



kaleidoscopeplus.org.uk

Registered Charity Number: 1096473

Annual Report 2021

For the Year Ended 31 March 2021




The
Kaleidoscope
Group



creating
brighter
futures
together

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Who We Are



The Kaleidoscope Plus Group (KPG) is a registered charity and a company limited by guarantee which has been providing services to promote and support better health and wellbeing since 1973.

It is governed by a group of Independent Non-Executive Directors who set the strategic vision and direction for the organisation but is run on a day-to-day basis by a delegated team of paid staff and volunteers who are accountable to the trustees.

We formally became known as the Kaleidoscope Plus Group in April 2013 following an affiliation of almost 40 years with the national Mind charity and have totally rebranded and repositioned ourselves as a Health and Wellbeing service provider.



To enable us to maintain our high standards, we work to five key internal expectations. These are:

STRONG LEADERSHIP

To achieve our vision, we need an outstanding Board of Trustees and Senior Management Team, who all lead by example. Leadership, however, is not just for those in senior positions. We expect everyone to take responsibility for leadership by living the organisation's values. Whilst we encourage and support staff and volunteers to work creatively using their own initiative and innovative skills, we also expect our staff and volunteers to work together towards shared goals. Our organisation-wide culture provides the confidence and common purpose required to deliver consistent exemplary services.

SOUND FINANCIAL MANAGEMENT

In order to achieve our plans for future development, it is essential that we safeguard our existing assets and maintain our financial position. The Board achieves control by regularly reviewing our financial position, approving annual budgets and receiving quarterly reports of actual results against the budget. Budget holders are empowered to make spending decisions that provide and support value for money but also ensures that quality of service is not compromised.

GOOD REPUTATION

The Kaleidoscope Plus Group has an excellent reputation – we continue to build on this, and we work to ensure that we become a household name across the areas of our operation – and beyond. Our reputation is our identity. It affects our ability to obtain new business, attract new partners and recruit employees and volunteers. Our reputation is not only formed through

interaction with our staff and services but also through word of mouth, our website, publicity materials, literature and marketing strategies.

EXCELLENT SERVICES

Without the discipline and drive to execute, strategy is merely a plan. At The Kaleidoscope Plus Group, we continually strengthen the quality of operational delivery to ensure that we can deliver on our aims and provide excellent services. For us, being effective is not an option but an imperative, because effective and excellent delivery not only makes our organisation sustainable but is also what the users and partners of our services deserve.

We constantly monitor our services to ensure that they are of the highest quality and we ask for feedback from our service users and stakeholders alike to make sure that we are clear about how our services are received.

FIRM FOUNDATIONS

As well as developing services, we continue to develop as an organisation. In response to the expectation that voluntary organisations operate in a professional manner in an increasingly regulated world, we have adopted structures, policies and procedures commensurate with its needs. We have a foundation which empowers our people, provides a robust platform for delivery and encompasses our aims and objectives.

Our Goal

Our goal is to **champion**
mental health
and wellbeing
driving real change and providing
critical mental health
support services
to the community
and wherever they are needed.



Our Services

Our services include:



SUPPORT SERVICES

It takes a team of dedicated and specialist support services working tirelessly behind the scenes to ensure our service leads are equipped with the knowledge, expertise, infrastructure and environment they need to be able to deliver our exceptional services.

At KPG these include:

- Kaleidoscope Training
- Kaleidoscope Fundraising
- Kaleidoscope Central Services Teams

Our Mission

Our mission
is to **promote**
and **support**
positive health
and **wellbeing**
across our area of
operation

We are committed to making sure the services and facilities we provide are of the highest possible quality.

We seek to put service users at the heart of everything we do to ensure we continue to be innovative, proactive and flexible in meeting the needs of the communities we serve. We aim to do this, and more, in a sustainable, inclusive way and by ensuring our aims: **Recovery, Inclusion** and **Awareness** are inherent in all that we do to ensure we make a difference and bring added value to our work by *Creating Brighter Futures Together*.

Chair's Statement



"We remain an ambitious organisation and our resolve has been strengthened to continue to provide innovative, effective services which are easily accessible to a diverse community and cater for a diverse range of needs."

2020 has been a challenging year as the world attempted to get to grips with the Covid-19 pandemic and the UK spent large parts of the year in lockdown.

Like many organisations across the country, The Kaleidoscope Plus Group has had to adapt, often quickly, as Government guidance changed. As a result, we have prioritised the wellbeing of our service users and colleagues, ensuring the services we provide are safe and accessible, whilst working hard to remain operationally and financially resilient.

The direct costs of the pandemic are immediately seen and our thoughts and prayers as an organisation go out to all those families who have lost a loved one. In addition, there is the economic impact that restrictions have had which have hindered our ability to raise funds and will further affect future funding as the country repays the costs incurred.

Unfortunately, the impact on the mental health and wellbeing of the nation will be felt for years to come and it is important that the UK Government supports the provision of mental health services through adequate funding and resourcing to cope with the anticipated increase in demand. The Kaleidoscope Plus Group will be at the forefront to support the nation and provide help and support to those in need.

We remain an ambitious organisation and our resolve has been strengthened to continue to provide innovative, effective services which are easily accessible to a diverse community and cater for a diverse range of needs. This is all delivered by a team of colleagues who should be proud of their achievements delivered against the

backdrop of one of the most challenging events we have faced as an organisation.

I would like to thank all our staff, volunteers, board members, ambassadors and partners for their commitment, dedication and passion that has allowed us to continue to survive and thrive over the last 12 months.

Christopher Mills

Chair

A photograph of three female counsellors sitting at a white table. The woman on the left is wearing a black top and has her hand near her chin. The woman in the middle is wearing a yellow top and is smiling broadly. The woman on the right is wearing a black top and has her hand near her chin. In the background, there is a wooden door and a colorful logo on the wall. The text is overlaid on the image in a large, white, sans-serif font.

“As counsellors,
if it is important to you,
it is important to us
and we are here to
listen and support you always”

CEO's Statement



"We're proud of what we've done over the course of the past 12 months but we're also proud of those who have been brave enough to seek our help."

This past year has seen rising numbers of people struggling with their mental health. Restrictive measures put in place during the pandemic coupled with loneliness, job and income loss, bereavement, and the direct or indirect impacts of Covid-19, has led to increased levels of anxiety and had a negative effect on many people's mental health.

Here at KPG we have seen an overwhelming increased demand for our services and have continued to work hard to ensure that everyone who needed our services and support received it.

At the height of the pandemic, we had to adapt the way our services were run in line with government guidelines, and so, we offered a range of counselling, wellbeing and training sessions online so that we could continue to support those who needed us most.

We launched a new support service called Talk 2 Us to help those who struggled to deal with the uncertainty of the future and the "new normal." Alongside this we

produced a guide to help children and young people and their parents and carers manage their anxiety. Meanwhile our 24-hour text support service continued and saw an increase of 25% more texts than usual.

It's been inspiring to see how our staff and volunteers across the organisation have responded since Covid-19 began to spread and we owe them a huge debt of gratitude for their wonderful spirit during a time of such uncertainty and anxiety.

We're proud of what we've done over the course of the past 12 months but we're also proud of those who have been brave enough to seek our help.

Finally, we can only do what we do thanks to the generosity of those who support us, so however you got behind #TeamKPG this past year, we cannot thank you enough!

Monica Shafaq
CEO

Highlights

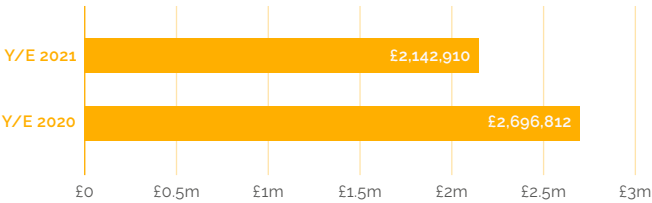
TOTAL INCOME

£2,142,910

Year ended 31 march 2021

£2,696,812

Year ended 31 march 2020



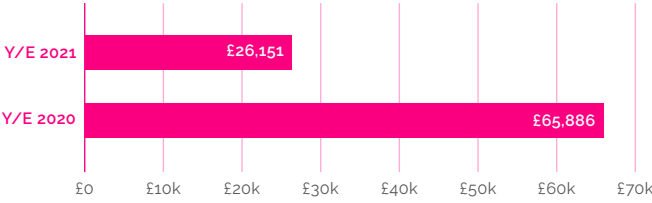
NET INCOME

£26,151

Year ended 31 march 2021

£65,886

Year ended 31 march 2020



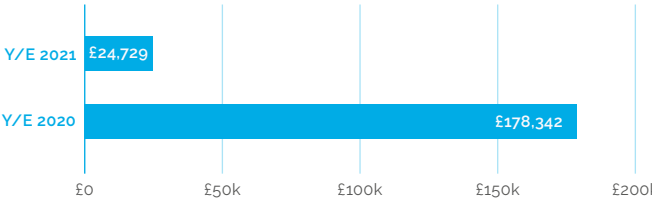
DONATIONS

£24,729

Year ended 31 march 2021

£178,342

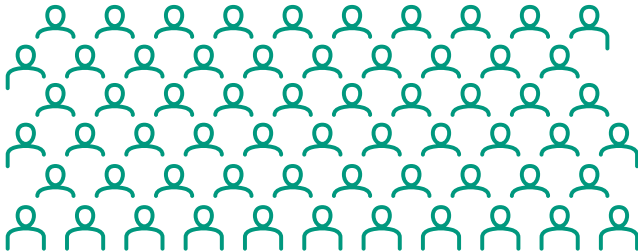
Year ended 31 march 2020



TOTAL NUMBER OF EMPLOYEES

62

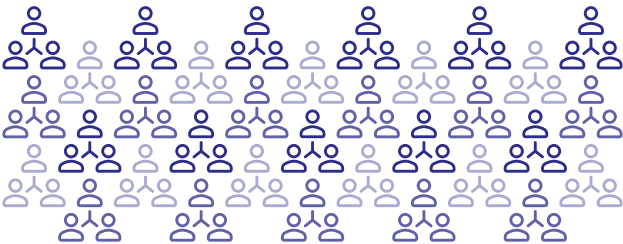
Year ended 31 march 2021



NUMBER OF COUNSELLING REFERRALS

206

Year ended 31 march 2021



“Thanks to Kaleidoscope
I now feel much more positive
about my future and
more in control of my life”

