

COMPANY NUMBER: 04109128
CHARITY NUMBER: 1086575

MANKIND UK LIMITED
(LIMITED BY GUARANTEE)

FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31ST MARCH 2021

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

FOR THE PERIOD ENDED 31ST MARCH 2021

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**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

LEGAL AND ADMINISTRATIVE INFORMATION

TRUSTEES

S Gunner
S Wilkie
P Sandford
J Watson

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

**MANKIND UK LIMITED
(LIMITED BY GUARANTEE)**

**REPORT OF THE TRUSTEES
FOR THE PERIOD ENDED 31ST MARCH 2021**

The trustees present their report and the financial statements of the company for the period ended 31st March 2021.

Trustees

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

S Gunner
S Wilkie
P Sandford
J Watson

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)

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**REPORT OF THE TRUSTEES
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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 the 6 months between 1st Oct 20 and 31st Mar 21 (Q3 and Q4 of 20-21)

Key Activity

www.1in6.uk

On 1 Dec 20 we launched www.1in6.uk, which offers self help resources and signposting aimed at adult male survivors.

We commissioned an external marketing consultant who is also a survivor activist to deliver a marketing strategy for www.1in6.uk.

121 Counselling

We trained two new counsellors to increase our capacity to deliver 121 therapy online.

Group Course

We inducted two new group workers to grow our capacity to deliver our Psych-Ed course.

We piloted delivering the course online to a group including the new group workers, counsellors and non clinical staff.

Governance

We have developed a new Advisory Group of men with lived experience of sexual violence and use of support services to support the Organisation with continual quality improvement.

Key Outputs and Outcomes

2,606 people accessed online self help resources

135 referrals were received

57 men were assessed

71 people attended counselling

870 sessions offered (1-2-1)

725 sessions attended (1-2-1)

	Reliable Change	No Change	Deterioration
Wellbeing	83%	17%	0%
Risk	59%	41%	0%
Self Confidence	87%	13%	0%
Personal Independence	87%	9%	4%
Relationships	59%	41%	0%

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Qualitative Feedback

“Before I used to overthink about everything but now I'm a lot more self-aware and know that we all have negative thoughts/patterns but it's the way we approach them. I feel a lot calmer than before and feel that I have a more positive outlook on life.”

“I feel a lot more confident about the future and what I am capable of. I know the importance of self-worth and self-care and using different strategies to support me.”

“Since accessing counselling, I have recognised that I am resilient, empathetic, and have skills and qualities that I never knew I had. I feel a lot more secure within myself and now don't pretend or hide behind a façade.”

“Talking to you has made all the difference. I finally had someone interested in my story and my traumas. I feel that my suffering, my history, has been acknowledged and validated.”

Demographic Information

Sexual Orientation	
Heterosexual	50%
Gay / Homosexual	29%
Bisexual	13%
Other	8%
Disability (including mental health)	
Yes	88%
No	12%
Religion	
None	74%
Christian	17%
Buddhist	4%
Muslim	1%
Sikh	1%
Other	3%

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Ethnicity	
White	82%
Black, Asian or 'Other'	18%
Age	
18-24	14%
25-54	73%
55 and over	13%

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 revictimisation

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.

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The Survivors Trust

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

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.

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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.

The staff team of 16 part time paid staff includes:

- 2 co-CEOs
- 1 Service Coordinator
- 7 counsellors
- 2 supervisors
- 4 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 decreased during the period, from £159,056 to £118,780.

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

Stuart Wilkie – Trustee

Date: 25th May 2022

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF**

**MANKIND UK LIMITED
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I report on the financial statements of the charity for the period ended 31st March 2021, which are set out on pages 9 to 15.

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: 30th May 2022

**MANKIND UK LIMITED
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**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD ENDED 31ST MARCH 2021**

	Note	Period to 31st March 2021 Unrestricted Funds	Year to 30th September 2020 Total Funds
		£	£
INCOME FROM			
Charitable activities			
- Commissioned counselling		1,772	2,194
- Grants	4	132,018	337,790
Other trading activities			
- Training fees and expenses reimbursed		-	500
- Room rental and rebates		-	27,100
Donations and fundraising		2,372	8,141
Interest received		<u>-</u>	<u>161</u>
TOTAL		<u>136,162</u>	<u>375,886</u>
EXPENDITURE ON			
Charitable activities	5	<u>176,438</u>	<u>282,229</u>
TOTAL		<u>176,438</u>	<u>282,229</u>
Net movement in funds		(40,276)	93,657
Fund balances at 1st October 2020		<u>159,056</u>	<u>65,399</u>
Fund balances at 31st March 2021		<u>118,780</u>	<u>159,056</u>

The detailed 2020 comparative statement of financial activities is reported in note 2.

