkie P Sandford (Appointed 30th November 2019) J Watson (Appointed 28th November 2019)

1 - Organisational Strategy for 20-25

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives, and in planning our future activities. In particular, the trustees consider how the planned activities will contribute to the mission we have set.

Mission

To improve the well-being of men (18+) who have been sexually abused, sexually assaulted or raped.

There are many ways in which Mankind could pursue its stated mission. We have chosen to focus on the core activity of:

"providing therapeutic services to men (18+) who have had unwanted sexual experiences"

Over the next 5 years 2020-2025 we will Improve our offer, and Increase our reach.

Improve our offer

- **Improve** the quality of our clinical activities through:
 - Learning from our impact assessment processes
 - Consultation with services users, staff and other stakeholders
 - Staff training and development
- **Improve** our operational management systems to ensure:
 - Efficiency and best value for money
 - Long term financial sustainability
 - Excellent staff performance and retention
- **Improve** the appropriateness of our interventions for each stage of the therapeutic journey to include:
 - Pre engagement (eg social media, publications, media)
 - Indirect engagement (eg our website, partnerships with other providers)
 - Direct engagement (eg 121 counselling, group work and psycho-education)
 - Ongoing engagement (eg peer support, champions, mentoring)

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH SEPTEMBER 2020

Increase our reach

- Increase our capacity to deliver our programme in Brighton and Hove to 100 men a year.
- **Increase** the local authority areas we work in by one each year.
- **Increase** the number of people accessing aspects of our programme Nationally through partnerships with other agencies.
- **Increase** the breadth of people who access our programme by carrying out a diversity audit and making reasonable adjustments to ensure equity of access.

2 - What we achieved in 19-20

Key Operational Activity

- From Dec 19 the 2 new co-CEOs joined and prioritised fundraising to build a healthy reserve and putting in place a clear, transparent organisational strategy for 20-25.
- From Mar Sept 20 after we entered lock down we moved the 121 and group work online and paused the face to face therapy group.
- We developed <u>www.lin6.uk</u> to provide men with online self-help resources and easy signposting to telephone and online helplines.
- From Jul Sept 20 we updated our Psych-Ed course materials and grew the team by 2 staff to prepare for future expansion of that service.

Key Clinical Outputs in 19-20

- 70 men completed counselling
- 34 men attended 4 psycho-educational and group therapy courses

Key Clinical Outcomes in 19-20

- 166 referrals
- 71 men assessed
- 1361 sessions offered (1-1)
- 1149 sessions attended (1-1)
- 5 unplanned endings
- 360 group sessions delivered

Clinical Data for 1-1

- No of clients above clinical cut off 54 men (77%)
- No of clients below clinical cut off 16 men (23%)

	No of Clients	Reliable Change	No Change	Deterioration
Clinical/Reliable	60	47 / 78%	8 / 13%	5 / 8%
Wellbeing	54	40 / 74%	14 / 26%	0 / 0%
Risk	43	25 / 58%	13 / 30%	5 / 12%

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH SEPTEMBER 2020

- "I feel much more able to make decisions as my confidence has grown and my anxiety levels have decreased".
- "I started from pretty much rock bottom and have managed to find a much better place. Becoming more connected to others around me has helped me to believe in my abilities"
- "It was life-saving".

3 - Related Parties

BACP

The charity is a member of the British Association for Counselling and Psychotherapy and is guided by the BACP principles of best practice and code of ethics.

Central Government

We work towards Central Government aims and targets relating to victims as detailed in:

'A New Deal for Victims and Witnesses.' (Home Office, 2003)

- 1. Reduce the adverse effects of crime on victims and witnesses, and prevent secondary victimisation
 - a. Ensuring that all victims of crime and people in fear of crime, benefit from more responsive local services particularly in health, social services and housing, and from practical and emotional support where required;
 - b. Providing for the very specific needs of certain victims and witnesses, including children, victims of rape and domestic violence; victims of racist and other hate crimes, and those who experience repeat victimisation;
- 2. To encourage more victims and witnesses to come forward by:
 - a. Increasing the willingness of victims and witnesses to report crimes and give their best evidence, thereby ensuring that more offences are brought to justice.