GRANTS

AMOUNT

FROM

£140,000

Sandwell Metropolitan Borough Council
to provide support in the community for people with mental ill health

£86,456

Sandwell Metropolitan Borough Council
for general business purposes

£50,000

Longleigh Foundation
to fund our suicide prevention service

£25,000

Longleigh Foundation
to provide telephone counselling to Stonewater residents

£13,116

Sandwell Metropolitan Borough Council
to help with additional spend relating to Covid-19

£5,952

West Midlands Police and Crime Commissioner Community Initiatives Fund
to deliver suicide awareness sessions

£5,000

Sandwell Council of Voluntary Organisations
to provide training sessions

£5,000

ScrewFix Foundation
towards costs relating to Hope Place and decorating

£3,237

West Midlands Violence Reduction Unit
to provide drama therapy sessions

£2,730

West Midlands Police and Crime Commissioner Community Initiatives Fund
to continue to provide affordable counselling

£2,500

Edward and Dorothy Cadbury Trust
to help fund 10 affordable counselling sessions

£2,200

West Midlands Police and Crime Commissioner Community Initiatives Fund
towards providing free training sessions

£500

Eric W Vincent Trust Fund
to continue to provide affordable counselling

£100

Fordath Foundation
to provide cleaning support for a KPG hoarding client

What We Did

2020

APRIL 2020



Black and Golds Estate Agents took part in a 15-hour bike marathon, to raise money for our text line and through their amazing efforts, they raised a huge total of £1541.32!

Our Talk 2 Us helpline launched offering free, confidential support to anyone in the UK.

JUNE 2020

During the pandemic our text support line received 25% more messages than usual from people in need of urgent support.

AUGUST 2020



Time to Float became our latest corporate partner. The company, based in Stafford, offers floatation therapy which promises relaxation, stress relief, muscle recovery and can have a huge impact on mental health problems such as depression and PTSD.

JULY 2020

During a time where face-to-face groups were not possible, we set-up a monthly video group meeting to support anyone bereaved by suicide from across the UK.

SEPTEMBER 2020



In September #TeamKPG became the proud shirt sponsors for Kidderminster Harriers FC – the first mental health charity to support a National League club.

JANUARY 2021



Our corporate partner MSC Industrial Supply Co gave us some wonderful feedback and said the service it receives from The Kaleidoscope Plus Group had been extremely well received by their associates, which helped the company raise more than £2,000 within the first nine months of the partnership.

NOVEMBER 2020

Our dedicated Shout Volunteers announce that they have now taken an incredible half a million conversations! Each one of those conversations represents someone who has needed support and reached out to find it, and someone who has listened with empathy and guided the texter to a place of calm.

OCTOBER 2020



Work started on the refurb of our brand-new offices at Hope Place. The new building, which opened in September 2021, will be a community hub where anyone can pop in and gain access to both services and information.

Alfie Mills took part in a Mental Health Awareness Week at Brewood C of E Middle School to raise awareness of the work we do. Through his efforts, Alfie was selected as the Mental Health Ambassador for his class. It's so important to teach children about mental health and Alfie is a true inspiration!



MARCH 2021



Along with our partners, Kidderminster Harriers, we are shortlisted for a Business Charity Award for forging the first National League Football partnership of its kind.

CEO Monica Shafaq is welcomed to the Professional Football Association Charity in a landmark appointment, making her the first woman and woman of colour to take a trustee position in the organisation.

We welcomed Will Mellor, Rustie Lee, Ralf Little, Paul Chuckle, Frank Sinclair, Romaine Sawyers and James Coppinger as our celebrity ambassadors



2021

Looking Ahead

At the Kaleidoscope Plus Group, we continue to evolve in order to serve the needs of our service users. Their views and needs are at the heart of every decision we take as we strive to improve upon the high-quality service our staff provide: prevention and recovery are paramount.

Over the course of the past year, we have diversified the range of services we offer and extended our reach in response to the needs of the service users, the priorities of commissioners and the demands of the current economic climate.

We are an ambitious organisation, and we recognise that our staff, service users and volunteers are key to the successful delivery of our services as we aim to provide the support to enable everyone to realise their potential, whilst recognising and celebrating that having a mental health condition does not define us.

With mental health firmly on the political agenda, and more and more people sharing their experiences, both in the public eye and within our local communities, there is no better time than now to build on the foundations that we have already laid and embark on the next chapter of our journey.

One thing that isn't changing, and in fact is getting worst following the Covid-19 pandemic, is demand for mental health support. That is why we are determined to tailor and adapt our services and challenge ourselves to meet and exceed people's needs so that we can increase our effectiveness and impact.

We have identified that we must look at new models of delivery, new markets, new partnerships and new funding sources to ensure we are fit for purpose in this new and fast evolving environment. Our organisational structure must enable a more nimble and proactive response. Developing our talent throughout the charity is essential to enable a diverse, dynamic and youthful offer.

With a reputation for strong values, we want to strengthen our story and culture so that people know who we are, what we stand for and experience behaviours that match our values and a committed and passionate staff team.

By 2023, our aim is for the Kaleidoscope Plus Group to be a leading, financially sustainable, nationally recognised Health and Wellbeing Charity which provides excellent, accessible and inclusive services to individuals of all ages who have a range of emotional health and wellbeing needs.

We will be a partner and employer of choice delivering excellent services by motivated, highly skilled and passionate staff operating a 'one team' approach in all that we do.





“I consider myself privileged
to be part of a
client’s journey
whilst broadening my own experience of
different cultures
and diversity”

Governance *and* People

Good governance is a golden thread that runs through every successful organisation.

Our Board of Non-Executive Directors have responsibility to monitor and if needed, adjust the direction of travel in line with internal and/or external influences which may affect our work. Progress against the business plan is monitored by the board through our 12-month action plan. A new action plan is devised each year allowing the Leadership Team and operational staff to focus on specific aims and targets and assisting to balance workloads.

Non-Executive Directors

The Kaleidoscope Plus Group is governed by our experienced Board of Non-Executive Directors, all of whom generously offer their time free of charge.

The Board has overall responsibility for all KPG activities and play a vital role in ensuring the charity is run in the interests of the people we exist to serve.

They strategically oversee the management and administration of the organisation.

Our Non-Executive Directors bring a unique and high standard of skill, expertise and passion to the organisation to help ensure KPG continues to deliver high quality services to those who need them most.



Chris Mills

CHAIR

Chris Mills has worked in the Financial Services industry with the West Bromwich Building Society since 1998 and is a qualified mortgage adviser. He is currently the Retail Manager responsible for a number of branches within the local area. Outside his main employment, Chris gives his time voluntarily as a Trustee with another local charity, Sandwell Parents for Disabled Children, holding the position of Vice-Chair. He has previously also held the position of Vice-Chair of the Staff Union West Bromwich Building Society.



Faye Hingley

VICE-CHAIR

Faye Hingley is a Trainee Educational and Child Psychologist, currently completing her Doctorate in this field. Faye has a Masters in Psychology, Postgraduate Certificate in Low Intensity Psychological Interventions, and a BSc(Hons) in Psychology and Genetics. Faye was previously employed by the Kaleidoscope Plus Group for four years as part of our Talking Therapies service, working as a Trainee, Qualified and finally Senior Psychological Wellbeing Practitioner. Faye has a particular interest in therapeutic interventions and supporting individuals with learning difficulties. In her spare time, Faye enjoys adrenaline sports, travelling and renovating her first home.



David Saunders

TREASURER

David Saunders is a qualified accountant with over twenty years' experience of social housing and charity finance. In 2016 David became Director of Resources at Watmos Community Homes, a tenant-led housing association, with homes in London and the West Midlands, having previously been Director of Finance & Corporate Services at Black Country Housing Group. David's current role includes finance, treasury, HR, ICT and governance. Before joining BCHG David had been Deputy FD at Accord Group and earlier Head of Financial Planning at the Orbit Group. David is also a Non-Executive Director and Chair of the Audit Committee at Spring Housing Association in Birmingham.



Surrinder Bains

Surrinder Bains is the Strategic Manager at the Handsworth Association of Schools and provides strategic, operational and project support to over 20 schools. Before this, he worked for John Taylor Hospice, Sandwell MBC and also Birmingham City Council. He has worked in Housing, Regeneration, Strategic Partnerships, as a business consultant, and with charities and social enterprises. His passion is to make every moment matter and to deliver the vision and mission of organisations and ensure that staff, supporters and partners receive an excellent experience.



