



kaleidoscopeplus.org.uk

Registered Charity Number: 1096473

Annual Report 2022

For the Year Ended **31 March 2022**





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creating
brighter
futures
together

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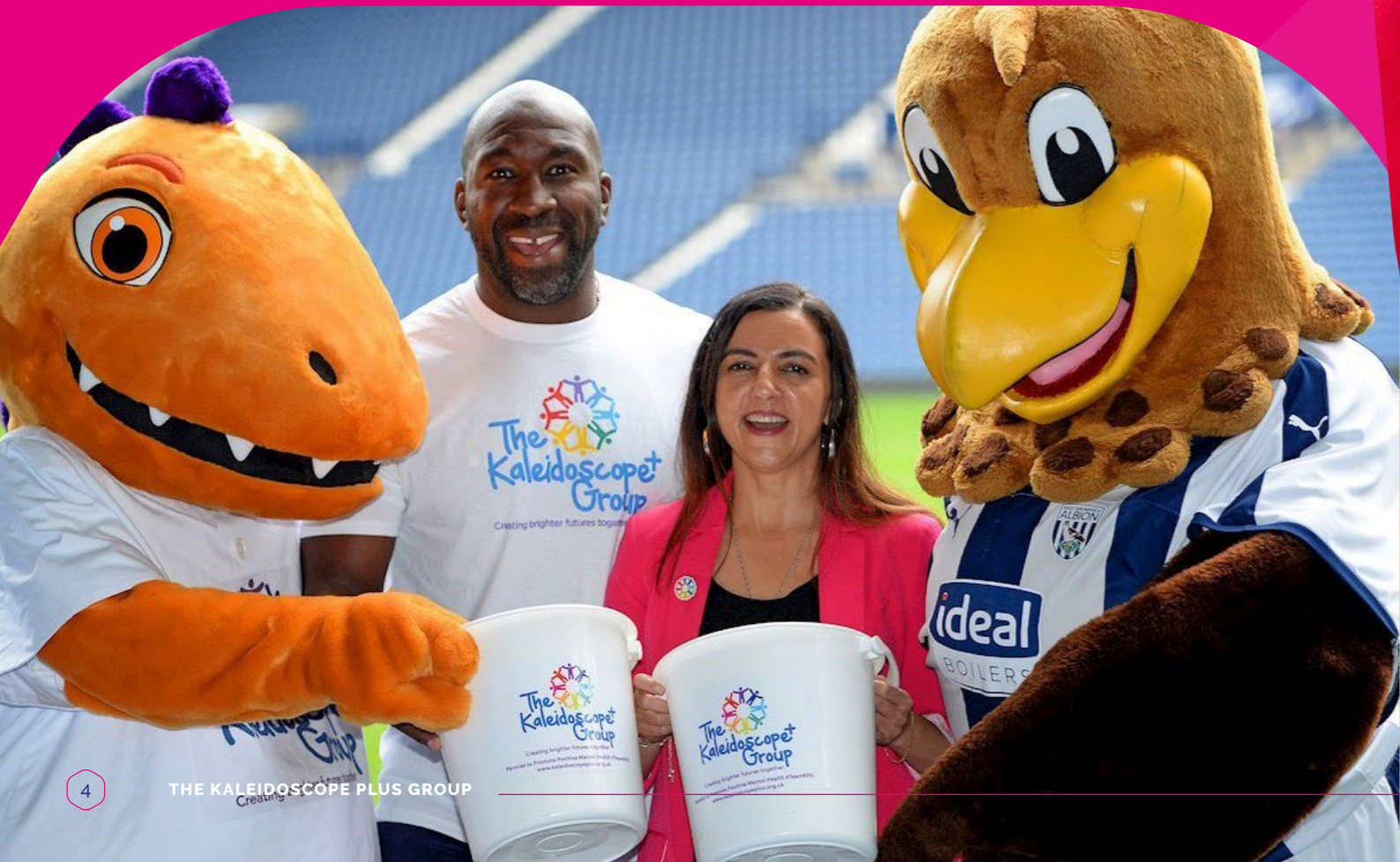
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Who We Are

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 voluntary trustees 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, volunteers and service users 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.



Our Services

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



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



"The Kaleidoscope Plus Group will be at the forefront to support the nation and provide help and support to those in need throughout 2023 and beyond."

Like many organisations across the country, The Kaleidoscope Plus Group is still feeling the effects of the pandemic, as demand for services continue to rise.

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.