'Tackling the Health and Mental Health effects of Domestic and Sexual Violence and Abuse.' (Prof. Catherine Itzin, 2006) Improving outcomes for victims, survivors and service users (including abusers):

- 87. The aims of this programme are to improve practice and outcomes for individuals by:
 - Reducing the mental illness, self harm, suicide and physical injury associated with victimisation
 - Increasing safety and minimising re-victimization
 - Improving the quality of life of victims and survivors; and
 - Where possible preventing continued and new offending, through early and effective interventions with abusers in both the criminal justice system and the community.

The Survivors Trust

We are a member of this national umbrella organisation for agencies working with victims of sexual assault.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH SEPTEMBER 2020

Male Survivors Partnership

We are a founding member of this national umbrella organisation for agencies working specifically with male survivors of sexual assault.

4 - Structure, Governance and Management Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 11 November 2000 and registered as a charity on 15 May 2001. The company was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10. Updated Articles of Association were approved by Special Resolution at an Extraordinary General Meeting on 19 July 2017.

The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1st January 2019)".

Recruitment and Appointment of Management Committee

The directors of the company are also charity trustees for the purpose of charity law and under the company's Articles are known as members of the Trustee Board. Under the requirements of the Memorandum and Articles of Association Trustees usually serve a term of three years, and may be reappointed to serve, usually for a further three year term, if they so wish.

Trustees also have the power to co-opt new trustees during the year, but all co-opted trustees must stand for election at the next Annual General Meeting. All members of the Trustee Board give their time voluntarily and receive no benefits from the charity during the year.

Trustees are recruited by invitation or through advertising of the role, as the case may be. The recruitment process involves an initial interview with the Chair of Trustees and the CEO, after which a prospective trustee is invited to up to three board meetings as an observer. Successful applicants are then co-opted onto the board.

Organisational Structure

The Mankind Trustee Board has members from a variety of backgrounds relevant to the work of the charity. The board generally meets every two months. The board requires a minimum of three trustees to be present at a meeting for it to be quorate.

A scheme of delegation is in place and day to day responsibility for the provision of services rests with the co-CEOs. The co-CEOs are responsible for ensuring that the charity delivers the aims and objectives of the charity as specified in its purpose. Along with day to day financial and operational management, the co-CEOs are also responsible for fundraising; recruitment, management and training of staff.

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH SEPTEMBER 2020

The staff team of 16 part time paid staff includes:

- 2 co-CEOs
- 1 Service Coordinator
- 7 counsellors
- 2 supervisors
- 4 group facilitators

During this period the outgoing CEO Martyn Sullivan was replaced by Melanie Barnard and Lucy Hughes who do the role as a job share.

The Outgoing Services Systems Officer James Oglvie was replaced by Service Coordinator Stephanie Cracknell.

We also recruited 2 new counsellors and 2 new group facilitators

Financial Review

The Trustees continue to review the organisation's financial situation and risks on a regular basis. Bank balances continue to be enough to manage our cashflow, and our unrestricted funds (free reserves) have increased during the year, from \pounds 43,318 to \pounds 159,056.

The charity needs to hold a minimum level of free reserves to protect the continuity of the charity's work if income falls. The Board's review concluded that, in consideration of our current operating model and expenditure, a minimum reserve of 2 months of total operating costs is reasonable which equates to approximately £56,000 at current expenditure levels.

Responsibilities of the Trustee Board

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company, and the statement of financial activities of the company for that year. In preparing these the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking steps for the prevention and detection of fraud and other irregularities.

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

Approved by the trustees

Shaun Gunner – Trustee

Date: 25th June 2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF

MANKIND UK LIMITED (LIMITED BY GUARANTEE)

I report on the financial statements of the charity for the year ended 30th September 2020, which are set out on pages 8 to 14.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's report

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- (1) accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those accounting records; or
- (3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Victoria Anderson BA (Hons) FCA DChA Chartered Accountant Clark Brownscombe 2 St Andrews Place Lewes, East Sussex, BN7 1UP

Date: 29th June 2021

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30TH SEPTEMBER 2020

INCOME EDOM	Note	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total 2020 £	2019 £
INCOME FROM Charitable activities					
- Commissioned counselling - Grants Other trading activities	4	2,194 337,790	-	2,194 337,790	7,394 211,369
- Training fees and expenses reimbursed		500	-	500	2,693
- Room rental and rebates		27,100	-	27,100	27,700
Donations and fundraising Interest received		8,141 161	-	8,141 161	4,116 143
Interest received					
TOTAL		<u>375,886</u>	<u> </u>	<u>375,886</u>	<u>253,415</u>
EXPENDITURE ON Fundraising Charitable activities	5	<u>-</u> 260,148	<u>22,081</u>		383 <u>301,044</u>
TOTAL		260,148	<u>22,081</u>	<u>282,229</u>	<u>301,427</u>
Net movement in funds		115,738	(22,081)	93,657	(48,012)
Fund balances at 1st October 2019		43,318	<u>22,081</u>	65,399	<u>113,411</u>
Fund balances at 30th September 2020		<u>159,056</u>		<u>159,056</u>	<u>65,399</u>

The detailed 2019 comparative statement of financial activities is reported in note 2.