Matt Flint

Matt Flint is a serial entrepreneur, influencer and philanthropist. Over the years he has successfully built up a portfolio of companies spanning a variety of sectors including digital marketing, event management, celebrity management and most recently The Viral Group. Matt has delivered services to an enviable list of well-known businesses & brands and his experience spans celebrities, events, hospitality, charity, entertainment, investment and fashion. Matt is passionate about building real connections, preserving integrity and creating long-standing relationships. During his 13 years in business Matt has accomplished great things, tried new ideas and also failed a couple of times, which he believes has helped him to grow personally and professionally motivating him to want to help others too.



Fergal Dowling

Fergal is a partner with Irwin Mitchell Solicitors, which is one of the largest full-service law firms in the UK. He's been with the firm for 25 years and is national head of the Employment & Pensions team, overseeing a team of over 70 lawyers in offices across the UK. He also sits on the firm's Business Legal Services board.

In his spare time, Fergal follows Aston Villa FC with his 2 teenage sons and enjoys keeping fit and holidays.



Neil Male

Neil Male is CEO of Bromsgrove based GMS Group. Over the past 14 years, Neil has led and evolved GMS to become a national leading security specialist, with a turnover of £14m and over 500 employees. Neil has been widely recognised for his business achievements, most recently being named Transformational Leader at the West Midlands Leadership Awards, as well as being named one of Grant Thornton's 100 Faces of a Vibrant Economy in 2018. With great synergy between both GMS and Kaleidoscope's vision and values, Neil looks forward to supporting Kaleidoscope to achieve its goals of growth and sustainability through his extensive commercial experience and network of contacts.



Michael McLean

Michael McLean has a background in Management and Marketing in and around the film, music and leisure industry. Michael is someone who very much believes in the strength of people and the difference they can make to others and the environment around them. Michael is a big film fan and a huge advocate of great stories, whether they be on the screen, page or stage. His other passion is sport, be it Football, Boxing, Formula One, American Football or MMA and he relishes the opportunity to watch a good contest.



Ann-Marie Pugh

Ann-Marie is a solicitor advising individuals, companies and third sector clients on all aspects of HR and employment law. She is a mom to three teenagers, as well as being a daughter, sister, aunt and friend.

Ann-Marie sees the impact mental health has on people she comes into contact with in every aspect of her life and looks forward to being part of the team and lending her support in any way that she can.

Our Executive Leadership Team

Monica Shafaq CHIEF EXECUTIVE OFFICER

Since being appointed as Chief Executive of The Kaleidoscope Plus Group in 2010, Monica has spearheaded a radical rebrand, restructure and repositioning of the organisation to guarantee future sustainability, managing a circa £2 million annual budget and establishing partnerships across numerous sectors including the sport, public and voluntary sectors.

Monica's robust leadership has brought about tangible cultural change at KPG, resulting in increased motivation and staff retention and has seen the charity listed in the Sunday Times 100 Best Companies to Work for every year since 2015.

The partnerships that Monica has forged whilst at The Kaleidoscope Plus Group have seen her in a number of new sport and housing-related roles. Between 2017 and 2020, she served as a non-executive director of the Sports & Recreation Alliance.

To date, Monica is a member of The Premier League's Equality & Diversity Standards panel and is an independent non-executive director of:

- Birmingham County FA – Equality & Diversity Lead
- Kidderminster Harriers FC – Equality & Wellbeing lead
- Citizen Housing
- Professional Footballers Association Charity

In September 2020 Monica was announced as the 'Behind the Scenes' category winner on the Asian Sports List for her work around mental health and equality in football.

She was also made an honorary member of The Leaders Council of Great Britain and Northern Ireland in their bid to recognise the leadership figures who helped keep the country running during the Covid-19 pandemic.



Alison Francis

DIRECTOR OF FINANCE AND RESOURCES

Alison Francis joined KPG in October 2019. As Director of Finance & Resources she is responsible for leading on Finance, Facilities, Risk and Governance.

Before joining The Kaleidoscope Plus Group, Alison had more than 25 years' experience in management and accounting at a senior and board level, including within the FTSE 100 company in the Oil & Gas Industry.

Her work is focused on ensuring long-term financial sustainability, compliance with external and internal requirements, as well as driving improvements by highlighting opportunities for better ways of working.



Cashain David

HEAD OF OPERATIONS

Cashain joined KPG in 2021 with over 20 years' experience working in senior executive teams across a range of voluntary, private, and public sectors. His work has included a focus on delivering services for vulnerable and hard to reach individuals through social prescribing approaches.

As the previous co-chair of Safoa, the National African Caribbean Mental Health Network, Cashain was part of a team that delivered international and national conferences for member organisations and developed skills training workshops for small culturally sensitive businesses.

Cashain is a graduate of the Nye Bevan award for Executive Leadership from the NHS Leadership Academy.



Gary Wheway

HEAD OF FUNDRAISING AND BUSINESS DEVELOPMENT

Gary has had a highly successful and accomplished career in business development as both employee and business owner and freelance consultant. He was previously Director of Regional Fundraising and part of the national income generation council for the RSPCA.

Gary is passionate about creation and delivery of sustainable revenue streams through efficiency and innovation that make a real difference to not-for-profit organisations.



Charlotte Lilley

PR MANAGER

Before joining the Kaleidoscope Plus Group in April 2021, Charlotte trained as a journalist with the Express & Star and covered a wide variety of news stories across the Midlands. In 2012 she won the Express & Star award for recognition of outstanding achievement for her newswriting and journalism.

Charlotte made the move into PR in 2015 joining Compton Care (formerly Compton Hospice). She saw the Wolverhampton-based charity through a huge rebrand and worked on numerous campaigns, appeals and events to help it achieve its yearly £10m income.



Daniel Fisher

BA (HONS), CHARTERED MCIPD
HR MANAGER

Daniel is a results-oriented HR professional, energised by a challenge, with a number of years of progressive human resource management and leadership experience within the private and not-for-profit sectors.

Graduating in 2014 with a Bachelor of Arts in Human Resource Management, Daniel is also a member of the Chartered Institute of Personnel Development and Safeguarding Lead Governor for a group of Birmingham Academies.

Primarily, Daniel's role is to work with senior management teams as a trusted advisor and business partner to provide pragmatic and legally sound HR solutions and to ensure that the people strategy fits into the overall business strategy and charity mission. He has a varied remit covering both operational and strategic HR Management, including complex employee relations, performance management, talent and development, organisational development, reward, recruitment and data and information.



“Having never done any sort of counselling before
I wasn’t sure what to expect,
but Jess and the whole Kaleidoscope Plus Group
made me feel at ease
and very comfortable.”

Trustees’ *and* Report Financial Statements

For the Year Ended 31 March 2021

CHARITY NAME

Kaleidoscope Plus Group

REGISTERED CHARITY NO

1096473

REGISTERED COMPANY NO

04660523

REGISTERED OFFICE

321 High Street
West Bromwich
West Midlands
B70 8LU

AUDITOR

Mazars
2 Chamberlain Square
Birmingham
B3 3AX

BANKERS

Unity Trust Bank plc
Nine Brindley Place
Birmingham
B1 2HB

INVESTMENT MANAGERS

Quilter Cheviot
Two Snow Hill
Birmingham
B4 6GA

CHIEF EXECUTIVE AND COMPANY SECRETARY

Monica Shafaq

EXECUTIVE OFFICERS

Claire Dale – Director of Operations
(Deputy Chief Executive resigned 19.02.21)

Alison Francis – Director of Finance
& Resources

TRUSTEES' ANNUAL REPORT

for the year ended 31 March 2021

The Trustees present their report and accounts for the year ended 31 March 2021.

STRUCTURE GOVERNANCE AND MANAGEMENT

BOARD OF TRUSTEES

The Trustees of the charitable company, who are directors for the purpose of company law, who served during the year and up to the date of this report are set out as follows:



Monica Shafaq
CEO



Christopher Mills
TRUSTEE (CHAIR)



Faye Hingley
TRUSTEE (VICE CHAIR)



Surrinder Bains
TRUSTEE



David Saunders
TRUSTEE (TREASURER)



Neil Male
TRUSTEE



Anne-Marie Pugh
TRUSTEE (RESIGNED 8 JANUARY 2021)



Michael Mclean
TRUSTEE



Fergal Dowling
TRUSTEE (RESIGNED 28 JULY 2021)



Matthew Flint
TRUSTEE

The Kaleidoscope Plus Group (KPG) is a voluntary organisation constituted as a registered charity (charity registration number 1096473) and a company limited by guarantee (company registration number 04660523), registered, and incorporated in England and Wales. It is governed by its Articles of Association. The principal office of the charity is 321 High Street, West Bromwich, B70 8LU.

OBJECTIVES AND ACTIVITIES

The objects of The Kaleidoscope Plus Group are:

 **To promote and support better health and wellbeing across our area of operation**

OUR AIMS:

Recovery

To deliver high quality and appropriate services for people who experience ill health, promoting recovery, independence, and integration at all times.

Inclusion

To facilitate and support community integration and participation for people with health problems.

Awareness

To raise awareness of health issues across the communities we serve; to challenge stigma associated with mental illness; to promote and support positive health and wellbeing across communities.

OUR CORE VALUES:



Quality

We are committed to achieving and maintaining appropriate standards for the organisation and its services, and to building, supporting, and maintaining a skilled, high-quality workforce to ensure excellent service delivery and governance.