In addition to this the recent cost of living crisis has also had an impact on our services, with the demand increasing for that vital support our colleagues offer. Both the cost of living and the pandemic are still having an impact on fundraising activities, as we move from virtual events to those in-person events again. Given the current climate, we are so grateful for any support during this period as we know that household budgets are also feeling the pinch too.

As per our mission we are committed to making sure the services and facilities we provide are of the highest possible quality. We will continue 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.

The Kaleidoscope Plus Group will be at the forefront to support the nation and provide help and support to those in need throughout 2023 and beyond.

We continue to be an ambitious organisation and our resolve has been strengthened to continue to provide innovative, effective services which are easily accessible to diverse communities across

the UK, catering 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 yet another challenging 12 months.

We strive to continue to offer fantastic services that are safe and accessible, whilst working hard to ensure we remain operationally and financially resilient.

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 provide vital support to those who need it most.

As we look to the future these aims and our overall vision will continue to inform and drive our approach to fundraising and supporting the staff, service-users, volunteers, and the services of the Kaleidoscope Plus Group.

My final word is for our incredible donors, supporters, and volunteers. The outpouring of generosity in the form of fundraising, donations, and offering of your time throughout a very challenging 12 months has been truly remarkable. Your support as ever is invaluable, so thank you.


Chris Mills
Chair

CEO's Statement



"We are extremely proud of our staff and volunteers who work hard to provide the highest quality services for people suffering with mental ill health."

This past year has seen rising numbers of people struggling with their mental health and emotional wellbeing. As a nation we are still feeling the effects of the pandemic, and that combined with the conflict in Ukraine and cost of living crisis, demand for our services has risen, as people's mental health is pushed to it's limits.


 Here at KPG we have continued to work hard to ensure that everyone who needed our services and support received it from our dedicated team. As an organisation we respond quickly to new challenges, and this last year has been no exception.

This year saw us move into our new home at Hope Place. Hope Place is based in the heart of the community for the community and will be a hive of activity for our staff, volunteers and anyone who needs access to mental health and wellbeing support.

Whilst we are a national charity, our roots are in Sandwell, and we want to reflect that in our head office base. Hope Place will offer people a safe space to talk. Our friendly team will listen to you and offer support and advice as well as empower your recovery journey. This year we officially opened our Sanctuary hub. The team are on hand to answer your calls and texts, offering mental health support for people living in Sandwell.

At our heart, we are an organisation made up of people caring for people and that should always include our own as well as our service users. This is was reflected this year as we received Investors in People Gold Accreditation. This means our charity is not only focused on creating brighter futures for the people who use our services, but also for those who work so passionately to deliver them – our colleagues. The gold award is granted to only 7% of organisations and rarely to charities. We are all so proud and honoured to be a part of such an amazing organisation!

In addition, were over the moon to announce that in May at the Best Companies awards we were named in the:

-  100 Best Small Companies to work for nationally
-  100 Best Companies to work for in the Midlands
-  30 Best Charities to work for nationally

We are extremely proud of our staff and volunteers who work hard to provide the highest quality services for people suffering with mental ill health.

I'm yet again inspired by everyone at #TeamKPG. I'm blown away by their commitment, passion, enthusiasm, and creativity. It's been inspiring to see how our staff and volunteers across the organisation have responded over the last year and we owe them a huge debt of gratitude for their wonderful spirit during a time of such uncertainty and anxiety for so many. 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 and proud of those who have shared their experiences with us to help others get support and respect, helping to remove the stigma associated with mental health. 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