The notes form part of these financial statements

BALANCE SHEET AS AT 30TH SEPTEMBER 2020 COMPANY NUMBER: 04109128

	Notes	2020 £	2019 £
CURRENT ASSETS Debtors Cash at bank and in hand		41,151 <u>122,834</u>	- <u>70,171</u>
		163,985	70,171
Creditors: Amounts falling due within one year	8	<u>(4,929</u>)	<u>(4,772</u>)
TOTAL ASSETS LESS CURRENT LIABILIT	IES	<u>159,056</u>	<u>65,399</u>
RESERVES Restricted funds Unrestricted funds	9 9	<u>.</u> <u>159,056</u>	22,081 43,318
		<u>159,056</u>	<u>65,399</u>

The company is entitled to exemption from audit conferred by Section 477 of the Companies Act 2006 for the year ended 30th September 2020.

The members have not required the company to obtain an audit of its financial statements in accordance with Section 476 of the Companies Act 2006.

The trustees confirm that they are responsible for:

- a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006,
- b) and preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial year and of its results for the financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

These accounts were approved by the board on 25th June 2021 and signed on its behalf by:

Shaun Gunner - Trustee

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH SEPTEMBER 2020

1. ACCOUNTING POLICIES

Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102, effective 1st January 2015), hereafter referred to as the Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Mankind UK Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. However, there are no judgements or assumptions that have a significant risk of causing material adjustment.

Income

Voluntary donations and grant funding are accounted for when receivable by the charity. Incoming resources from charitable trading activities are accounted for when earned.

Expenditure

Expenses are stated in the statement of financial activities using the accruals basis of accounting.

The main categories of expenditure are:-

- 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 support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

Value Added Tax

Value added tax is not recoverable by the charity, and where incurred is therefore included in the relevant costs in the financial activities.

Fund accounting

Funds held by the charity are:

- Unrestricted generated funds which can be used in accordance with the charitable objects at the discretion of the trustees.
- Restricted funds which can only be used for particular restricted purposes within the objects of the charity.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH SEPTEMBER 2020

Pension Scheme arrangements

The charity makes contributions to a small self-administered pension scheme which operates on a defined contribution basis to provide employees retirement benefits. Contributions are recognised in the period in which they are incurred.

Financial instruments

The charity only has financial assets and finance al liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at either market value or their settlement value.

Going concern

There are no material uncertainties concerning the charity's ability to continue as a going concern.

2. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total 2019 £
INCOME FROM			
Charitable activities			
- Commissioned counselling	7,394	-	7,394
- Grants	-	211,369	211,369
Other trading activities			
- Training fees and expenses reimbursed	2,693	-	2,693
- Room rental and rebates	27,700	-	27,700
Donations and fundraising Interest received	4,116 143	-	4,116 143
Interest received		<u> </u>	<u> </u>
TOTAL	<u>42,046</u>	<u>211,369</u>	<u>253,415</u>
EXPENDITURE ON			
Fundraising	383	-	383
Charitable activities	<u>71,561</u>	<u>229,483</u>	<u>301,044</u>
TOTAL	<u>71,944</u>	<u>229,483</u>	<u>301,427</u>
Net movement in funds	(29,898)	(18,114)	(48,012)
Fund balances at 1st October 2018	73,216	40,195	<u>113,411</u>
Fund balances at 30th September 2019	43,318	22,081	<u> </u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH SEPTEMBER 2020

3. TAXATION

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied exclusively to charitable purposes.

4. **GRANTS**

5.