Access and Equality

Our commitment to equality is reflected in our policies, practices, and services. This commitment goes beyond our ethos to promote equality and challenge discrimination. It involves an active commitment to identifying areas where inequality of access to health services and support exists for diverse communities and to develop structures to address them wherever possible.



Continuous Improvement and Development

We will carry out structured and regular review of the organisation and its services, their quality, and their impact in order to inform and influence development. We will build skills and seek resources to implement new services and/or facilities in response to identified need.



Partnership

We are accountable to all our stakeholders and are committed to making sure the views and needs of our service users, funders and other partners are listened to. We will work with service providers and policy makers to have influence into the development of services and strategies which impact the communities we exist to serve.



Sustainability

We have a responsibility to our service users and the communities in which they live to ensure that the services we develop, and deliver are sustainable, and to ensure that resources are responsibly managed and allocated.

TRUSTEES' ANNUAL REPORT CONTINUED

TRUSTEE AND DIRECTORS INDUCTION AND TRAINING

The Kaleidoscope Plus Group undertook a review of the skills on the charity's board of trustees during 2019/2020 and as previously reported, recruited five new members during that year. The pandemic however has resulted in the need for some of our board members to stand down from their positions to focus on personal and professional priorities. This led to vacancies on the board which are being recruited to. Our members come from varying backgrounds ranging from PR and marketing, legal and the commercial sectors and each new member is required to undertake a structured induction program which consists of providing information on their responsibilities as a Trustee together with the history and intended direction of the charity. All are provided with a copy of the constitution, current business plan and policies relating to confidentiality, safeguarding, terms of reference and our code of conduct amongst other overarching governance related information. Throughout the year, all Trustees are given regular training in key issues arising which are pertinent to the charity and their duties and responsibilities as trustees. This has also now been supplemented with an online portal for them to access in their own time. As with members of staff, board members are required to undertake mandatory training elements and completion rates are recorded and monitored. They also receive training in Mental Health First Aid for which we have accredited trainers.

On an annual basis, an "away day" is organised which concentrates on the key issues for the charity, allowing the board to take stock and consider future development, along with reviewing updates in charitable law, governance and how they impact on the duties of the Trustees. The trustees have been heavily involved in informing and monitoring the charity's business plan which sets out our vision and approach until 2023.

All Trustees are encouraged to involve themselves in areas of particular interest to them through close involvement with

the management, staff, and users of the charity's services. This helps Trustees to develop the overall strategic direction and does not detract from the Trustee's primary responsibilities to the charity.

During the year, a formal review of our governance structure and processes has also taken place, through which several recommendations to strengthen our approach have been identified. 2021/2022 will be used to work through these with an aim of achieving a kitemark demonstrating even better governance of the charity.

All Trustees give their time freely and no trustee except for the Chief Executive Monica Shafaq received remuneration in the year.

ORGANISATIONAL STRUCTURE

The Kaleidoscope Plus Group is a voluntary organisation constituted as a registered charity (charity registration number 1096473 and a company limited by guarantee (company registration number 04660523) governed by adopted Articles of Association. It is governed by a committee of voluntary Trustees (the Board) who are also directors of the company.

The Trustees elect officers at the Annual General Meeting including a Chair from amongst their number. The Trustees set 'role descriptions' and 'person specifications' in respect of the officer roles (Chair) and the general Trustee role.

The Trustees have overall responsibility for ensuring that the charity has appropriate systems of control, financial and otherwise. The systems of internal control are designed to provide reasonable, although not absolute assurance against material misstatement or loss. They include:

- an annual budget approved by Trustees.
- regular consideration by the Trustees of financial results, variance from budgets, non-financial performance indicators and bench-marking reviews.
- delegation of authority and segregation of duties.
- identification and management of risks.

In addition to the AGM, the Board meets a minimum of four times a year. There is also a Finance & General Purposes Committee which meets 'virtually' ensuring all board members can participate. 2021/2022 is likely to see a change in the committee structures with an introduction of other/ alternative sub-committees.

Responsibility for strategy, planning and the day-to-day management of operations is delegated to an executive team of managers led by the Chief Executive, who also acts as Company Secretary. Formal reporting by the Chief Executive to the Trustees takes place regularly throughout the year as well as through regular one to one meetings between the Chair and Chief Executive. The committee meeting protocol continues to be updated to ensure that there is a regular review of key issues, such as investment, risk management, performance data and regulatory monitoring.

The Charity currently employs FTE staff.

PAY POLICY

The charity removed its pay structures in 2015 and for many years did not review this due to financial constraints. A comprehensive review of the salary structure took place in 2019/2020 and the board made a commitment to bringing all members of staff to market rate over the next three years. 2020/2021 saw the first phase of this being implemented.

PREMISES

During 2019/2020, the charity purchased its own offices on the main High Street in West Bromwich. This is the first time in the charity's history that the charity has its own building. The premises have now been refurbished, however have not been fully utilised due to the pandemic as the majority of staff were working remotely during 2020/2021. It is envisaged that there will be a phased return to the workplace during 2021/2022 when it is safe to do so.

RISK MANAGEMENT

The Trustees introduced a formal strategic risk management process and a full-scale review to assess business risks and implement a risk management strategy. Operational risk assessment and management addresses the following areas, Loss of income; Risk of Adverse Publicity; Loss of Key Staff; Loss of Management Committee Members; Lack of Organisational Vision; Breach of Health & Safety, Financial Fraud or Error; Business Interruption/Contingency; and ICT failure. These are all reviewed on a quarterly basis and are set out in the Risk Management Strategy, which adopts a risk register to evidence action against highlighted risks.

A total of 32 risks are currently being monitored. A traffic light system is used to rate them. Risks scoring between 15 – 24 (based on likelihood and impact) are rated as red. Those scoring between 8 –14 are rated amber and risks scoring below 7 are rated as Green.

The charity's highest risk factor is the possibility that commissioned contracts could end without replacement, however we recognise that this is a risk which is unlikely to change in the foreseeable future due to the economic climate the third sector is currently working in.

See below the risk register where the key risks have been identified:

RISK DESCRIPTION	TRIGGER	VULNERABILITY	MITIGATION	SYSTEMS/CONTROL
Government Policy changes reduce the level of funding available for non-registered health care and service delivery by Third Sector organisations	Changes in government policy for non-registered care are announced	The majority of KPG service delivery is public service contract delivery for non-registered care	<ul style="list-style-type: none">• Ensure KPG keeps up to date with government policy• Fundraising Strategy	<ul style="list-style-type: none">• Develop partnerships and consortiums with other similar organisations• Review possibilities of economies of scale• Review expenditure streams to ensure VFM is still achieved• Increase revenue through alternative income streams
Government Policy changes reduce the level of funding available for registered residential mental health service delivery by Third Sector organisations	Changes in government policy for registered residential care are announced	KPG operates one Registered Care Home which makes a healthy contribution to income	<ul style="list-style-type: none">• Ensure KPG keep up to date with government policy• Ensure KPG keeps up to date with CQC requirements and standards	<ul style="list-style-type: none">• Review whether this area of service is something KPG wishes to remain delivering• Review possibilities of economies of scale• Review expenditure streams to ensure VFM is still achieved
The charity's sustainability is threatened	Contracts end and not replaced	With the exception of the Registered Care Home, the contract services are relatively short term	<ul style="list-style-type: none">• Fundraising Strategy• Investment Policy• Franchise Model• Bid and tender submissions	<ul style="list-style-type: none">• Continually monitor expenditure and project forecasts• Develop a diverse portfolio of services• Use high profile media channels to help raise the profile of KPG• Ensure the relevant bid writing skills are deployed to put together the bids to retain services• Ensure adequate time to develop bids is allocated
Project Funding streams cease and not replaced	Funding cessation notifications are served by Commissioner	KPG activity is heavily reliant upon contract funding from Commissioners to deliver projects	<ul style="list-style-type: none">• Fundraising strategy• Regular dialogue with commissioners• Submission of bids and tenders	<ul style="list-style-type: none">• Diversify service delivery• Ensure Service User involvement in developing new projects• Widen the geographical area of service availability and delivery from locality areas to national areas

TRUSTEES' ANNUAL REPORT *CONTINUED*

RISK MANAGEMENT *Continued*

RISK DESCRIPTION	TRIGGER	VULNERABILITY	MITIGATION	SYSTEMS/CONTROL
Unauthorised or illegal activity / expenditure occurs	There is fraud and / or misappropriation of funds	Funds are lost	<ul style="list-style-type: none">Robust finance reporting and monitoring systemsIndependent audit of controls	<ul style="list-style-type: none">Ensure no officer is exposed to the risk of fraudEnsure adequate procedures and processes are in placeCarryout regular checks on processesCarryout regular checks on high-risk areas such as cashReduce the levels of cash handling to a minimum. Introduce non-cash methods of payment
Current Investment Portfolio is not utilised in investments effectively	Inadequate Investment Strategy	Investment Portfolio does not generate adequate funding	<ul style="list-style-type: none">Investment strategy	<ul style="list-style-type: none">Review and revise Investment Portfolio StrategyEnsure Investment Mandate remains current and reflects current registered TrusteesRegular reviews carried out with Investment Portfolio ManagerEnsure the investment portfolio manager does not become complacent by regularly reviewing with other charity portfolio managers
There is little or no diversification in terms of business development and / or diversification of service delivery	New and diverse business areas are not sought	Kaleidoscope Plus Group is not at the forefront of key partner business development and diversification	<ul style="list-style-type: none">Business Plan	<ul style="list-style-type: none">12-month action plan appended to the Business Plan to maintain focus and enable effective monitoringSubmission of suitable tenders and bids nationallyEnsure KPG are at the forefront of "alternative" service delivery
KPG premises are subject to unauthorised access resulting in property theft	A break in occurs at one of the offices	Loss of office space, insecure premises, and insecurity of staff to wish to work from there	<ul style="list-style-type: none">Adequate security systems and monitoring on place that is reviewed on a regular basis by a specialist provider	<ul style="list-style-type: none">Locking up" procedure in place and adhered to at all timesInsurance against the risk is always in placeImplement a general Business Continuity PlanSupport of a key-holding companyHave suitable security systems in place (alarm/CCTV) etc
KPG premises are subject to a major incident such as fire, flood, bomb threat, etc	A major incident occurs at an KPG property	Unable to deliver contracted and self-funded services	<ul style="list-style-type: none">Adequate Business Continuity plan.	<ul style="list-style-type: none">Insurance against the risk is always in place

HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

The Trustees have referred to the Charity Commission's general guidance on public benefit and feel that the existing aims and values meet the requirement set out for small charities. A review of the mission aims, and core values has been undertaken and it is felt that they remain relevant to the charity's purposes.