The notes form part of these financial statements

**MANKIND UK LIMITED
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**BALANCE SHEET
AS AT 31ST MARCH 2021
COMPANY NUMBER: 04109128**

	Notes	2021 £	2020 £
CURRENT ASSETS			
Debtors	7	41,151	41,151
Cash at bank and in hand		<u>86,619</u>	<u>122,834</u>
		127,770	163,985
Creditors:			
Amounts falling due within one year	8	<u>(8,990)</u>	<u>(4,929)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>118,780</u>	<u>159,056</u>
RESERVES			
Unrestricted funds	9	<u>118,780</u>	<u>159,056</u>

The company is entitled to exemption from audit conferred by Section 477 of the Companies Act 2006 for the period ended 31st March 2021.

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 period and of its results for the financial period 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 May 2022 and signed on its behalf by:

Stuart Wilkie - Trustee

The notes form part of these financial statements

**MANKIND UK LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31ST MARCH 2021**

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 2019), 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.

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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 financial 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 2020 £	Restricted Funds 2020 £	Total 2020 £
INCOME FROM			
Charitable activities			
- Commissioned counselling	2,194	-	2,194
- Grants	337,790	-	337,790
Other trading activities			
- Training fees and expenses reimbursed	500	-	500
- Room rental and rebates	27,100	-	27,100
Donations and fundraising	8,141	-	8,141
Interest received	<u>161</u>	<u>-</u>	<u>161</u>
TOTAL	<u>375,886</u>	<u>-</u>	<u>375,886</u>
EXPENDITURE ON			
Charitable activities	<u>260,148</u>	<u>22,081</u>	<u>282,229</u>
TOTAL	<u>260,148</u>	<u>22,081</u>	<u>282,229</u>
Net movement in funds	115,738	(22,081)	93,657
Fund balances at 1st October 2019	<u>43,318</u>	<u>22,081</u>	<u>65,399</u>
Fund balances at 30th September 2020	<u>159,056</u>	<u>-</u>	<u>159,056</u>

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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

	Unrestricted Funds	
	2021	2020
	£	£
Ministry of Justice MRF and Covid	43,794	117,339
Home Office SVSCSA	23,140	-
NHS Trauma Pathway	35,170	70,340
Lloyds Bank	-	32,340
Sussex PCC	20,000	87,771
Screwfix property maintenance grant	5,000	-
Catalyst Covid grant	4,914	-
Sussex Community Fund	-	5,000
Brighton & Hove City Council Covid grant	<u>-</u>	<u>25,000</u>
	<u>132,018</u>	<u>337,790</u>

5. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds	
	2021	2020
	£	£
Charitable activities:		
Wages, salaries and counsellors	122,388	213,622
Travel and accommodation expenses	-	96
Rent and room hire	15,000	34,132
Legal and professional fees	1,604	2,498
Insurance	2,768	2,729
Utilities	726	2,739
Equipment, repairs and maintenance	9,205	3,814
Printing, postage and stationery	144	544
Telephone	992	1,018
Computer, internet and website costs	19,306	14,637
Training and supervision costs	626	1,814
General expenses	541	462
Subscriptions	-	2,062
Governance costs:		
Accountancy and bookkeeping fees	<u>3,138</u>	<u>2,062</u>
	<u>176,438</u>	<u>282,229</u>

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6. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	112,731	199,085
Social security costs	6,399	9,359
Pension costs	<u>1,826</u>	<u>3,754</u>
	<u>120,956</u>	<u>212,198</u>

The average number of employees during the period was 14 (2020: 12). The number of staff to whom retirement benefits are accruing under a defined contribution scheme is 12 (2020: 10). No employees received emoluments of over £60,000 (2020: 60,000).

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 £30,370 (2020: £61,408).

7. DEBTORS

	2021	2020
	£	£
Grants receivable	<u>41,151</u>	<u>41,151</u>

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Accounts payable	3,136	1,622
Social security and other taxes	2,986	2,443
Accruals	<u>2,868</u>	<u>864</u>
	<u>8,990</u>	<u>4,929</u>

9. MOVEMENTS IN FUNDS

	At 1st October 2020	Income	Expenditure	At 31st March 2021
	£	£	£	£
Unrestricted				
General	129,056	136,162	176,438	88,780
Designated property fund	<u>30,000</u>	-	-	<u>30,000</u>
	<u>159,056</u>	<u>136,162</u>	<u>176,438</u>	<u>118,780</u>

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9. MOVEMENTS IN FUNDS (PRIOR YEAR)

	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>	<u>-</u>	<u>(16,884)</u>	<u>-</u>
	<u>22,081</u>	<u>-</u>	<u>(22,081)</u>	<u>-</u>
Unrestricted				
General	13,318	375,886	(260,148)	129,056
Designated property fund	<u>30,000</u>	<u>-</u>	<u>-</u>	<u>30,000</u>
	<u>43,318</u>	<u>375,886</u>	<u>(260,148)</u>	<u>159,056</u>
Total funds	<u>65,399</u>	<u>375,886</u>	<u>(282,229)</u>	<u>159,056</u>

10. 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.