	Unrestricted Funds	Restricted Funds	Total	2010
	2020 £	2020 £	2020 £	2019 £
	~	ð .	~	~
Ministry of Justice MRF and Covid	117,339	-	117,339	54,287
Big Lottery Fund	-	-	-	37,992
NHS Trauma Pathway	70,340	-	70,340	70,340
Lloyds Bank	32,340	-	32,340	20,000
Sussex PCC	87,771	-	87,771	28,750
Sussex Community Fund	5,000	-	5,000	-
Brighton & Hove City Council Covid grant	25,000	<u> </u>	25,000	
	<u>337,790</u>	-	<u>337,790</u>	211,369
	<u>001,170</u>		<u></u>	<u>211,507</u>
DIRECT CHARITABLE EXPENDITURE				
	Unrestricted	Restricted		
	Funds	Funds	Total	
	2020	2020	2020	2019
	£	£	£	£
Charitable activities:				
Wages, salaries and counsellors	191,541	22,081	213,622	235,155
Travel and accommodation expenses	96	-	96	714
Rent and room hire	34,132	-	34,132	36,723
Legal and professional fees	2,498	-	2,498	4,338
Publicity and marketing	-	-	-	225
Insurance Utilities	2,729	-	2,729	2,590
Equipment, repairs and maintenance	2,739 3,814	-	2,739 3,814	4,068 2,682
Printing, postage and stationery	544	-	5,814 544	1,239
Telephone	1,018	_	1,018	360
Computer, internet and website costs	14,637	-	14,637	7,011
Training and supervision costs	1,814	-	1,814	319
General expenses	462	_	462	892
Subscriptions	2,062	-	2,062	2,370
Governance costs:	_,		_,	_,
Accountancy and bookkeeping fees	2,062	<u> </u>	2,062	2,358
	<u>260,148</u>	<u>22,081</u>	<u>282,229</u>	<u>301,044</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH SEPTEMBER 2020

6. STAFF COSTS

	2020	2019
	£	£
Wages and salaries	199,085	214,046
Social security costs	9,359	12,812
Pension costs	3,754	4,907
	<u>212,198</u>	231,765

The average number of employees during the year was 12 (2019: 12). The number of staff to whom retirement benefits are accruing under a defined contribution scheme is 10 (2019: 10). No employees received emoluments of over $\pounds 60,000$ (2019: Nil).

The key management personnel of the charity comprise the trustees and the Chief Executive Officers. The total employee benefits of the key management personnel were $\pounds 61,408$ (2019: $\pounds 57,950$).

7. **DEBTORS**

		2020	2019
		£	£
	Grants receivable	<u>41,151</u>	
8.	CREDITORS: AMOUNTS FALLING DUE WIT	THIN ONE YEAR	
		2020	2019
		£	£
	Accounts payable	1,622	-
	Social security and other taxes	2,443	3,908
	Accruals	864	864
		4,929	<u>4,772</u>

9. MOVEMENTS IN FUNDS

	At 1st October 2019	Income	Expenditure	At 30th September 2020
	£	£	£	£
Restricted				
Big Lottery	2,478	-	(2,478)	-
NHS Trauma Pathway	2,719	-	(2,719)	-
Lloyds Bank	<u>16,884</u>		(16,884)	<u> </u>
	22,081		<u>(22,081)</u>	
Unrestricted				
General	13,318	375,886	(260,148)	129,056
Designated property fund	30,000			<u>30,000</u>
	43,318	<u>375,886</u>	(260,148)	<u>159,056</u>
Total funds	<u>65,399</u>	<u>375,886</u>	<u>(282,229</u>)	<u>159,056</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30TH SEPTEMBER 2020

9. **MOVEMENTS IN FUNDS (PRIOR YEAR)** At 30th At 1st October Income Expenditure September 2018 2019 £ £ £ £ Restricted 37.992 **Big Lottery** 8.431 (43, 945)2.478 NHS Trauma Pathway 70,340 2,719 11,938 (79, 559)Ministry of Justice MRF 54,287 (54, 287)Lloyds Bank 20,000 15,094 (18, 210)16,884 Sussex PCC 4,732 28,750 (33,482) -40,195 211,369 (229, 483)22,081 Unrestricted General 43,216 42,046 (71, 944)13,318 Designated property fund 30,000 30,000 --42,046 73,216 (71,944)43,318 **Total funds** <u>65,399</u> <u>113,411</u> 253,415 (301, 427)

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Net		
	Current	Total	Total
	Assets	2020	2019
	£	£	£
Unrestricted funds	159,056	159,056	43,318
Restricted funds	<u> </u>	<u> </u>	22,081
	<u>159,056</u>	<u>159,056</u>	<u>65,399</u>

11. 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 £10. The Charity is registered as a company in England and Wales and the registered number and registered office can be found on the Legal and Administrative information page.