Mental Health covers a wide spectrum of illnesses from psychotic disorders such as bipolar through to the more common conditions such as anxiety and depression. Around one in four people have suffered from a mental illness or are associated with someone who has and the annual cost of mental health problems in England is estimated at £77 billion. The charity, along with many other mental health service providers believe that there will be a mental health crisis when the aftermath of the pandemic is truly known.

Each day 15 people in the UK will take their own lives with someone dying by suicide every 2 hours. A total of 2,038 adults will be admitted to hospitals in England and there will be around five million inpatient days per year. There will be 912 detentions under the Mental Health Act 1983 of which around 385 will be voluntary admissions.

Every year, 33 million prescriptions for anti-depressants are written in England and 16 million for sleeping pills, anti-anxiety drugs or tranquillisers. Mental health illness does not discriminate; it impacts people of all ages and economic backgrounds. Some illnesses are clinically diagnosed whereas others are not which makes it difficult to determine the number of people requiring mental health service provision.

At The Kaleidoscope Plus Group, equal access to all our services is of paramount importance. We monitor our performance against both contractual and sector expectations across all service areas to ensure that effective services are implemented; any gaps are easily identified and work with a wide range of Commissioners to develop appropriate interventions. During the year we have also introduced several digital activities through which the wider public can engage and receive support.

We believe that equal access to our services is vital to our success and that successful outcomes must be shared by all sections of the community. Our main activities for the year continued to meet

The Kaleidoscope Plus Group's Mission and Aims and were implemented through the provision of a number of services:



RESIDENTIAL CARE
Nicholl Grange Care Home

Residential care for 14 people structured to comprise a 10-bed unit with 4 one-bedroom flats in West Bromwich. The staff team provide care and support 24 hours a day. The home caters both for people who have a long-term need for such a setting, as well as for some who wish to develop their independent living skills prior to moving on. In addition, there are four one-bedroom flats attached to this scheme where the residents receive support from the care home staff to facilitate a greater degree of long-term independent living. Without such a service, local people suffering from mental health illness would not be able to gain the support and confidence to live fulfilling and independent lives.



ILS
These are two individual shared properties accommodating 4 individuals who have bene in long term institutionalised care. They are enabled to live independently in the community with 24/7 on site support.



SORT SCHEME
A Floating Support scheme which supports 100 people. Those who receive support have mental health issues and challenges and the SORT scheme helps them maintain independent living in their own homes.



COMMUNITY OFFER
A source of support for people in West Bromwich providing general advice, guidance and advocacy for people who may be suffering with their emotional health.



COUNSELLING WITH KALEIDOSCOPE
This service is funded through the charity's reserves and provides counselling in various modalities to anyone who may need it. The service is chargeable and operates on a means tested basis to ensure that is affordable and provides equal access to those on low income. It is delivered face to face and online and is available to anyone in the country.

TRUSTEES' ANNUAL REPORT CONTINUED

HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT Continued

SUICIDE BEREAVEMENT SUPPORT
(Black Country and Warwickshire)

This service offers support to those who have been bereaved by suicide in Warwickshire and The Black Country.

PRIMARY MENTAL HEALTH WORKERS

The PMHW team work with children and young people, families, carers, and professionals providing support where there are emotional or mental health concerns in relation to the young person.

SUICIDE PREVENTION TEXT LINE

In October 2019, the charity was finally able to launch its much-anticipated suicide prevention text line service in partnership with SHOUT. This national service is available to 24/7 to anyone in the UK and can be accessed free of charge. Trained crisis volunteers help those who contact the service to stay safe and provide guidance on services available to support them. During the last six months of the financial year, the service saw a 150% increase in the number of texters.

TALK2US

This service was set up in specific response to the pandemic and the growing need for people requiring advice and support regarding their emotional health or those around them. The service can be accessed by phone or via our website and is available to anyone in the country.

AWARENESS RAISING AND PUBLICITY

During the year, The Kaleidoscope Plus Group worked across the communities of the Black Country and beyond to raise awareness, challenge stigma, contribute to local policy and service development, and ensure that services are equally available and accessible to all members of the community.

The organisation worked in partnerships throughout the year to ensure that various campaigns such as 'Time to Change' and National Mental Health week are all promoted. The annual Charity Gala Ball did not take place however due to the pandemic.

TRAINING

The charity provides an internal training service to all staff, in particular those staff who are in the forefront of the organisation's work, particularly in Care, Support & Community Services. Internal training offers a service which ensures our staff are well versed in the full range of legislative and specialist knowledge relevant to their area of work to enable them to provide competent services of a high standard.

The charity also provides external training including Mental Health First Aid, Applied Suicide Intervention Skills Training and a bespoke mental health and wellbeing training packages to a range of businesses, partners and individuals. There are several staff who are now qualified trainers and carry out training in specific areas of mental health. Training for users of other services and the general public relating to mental health and the range of self-help issues is also provided.

FUNDRAISING

Fundraising has become an important focus for the charity over recent years and the charity is early on in its journey of devising a formal approach, however the organisation follows and adheres to the fundraising regulator standard. This includes detailing a clearly defined fundraising strategy which is included in the charity's three-year business plan 2020-2023. Clearly events have been affected due to the pandemic, but the charity undertook various online events such as a pub quiz to generate funds.

FINANCIAL REVIEW

The Trustees note that overall, the financial performance for the year has been positive after gains from investments and this is demonstrated in the results. However, the Charity's operating income of £2,142,910 (2020: £2,696,812) was less than its total operating expenditure before gains on investments by £81,793 (2020 £133,204 profit). The fall in income is mainly due to the loss of a key contract during the last financial year. The charity was able to continue service delivery and sustain its contract funding throughout the pandemic and lockdown period. The charity also won new business. The business strategies for income diversification and revenue growth are included in the charities three- year business plan.

RESERVES AND INVESTMENT

We hold general reserves to provide cover for unexpected changes in income and expenditure, allowing us to continue key activities in the event of:

- A temporary loss of income, giving time to adjust the business model or source alternative income streams.
- Manage short term financial commitments the Charity is exposed to in the event of loss of income.

The Trustees aim to ensure that general reserves at maintained at a target level equitable to six months operational expenditure. In 20/21 the free reserves target was £1,250,000. This is based on a review of the financial risk associated with our income streams. At the end of the financial year the reserve level exceeds the target with the free reserves being £1,513,000 (2020: £1,378,333).

INVESTMENTS

Quilter Cheviot manage the portfolio of equity and fixed interest investments in accordance with their ethical investment and medium risk policy, they report on a

regular basis to the Board of Trustees. The ethical restrictions apply, and we manage the portfolio within the agreed asset allocation bandings, and report on a regular basis to the Board of Trustees. The latest agreed bandings were:

• Fixed Interest	20 to 40%
• UK Equities	20 to 35%
• Overseas Equities	25 to 35%
• Alternatives	0 to 25%

KPG investments are benchmarked against the MSCI WMA Private Investor Income index. However, typically we also compare against our peer group composite as reported by ARC. The corresponding benchmark to the Kaleidoscope's QC portfolio is ARC Sterling Balanced Asset. To the end of March 2021, we've outperformed short term over 12 months following a very strong rebound since the lows in March 2020. Longer term also, we remain comfortably ahead of ARC over 5 years.

FUTURE OPERATIONS

The Kaleidoscope Plus Group is continuing a process of an on-going service review to ensure that relevance of service and quality, remain a key focus. The charity is making excellent progress in developing its work in the wider Black Country region and beyond, including Staffordshire, Stoke on Trent, and Bedfordshire.

COVID has had an impact, not only on a national level but on a global level too. The charity's business continuity plan meant that all services, except for the Care Home and ILS schemes, due to their very nature, were able to operate remotely and continue supporting those whom it serves. Contractual targets and relationships with commissioners remained throughout the period with commissioned income confirmed and continuing. Clearly the charity's ability to fundraise has been affected as has the whole sector, however

this has not materially affected the Kaleidoscope Plus Group which remains to be a going concern.

DISCLOSURE OF INFORMATION TO AUDITORS

- In so far as the directors are aware:
- there is no relevant audit information of which the charitable company's auditor is unaware; and
 - the trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

AUDITORS

Mazars, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

SMALL COMPANY PROVISIONS

The Trustees' report has been prepared in accordance with the provisions applicable to small companies under the Companies Act 2006.