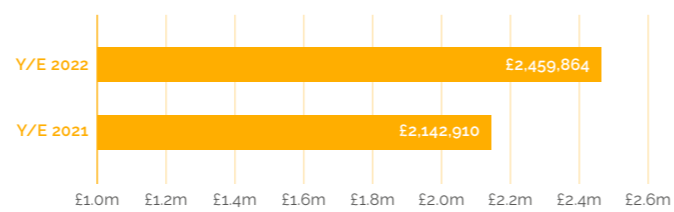
TOTAL INCOME

£2,459,864

Year ended 31 March 2022

£2,142,910

Year ended 31 March 2021



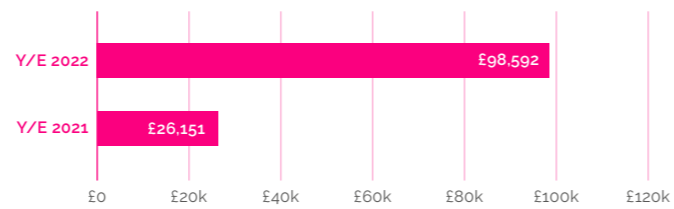
NET INCOME

£98,592

Year ended 31 March 2022

£26,151

Year ended 31 March 2021



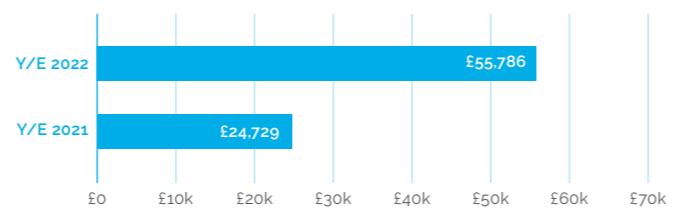
DONATIONS

£55,786

Year ended 31 March 2022

£24,729

Year ended 31 March 2021



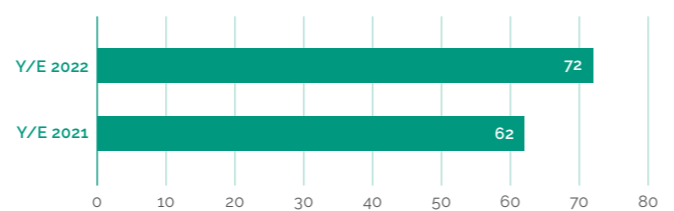
TOTAL NUMBER OF EMPLOYEES

72

Year ended 31 March 2022

62

Year ended 31 March 2021



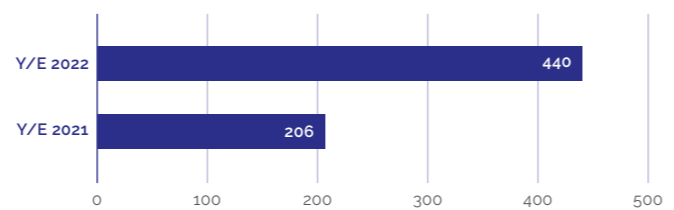
NUMBER OF COUNSELLING REFERRALS

440

Year ended 31 March 2022

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

£70,072

Department of Health and Social Security
to support Covid 19 related services - Suicide Prevention and Counselling

£39,191

Sandwell Council of Voluntary Organisations
to provide creative therapies to young people

£30,000

Longleigh Foundation
to provide training and counselling to Stonewater residents

£20,297

Sandwell Metropolitan Borough Council
Grant award to Care Homes for additional spend

£11,080

Sandwell Metropolitan Borough Council to deliver training and workshops to local residents as part of better mental health fund

£10,000

Eveson Charitable Trust
as contribution towards counselling general running costs

£9,888

Sandwell Metropolitan Borough Council
to support those with Recovery from Drug and Alcohol Misuse

£5,000

Sandwell Council of Voluntary Organisations
to provide training sessions

£2,500

Edward and Dorothy Cadbury Trust
towards counselling services

£1,000

Cameron Grant
to provide Hoarding and Suicide Awareness

£250

George and Henry Thomas Salter Trust
to support mental health services

£150

WE Dunn Charitable Trust
to help with supporting suicide prevention

A photograph of three female counsellors sitting at a round table. The woman in the center is wearing a yellow t-shirt and smiling broadly. The woman on the left is wearing a dark top and has her hand to her chin. The woman on the right is also wearing a dark top and has her hand to her chin. In the background, there is a wooden door and a window with a colorful logo of people holding hands. A clock is visible on the wall to the left.

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

What We Did

APRIL 2021

Friend and supporter of #TeamKPG Matthew McSwiggan was fundraising for our charity in memory of his brother Kevin who died by suicide last year. In total he raised an impressive £6,000.

As well as raising much-needed funds, Mat is keen to spread the message, particularly to men, to talk about how they feel.

We pledge to do everything in our power to ensure that there's a lasting legacy for Kevin and anyone who needs support.



MAY 2021

We launched our Warwickshire peer support group for parent or carers who are supporting young people who self-harm.

This service will bring together people who have shared experiences of looking after a young person who self-harms.

We were over the moon to announce that today at the Best Companies awards we have been named:

- 82 out of 100 Best Small Companies to work for nationally
- 87 out of 100 Best Companies to work for in the Midlands
- 26 out of 30 Best Charities to work for nationally

We are extremely proud of our staff and volunteers who work hard to provide the highest quality services for people suffering with mental ill health.

We were delighted to announce that we are working in partnership with the Rio Ferdinand Foundation, offering support to children and young people.