This report was approved by the Executive Committee on 13.10.21 and signed on its behalf by:

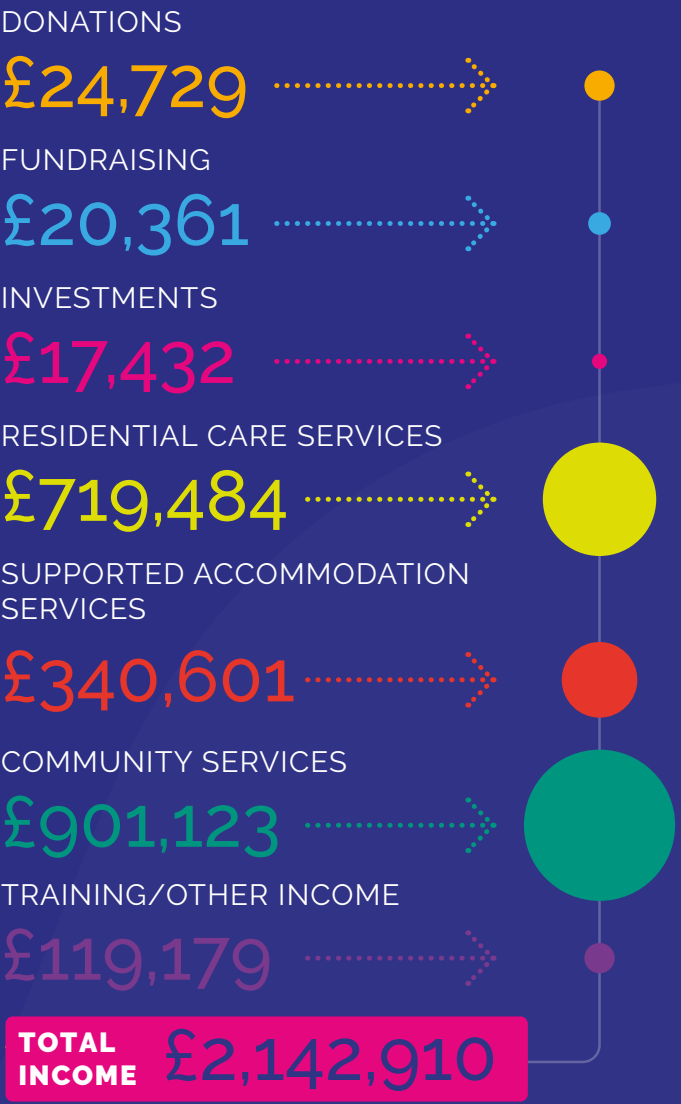

Christopher Mills
Chair

INVESTMENT PERFORMANCE

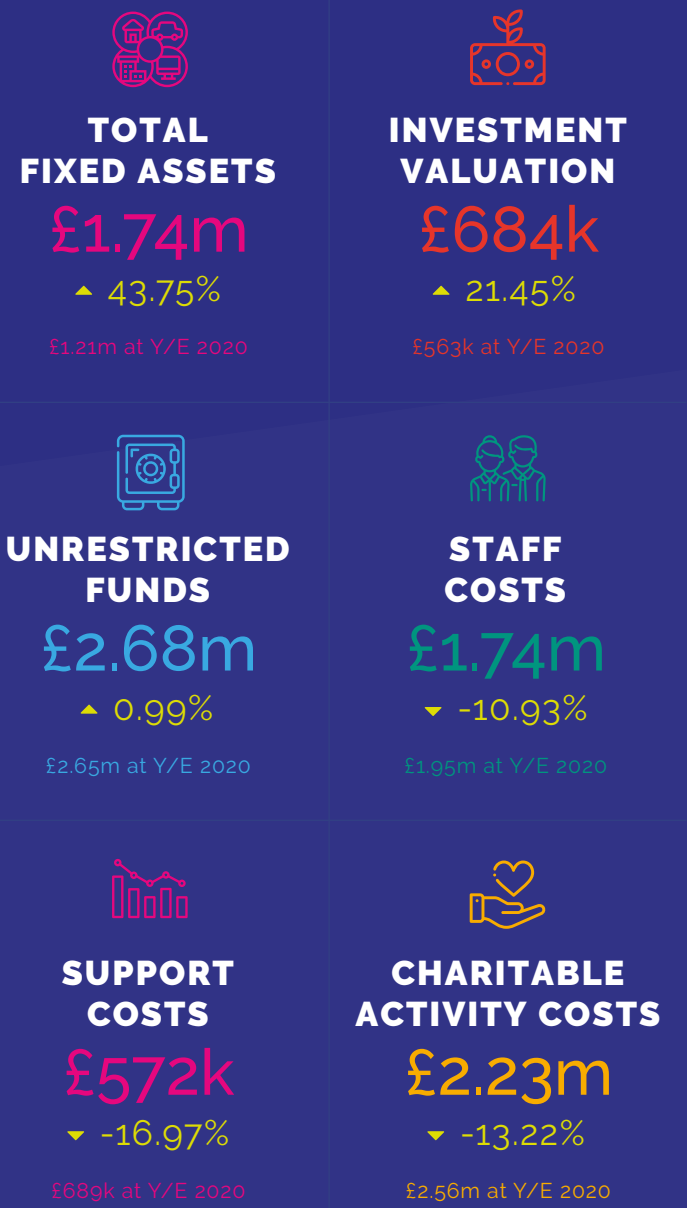
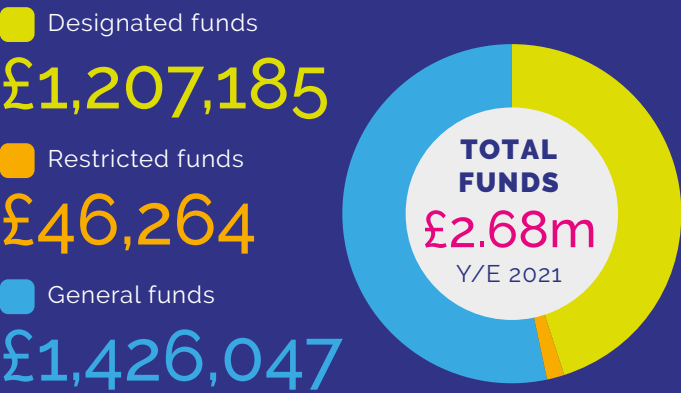
	31/12/20 – 31/03/21	30/09/20 – 31/03/21	31/03/20 – 31/03/21
Kaleidoscope QC portfolio	+1.2%	+8.4%	+21.6%
ARC Sterling Balanced Asset	+0.5%	+6.0%	+20.3%
MSCI WMA PI Income	+1.6%	+8.6%	+19.7%

FINANCIAL REVIEW CONTINUED

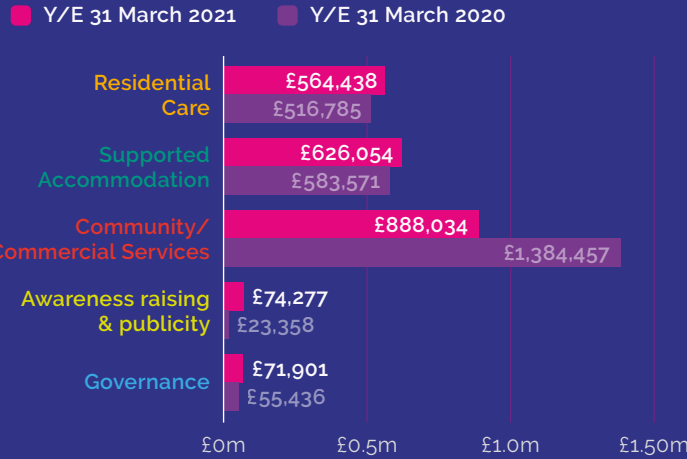
HOW WE ARE FUNDED



BREAKDOWN OF FUNDS



COMPARISON OF YoY EXPENDITURE



STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of Kaleidoscope Plus Group for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that year. In preparing these financial statements, the trustees are required to:

- a. select suitable accounting policies and then apply them consistently.
- b. observe the methods and principles in the Charities SORP FRS 102).
- c. make judgments and estimates that are reasonable and prudent.
- d. state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- e. prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company 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 maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

INDEPENDENT AUDITOR’S REPORT

to the members of Kaleidoscope Plus Group

OPINION

We have audited the financial statements of The Kaleidoscope Plus Group (the 'charity') for the year ended 31st March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31st March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and the parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

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.

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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

OTHER INFORMATION

The other information comprises the information included in the Annual Report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion 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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in 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 in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In light of the knowledge and understanding of the group and the parent charity and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement set out on page 45, 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 and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S 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 auditor's 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 the 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. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to employment regulation, fraud, and non-compliance with implementation of government support schemes relating to COVID-19, 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 preparation of the financial statements, such as the Companies Act 2006.