The Rio Ferdinand Foundation is a youth and community development charity which works in the heart of the UK's most disadvantaged communities, supporting young people to tackle the inequalities they face.

JUNE 2021

We partnered with Clare Shaw Children's Books. Clare's books draw on her own experiences on tricky subjects such as bereavement, with the aim of helping children navigate their thoughts and feelings around grief to help improve their wellbeing. The books are all written from a child's perspective and have pages of activities where young readers can express themselves freely, making them truly personalised journals that they can keep forever.

We signed the Shropshire Chamber of Commerce's Mental Health Charter. We are looking forward to working with you and helping others to recognise the importance of looking after your mental health and wellbeing in the workplace.

We received an Investors in People Gold Accreditation! This means our charity is not only focused on creating brighter futures for the people who use our services, but also for those who work so passionately to deliver them – our colleagues. The gold award is granted to only 7% of organisations and rarely to charities. We are all so proud and honoured to be a part of such an amazing organisation!

Our Sanctuary Hub is officially OPEN! The team are on hand to answer your calls and texts, offering mental health support for people living in Sandwell. The hub is open from 6pm-11pm weekdays and 12noon to 11pm weekends.

Our corporate partner GMS Group of Companies Ltd who have walked, run and cycled 917 miles - 43 miles more than the distance of Land's End to John O'Groats which they originally set out to cover raising money for KPG.

JULY 2021

Lisa, our very own Psycho-Education Trainer here at KPG passed her Mental Health First Aid training and is now a fully-fledged accredited MHFA instructor!

We're delighted to be working in partnership with property investor and developer Sam Ginda to improve mental ill health in Sandwell.

We'll be working with Sam and his new company, Future High Street Living, to offer further support to people in West Bromwich who need help with their mental health and wellbeing.

Sam, who kickstarted the partnership with a generous £5,000 donation to KPG said: "We recognise the important role Kaleidoscope Plus Group plays in supporting the mental wellbeing of the local community here in West Bromwich.

"We see a natural synergy between our work and theirs and are delighted to have the opportunity to work together in this way."

We're looking forward to working with the team so that we can help support even more people who need our services the most.

AUGUST 2021

We held a charity cricket match at Coseley cricket club. Raising vital funds to support KPG services.

Kevin Beale has tackled the challenge of walking the 615-mile Monarch's Way route in aid of mental health! The Monarch's Way is based on the lengthy route taken by King Charles II during his escape after defeat by Oliver Cromwell in the final battle of the Civil Wars at Worcester in 1651. It runs from Worcester via Bristol and Yeovil to Shoreham, West Sussex.

KPG staff take on black country 10k raising funds for KPG.



We had a fabulous time at Solihull Moors Football Club for the 3rd annual Nick Mowl Cup. Kally The Stigmasaurus made a very good cheerleader for all of the teams! Money raised from the event will go towards our Suicide Prevention Service in memory of 41-year-old football coach, Nick Mowl.

SEPTEMBER 2021

We officially opened our HQ 321 Hope Place! Hope Place is based in the heart of the community for the community and will be a hive of activity for our staff, volunteers and anyone who needs access to mental health and wellbeing support.



Whilst we are a national charity, our roots are in Sandwell, and we want to reflect that in our head office base. Hope Place will offer people a safe space to talk. Our friendly team will listen to you and offer support and advice as well as empower your recovery journey.

Our Chief Executive Monica was announced as a judge for this year's Asian Business Awards. This year's digital awards ceremony will recognise the remarkable achievements of businesses and professionals.

Chris and Phil Drew raised an amazing £4,750 and counting at the weekend at their charity golf match! Brothers Chris and Phil Drew are the organisers of the event having set it up originally in 2011 in memory of their late father and brother, Michael and Neil.

All money raised from today will enable us to help people who are struggling with their mental health.

OCTOBER
2021

We were delighted to welcome David Rogers as a Non-Executive Director to our board.

David is a strategic business leader with a 25-year career working across numerous industries, previously was Head of Finance at Marston's PLC in Wolverhampton, he now runs his own consultancy business. Having spent the last 15 years in the Hospitality sector, he has developed a people-focused passion for wellbeing and personal development.

Outside of work, he coaches, mentors, and advises schools and their students on career development strategies and is also a non-executive director at GMS Group and Warrens Hall Riding School.

In May 2021, he published his first book 'Fuelled, Fit and Fired Up' which shares practical techniques that help to enhance your mental, physical and emotional wellbeing. He also shares health and wellbeing tips on his Facebook/Instagram blog and regularly speaks about his career and book.