We evaluated the trustees' and 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 posting manual journal entries to manipulate financial performance, inappropriately shifting the timing and basis of revenue recognition, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to fund accounting, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.
- Our audit procedures in relation to fraud included but were not limited to:
- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected, or alleged fraud.
- Gaining an understanding of the internal controls established to mitigate risks related to fraud.
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

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

USE OF THE AUDIT REPORT

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

Ian Holder
(Senior Statutory Auditor)

for and on behalf of

Mazars LLP
Chartered Accountants and Statutory Auditor
First Floor
Two Chamberlain Square
Birmingham
B3 3AX

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the year ended 31 March 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Income from Generated funds:					
Voluntary income					
Donations		24,729		24,729	178,342
Activities for generating funds					
Fundraising		20,361		20,361	86,002
Investment income					
Rental income and service charges		-		-	-
Bank interest	3	602		602	5,578
Dividend income	3	16,830		16,830	17,598
Charitable activities					
Contract and charges					
Residential care		719,484		719,484	607,699
Supported accommodation		340,601		340,601	301,217
Community services		901,123		901,123	1,358,507
Training and Other Income		62,820	56,359	119,179	141,869
Total income and endowments	2	2,086,551	56,359	2,142,910	2,696,812
Expenditure on:					
Charitable activities	4	2,147,388	77,315	2,224,703	2,563,607
Total expenditure	4	2,147,388	77,315	2,224,703	2,563,607
Net income for the year before other recognised gains and losses		(60,837)	(20,956)	(81,793)	133,204
Other recognised gains/(losses)/					
Realised gains/(losses) on investments	10	9,110		9,110	7,843
Unrealised (losses)/gains on investments	10	98,833		98,833	(75,161)
Net income / (expenditure) for the year		47,106	(20,956)	26,151	65,886
Fund balances brought forward at 1 April		2,585,766	67,220	2,652,986	2,587,100
Fund balances carried forward at 31 March		2,632,872	46,264	2,679,137	2,652,986

BALANCE SHEET

as at 31 March 2021

	Notes	2021 £	2020 £
Fixed assets			
Tangible assets	9	1,056,774	647,811
Listed investments	10	683,479	562,773
Total fixed assets		1,740,253	1,210,584
Current assets			
Debtors: due within one year	11	333,473	319,979
Cash at bank and in hand		1,000,281	1,440,997
Total current assets		1,333,754	1,760,976
Creditors			
Amounts falling due within one year	12	(394,870)	(318,574)
Net current assets		938,884	1,442,402
Total assets less current liabilities		2,679,137	2,652,986
Net assets		2,679,137	2,652,986
Unrestricted funds			
Designated funds	14	1,207,185	1,207,633
Restricted funds		46,264	67,220
General funds		1,426,047	1,378,133
Total funds		2,679,137	2,652,986

The financial statements are prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Trustees and authorised for issue on 13th October 2021 and signed on their behalf by:

C Mills
Trustee

M Shafaq
Trustee

STATEMENT OF CASHFLOWS

for the year ended 31 March 2021

	Notes	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by operating activities	A	(1,615)	114,636
Cash flows from investing activities:			
Purchase of property, plant, and equipment		(443,771)	(639,721)
Purchase of investments		(170,141)	(155,810)
Proceeds from sale of investments		152,797	135,152
Interest received		602	5,578
Dividend income		16,830	17,598
Net cash from investing activities		(443,683)	(637,202)
Change in cash and cash equivalents in the reporting period		(445,298)	(522,554)
Cash and cash equivalents at the beginning of the year		1,464,369	1,986,935
Cash and cash equivalents at the end of the year		1,019,071	1,464,371
Cash is represented by:			
Cash held by investment managers		18,791	23,374
Cash at bank and in hand		1,000,281	1,440,997
		1,019,072	1,464,371
Notes to the statement of cashflows			
		2021 £	2020 £
A) Reconciliation of net income to net cash flow from operating activities			
Surplus for the financial year		28,651	65,885
Adjustments for:			
Depreciation		34,808	41,080
Profit/Loss on Sale of Property Plant and Equipment		0	3,425
Decrease/(increase) in trade and other receivables		(6,376)	91,232
(Decrease)/increase in trade payables		66,677	(131,128)
Interest received		(602)	(5,578)
Dividend Income		(16,830)	(17,598)
Realised gain on investments		(9,110)	(7,843)
Unrealised (gains)/losses on investments		(98,833)	75,161
		(1,615)	114,636

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

The main accounting policies adopted in the preparation of these accounts are:

a) Basis of accounting

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard Applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted practice.

b) Going concern

Kaleidoscope plus Group business activities, its current financial position, and factors likely to affect its future operations are all set out in the Trustees report. The trustees consider that there are no material uncertainties about Kaleidoscope's ability to continue as a going concern and there are no unplanned material uncertainties affecting the current year's accounts. The entity has adequate resources to continue in operational existence for the foreseeable future.

c) Key areas of management judgement and estimation uncertainty

When preparing the financial statements, management makes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income, and expenses. Management is of the opinion that are no key areas of management judgement or estimation uncertainty adopted within the financial statements.

d) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in the furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes that do not contain legally binding restrictions.

e) Income

Donations and are accounted for on a receivable basis.

Income from fees charged for services are recognized on completion for the services performed.

Income where payments are linked to restrictions i.e., performance related, time etc. are recognised when the conditions have been met, it is probable that the income will be received, and the income can be measured reliably.

Income on bank deposits is accounted for on the accrual's basis. Income from quoted investments is recognised at the date the dividend is due.

f) Resources expended

Resources expended include all costs incurred and accrued as at the balance sheet date.

Support costs, which include the central office functions such as general management, payroll administration, budgeting and accounting, care and support services management, information

technology and human resources are allocated across the categories of charitable expenditure, in proportion to total direct spend in each activity.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of the resources.

Costs of charitable activities comprise all costs identified as wholly or mainly attributable to achieving the charitable objects of the charity, including the costs of disseminating information in support of charitable activities. These costs include staff costs, wholly or mainly attributable support costs and an apportionment of general overheads.

Governance costs comprise all costs identified as wholly or mainly attributable to ensuring public accountability of the charity and its compliance with regulation. These costs include external audit and Trustee costs.

g) Fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. Assets costing less than £500 are fully expensed in the year of purchase. Assets costing above this amount are capitalised as tangible fixed assets. Land is not depreciated.

Depreciation is provided to write off the cost of tangible fixed assets over their estimated useful lives at the following annual rates using the straight-line method:

Buildings (excluding land)	Over 50 years
Property, Plant and Equipment	20.0%
IT Equipment	33.3%

h) Gifts in kind

The value of the work done by volunteers is of significant value to Kaleidoscope Plus Group and to the people who use its services. The work of volunteers is greatly appreciated, but in accordance with the SORP no monetary value has been placed on their contribution in the financial statements.

i) Taxation

No corporation tax has been provided in these accounts because the income of the Charity is within the exemptions granted by Sections 466 to 493 of the Corporation Taxes Act 2010.

j) Operating lease rentals

Operating lease rentals are charged to the income and expenditure account on a straight-line basis over the lease term.

k) Investments

Investments have been included at market value as at the balance sheet date. Gains and losses arising from the disposal of investments are calculated at net sales proceeds less carrying value. Unrealised gains and losses on the revaluation of investments are recognised in the statement of financial activities.

l) Pensions

The charity operates a defined contribution scheme. The annual employers' pension contributions payable are charged to the Statement of Financial Activities.

NOTES TO THE FINANCIAL STATEMENTS *CONTINUED*

m) 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 their settlement value.

The charity only has financial assets measured at undiscounted amount receivable which comprise of rents, charges and housing benefit receivable and other debtors.

The charity only has financial liabilities measured at undiscounted amount payable which comprise of rents, charges and housing benefit payable, other taxation and social security and other creditors.

n) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

o) Impairments

Assets measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of an asset, or the asset's cash generating unit, is estimated, and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in the Statement of Financial Activities unless the asset is carried at revalued amount where the impairment loss is a revaluation decrease.

2. INCOMING RESOURCES BY SOURCE

	2021 £	2020 £
Supporting people	302,005	301,217
Rents & service charges received	457,398	409,753
Sandwell CCG and Sandwell MBC	600,348	908,003
Sandwell MBC - Voluntary Sector Support	86,456	85,600
Investment income & interest	17,432	23,176
Investment income: rental and service charges	-	-
Training and Other income	654,452	790,721
Charitable donations	24,729	178,342
	2,142,910	2,671,579

3. INVESTMENT INCOME

	2021 £	2020 £
Dividend Income	16,830	17,598
Interest on bank accounts and short-term deposits	602	5,578
	17,432	23,176

4. TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs (Including Support costs)	Total Unrestricted	Total Restricted	Total 2021 £	Total 2020 £
Costs of charitable activities:							
Residential care	423,059	7,791	133,588	564,438	22,939	564,438	516,785
Supported accommodation	570,590	5,607	49,857	626,054	-	626,054	583,571
Community/ Commercial services	728,598	19,945	139,490	833,298	54,736	888,034	1,384,457
Awareness raising & publicity	8,699	733	64,845	74,277	-	74,277	23,358
Governance (note 6)	8,699	733	62,469	71,901	-	71,901	55,436
	1,739,645	34,808	450,249	2,147,388	77,316	2,224,703	2,563,607

5. SUPPORT COSTS

	Finance/admin & general management £	IT £	Internal training £	Total 2021 £	Total 2020 £
Residential care	110,782	8,890	6,990	126,662	110,899
Supported accommodation	154,919	12,432	9,774	177,126	153,332
Community/Commercial services	212,641	17,064	13,416	243,142	399,689
Awareness raising & publicity	10,970	880	692	12,543	12,471
Governance costs	10,970	880	692	12,543	12,471
	500,283	40,147	31,564	571,995	688,862

6. GOVERNANCE COSTS COMPRISE

	2021 £	2020 £
Apportionment of costs supporting governance activities	9,998	7,869
Professional fees	21,618	8,225
Trustee's costs	-	-
Audit fees	34,235	13,552
Other	6,615	20,296
	72,467	49,942

NOTES TO THE FINANCIAL STATEMENTS *CONTINUED*

7. NET INCOME

	2021 £	2020 £
Net Income stated after charging:		
Loss on disposal of assets	-	3,425
Auditor's remuneration	-	-
Audit	24,635	12,000
Other	9,600	-
Depreciation	34,808	41,080
Building Depreciation	11,029	12,080
Operating Leases – Land and Buildings	-	-
Operating Leases – Office Equipment	25,713	17,143

8. STAFF COSTS

	2021 £	2020 £
Wages and Salaries	1,459,579	1,687,007
Employer's Social security costs	122,471	136,733
Employer's Pension costs	59,705	73,138
	1,641,755	1,896,878
Agency costs	78,335	43,552
Recruitment costs	19,556	12,673
Total fixed assets	1,739,645	1,953,103
Staff Costs per function as follows:		
Costs of generating charitable activities	1,342,931	1,555,565
Management and administration	396,715	397,538
	1,739,645	1,953,103

Trustees' and key management personnel remuneration

One employee had employee benefits excluding employer pension costs in excess of £60,000 (2020: Nil). During the year no termination payments were made (2020 £16,284) to two employees. In 2020/21 the organisation had three managers whose total key management personnel remuneration costs amounted to £170,645 (2020 £141,098). Pension contributions in respect of these individuals were £6,724 (2020 £5,606). One employee was a Trustee on the board. During their time on the board, their emoluments were as follows:

	2021 Basic £	2021 Pension £	2021 Total £	2020 Total £
Monica Shafaq Chief Executive & Company Secretary	60,378	3,019	63,397	62,225
	60,378	3,019	63,397	62,225

The average number of full-time employees excluding agency workers, analysed by function is:

	2021 Number	2020 Number
Direct charitable services	44	53
Management and administration	12	14
	56	67

9. TANGIBLE FIXED ASSETS

	Freehold Land and Buildings £	Computer Equipment £	Equipment & Furniture £	Total £
Cost				
At 1 April 2020	604,201	69,847	244,106	918,154
Additions	431,447	12,324	-	443,771
Disposals	-	-	-	-
Cost at 31 March 2021	1,035,648	82,171	244,106	1,361,926
Depreciation				
At 1 April 2020	12,084	56,964	201,294	270,343
Charge for year	11,029	12,549	11,230	34,808
Disposals	-	-	-	-
Depreciation at 31 March 2021	23,113	69,513	212,524	305,151
Net book amount at 31 March 2021	1,012,534	12,658	31,582	1,056,775
Net book amount at 1 April 2020	592,117	12,882	1,663	647,812

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

10. INVESTMENTS

	2021 £	2020 £
Opening Balance at 1 April	539,399	586,060
Additions at cost	170,141	155,810
Realised gains	9,110	7,843
Unrealised gains/(losses) on investments	98,835	(75,162)
Disposals	(152,797)	(135,152)
Market value at 31 March	664,688	539,399
Cash Held on Deposit	18,791	23,374
Total investments	683,479	562,773
Market value at 31 March comprises:		
Listed investments - UK	339,776	357,698
Listed investments - Overseas	324,912	181,701
Cash held on deposit	18,791	23,374
	683,479	562,773
Historic cost value 31 March	612,476	547,353

Included within the portfolio are the following investments which comprise more than 5% of the market value of the portfolio:

	Percentage of Portfolio	Market Value 2021 £
UK (GOVT OF) 0.125%	5.7%	38,606

11. DEBTORS

	2021 £	2020 £
Amounts falling due within one year		
Trade Receivables	253,497	150,508
Rents, charges, and housing benefit	-	-
Prepayments	38,540	49,360
Accrued Income	32,920	116,361
Other debtors	8,516	3,750
Total debtors	333,473	319,979

12. CREDITORS

	2021 £	2020 £
Amounts falling due within one year		
Trade Payables	41,031	28,407
Rents, charges, and housing benefit	-	1,127
Other taxation and social security	34,451	32,819
Accruals	138,349	126,174
Deferred income	154,229	60,516
Other creditors	26,810	69,532
	394,870	318,574
Deferred Income:		
Brought forward	60,516	177,726
Released in year	(60,516)	(177,726)
Received	154,229	60,516
Carried forward	154,229	60,516

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Restricted fund £	Designated £	Total funds £
Fund balances at 31 March 2021 are represented by:				
Fixed assets	-	-	1,056,775	1,056,775
Investments	683,479	-	-	683,479
Debtors amount falling due within one year	-	-	-	-
Current assets amount due within one year	1,137,079	46,264	150,410	1,333,753
Current Liabilities	(394,870)	-	-	(394,870)
	1,425,688	46,264	1,207,185	2,679,137

	General fund £	Restricted fund £	Designated £	Total funds £
Fund balances at 31 March 2020 are represented by:				
Fixed assets	-	-	647,812	647,812
Investments	562,772	-	-	562,772
Debtors amount falling due within one year	1,133,935	67,220	559,821	1,760,977
Current assets amount due within one year	-	-	-	-
Current Liabilities	(318,574)	-	-	(318,574)
	1,378,133	67,220	1,207,633	2,652,986

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

14. STATEMENT ON MOVEMENT OF FUNDS

	Balance at start of year £	Incoming £	Outgoing £	Investment Losses £	Transfers £	Balance at end of year £
Restricted funds	67,220	56,359	(77,315)	-	-	46,294
Unrestricted funds						
Designated fund	1,207,633	-	(489,411)	-	488,963	1,207,185
General funds	1,378,133	2,086,551	(1,657,977)	107,944	(488,963)	1,426,047
Total Funds	2,652,986	2,142,910	(2,224,703)	107,944	-	2,679,137

Designated funds represent the following:

- Following the sale of the leasehold property (Hawthorne House). Designated funds consist of £30,409 remaining funds set following the purchase and refurbishment of a new office where the organization could carry out its principal business activities.
- Investment in affordable counselling. During 20/201 £57,964 was spent leaving £120,000 The service will be reviewed each year for financial sustainability.
- The remainder of the designated funds of £1,056,775 (2020: £647,812) represent the net book value of the tangible fixed assets at the year end. Future depreciation will be charged against the fund over the remainder of the useful life of the fixed assets held.

A transfer has been made between general funds and designated funds to ensure carried forward funds equate to the net book value of tangible fixed assets held at the year end and the amount designated for the purchase and refurbishment of the new office.

Restricted funds represent the following: -

- A specific campaign where funds were raised towards establishing a suicide helpline launched last year. Funds held at the end of the year £28,807
- Fund Suicide Prevention Co-Ordinator's post and associated activities. Funds held at the end of the year £15,165
- Funds received for a Drama Therapy Group. Group ended March 21. Funds held at the end of the year £2,292

General Funds are to be used for any of the charitable aims of the charity. The use of general funds is not restricted to any particular purpose of the charity.

15. TRANSACTIONS WITH TRUSTEES

There were ten Trustees on the board during the year who received total expenses of £nil (2020: £nil) in the period as reimbursement of the costs of travelling to meetings.

Trustee remuneration is disclosed in Note 8.

Insurance to indemnify the Trustees against default on their part is included as part of the overall insurance package purchased by the charity and the cost is not separately identifiable. Limits can be identified as follows: -Trustee Indemnity 1,000,000 Professional Risks £5000,000.

16. CAPITAL COMMITMENTS AND OPERATING LEASES

On 23rd March2020 the company entered a contract relating to the major refurbishment of its premises at 321 High Street. The work has now been completed and final stage payment is due in January 2022. Capital commitments contracted for but not provided in these financial statements amount to £10,000.

At 31 March 2021, the charitable company had future minimum lease payments under non – cancelable operating leases as follows:

	2021 Office Equipment £	2020 Office Equipment £
Operating leases which expire:		
Within one year	9,336	9,654
Within two to five years	2,817	12,153
After more than five years	-	-
	12,153	21,807

17. RELATED PARTIES

Net Income and payments made to and from other Related Parties during 2021 amounted to £58,311. Other related parties were specifically GMS Security Service net income received £13,818, Yogurt Top Marketing net payment £43,227, and Kidderminster Harriers net payment £13,749 of which the companies are owned by two of the Trustees appointed to the Board.in 2019. Outstanding balances at the end of the year owed to GMS £42 (2020 £541), Yogurt Top Marketing £2,367 (2020 nil).

18. PENSIONS AND OTHER POST-RETIREMENT BENEFITS

The charity operates a defined contribution plan for its employees. The amount recognised as an expense in the period was £59,705 (2020 £73,138). No pension contributions were outstanding at the year-end (2020 nil).



“I thoroughly enjoyed the
Mental Health First Aid course
and learnt so much!
KPG Trainer Faye’s teaching skills are fabulous.
I cannot wait to sit on
another one of your courses”

Thank you to everyone who
supported us in 2020/2021.

We could not exist without funding from individual donors, companies, trusts, public bodies and other associations, and we thank you all for your support.

We would also like to say a HUGE thank you to all the wonderful staff and volunteers who make up **#TeamKPG**. They each work incredibly hard so that we can work towards improving mental health for everyone.

For more information about The Kaleidoscope Plus Group visit kaleidoscopeplus.org.uk





kaleidoscopeplus.org.uk

Registered Charity Number: 1096473