NOVEMBER
2021

Our Sanctuary Hub supported 205 people across Sandwell in November alone! We understand how hard it can be to reach out, so we are very proud of everyone who accessed this support.

We held our first LGBTQ+ Wellbeing Support group at the start of November and received some wonderful feedback. "Loved meeting Christ at the LGBTQ+ Wellbeing support group and enjoyed chatting in a safe and comfortable room."

We were very excited to launch our new programme which will be supporting children and young people across Sandwell - Be Creative.

Creative arts have many benefits, including boosting self-esteem, providing a safe outlet to relieve emotions and giving participants a sense of control over their life. We will be running creative workshops to allow young people to explore their emotions in a safe environment.

Workshops will include creative writing, art therapy, mindfulness and much more.

DECEMBER
2021

We held our festive walk. Around 45 people came to hear more about our self-harm and suicide bereavement support services that are available across Warwickshire and the Midlands.

We were delighted to have supported West Bromwich Albion FC to develop its Mental Health and Wellbeing strategy which the club launched in December.

We've been working closely with the club to devise its strategy, which aims to support and promote the welfare of its staff and volunteers, and we will be providing Mental Health First Aid Training, as well as ongoing advice and support.

Mental health has a huge stigma within football, so it's great to see a club taking a genuine interest in helping to remove that stigma.

Communication is vital, and we will encourage those at the club to be open about their mental health and how they're coping with the many challenges they face - TeamKPG being there to help is a huge part of that, which makes this a perfect partnership.

We're excited to welcome James McKeever to our Board of Non-Executive Directors. James is the Group Sales Director at Sovereign Business Solutions Group Limited based in Halesowen. A sales and marketing professional, James has worked within the business supplies industry since 1998. He joined Sovereign in his current role in 2016 helping to deliver excellence in supplies and customer experience across the UK.

JANUARY
2022

Our Sanctuary hub supported 226 people in January alone, and we are so proud of everyone who put their mental health first and reached out to us for support.



We held our mending minds conference, which included talks from special guests like Former England cricketer Matthew Hoggard and Former Paralympian Wendy Smith who opened up about their own mental health struggles.

FEBRUARY
2022

KPG announce Walsall FC forward, Brendan Kiernan as latest ambassador. When he's not playing football, Brendan works with young players in football to help deal with rejection and build resilience on and off the pitch. His 'Call BK' celebration has been used to remind people to reach out to find the right support networks and safe spaces to maintain good mental health.



CEO Monica Shafaq was awarded with award for Corporate Achievement of the Year at the British Muslim Awards 2022

We're delighted to have been named on this year's Best Companies awards list as:

- 🏆 One of the best charity organisations to work for in 2022
- 🏆 One of the Best 100 Companies to work for in the Midlands
- 🏆 One of the UK's Best Small Companies to work for in quarter one

MARCH
2022

We took part in the Midlands Legends Golf Day at the Forest of Arden gold club, which raised a fantastic £1607.64. The event saw former footballers from seven Midlands clubs trying their hand at a round of golf alongside members of the public.



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, this coupled with the uncertainty with the war and Ukraine and how this will impact UK finances are 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 2026, the Kaleidoscope Plus Group will be a leading, award winning "Charity of Choice" for partners, employees and importantly, those needing support with their emotional wellbeing.

Known as thought leaders in the sector, we will grow our services and brand and deliver holistic interventions in an innovative, inclusive and accessible manner to meet the needs of those who use our services.

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





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 will be monitored by the board through our 12-month action plan. A new action plan is devised each year allowing the Executive 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.



Service User Stories

Anonymous client feedback for our SORT service

"When I first met Jim, I was at a bad point in my life, but Jim has been very helpful. He gets in touch with me every week and we go for a coffee. He will get in touch with me to ask if I need anything. He will come with me to appointments, I do have a car, but I prefer someone to come with me to support me. He will always ask me for dates of my appointments.

When I was homeless, Jim fought for me a lot. It was really bad time; I was living in a van at the time. I was going through a lot of mental health issues, going to meetings and Jim tried to support me through that. Before I was homeless, I had a partner who stole from me and didn't pay my bills; I didn't know because I'm not very good with money and before I knew it I was evicted and ended up on the streets and I had also lost my parents to illness. I was suicidal and lost my family.

A friend had told me about KPG because I was hiding the fact, I was homeless. They got welfare rights involved and then I met Jim.

He has kept me together. I'm still on a rollercoaster ride because I'm scared of losing everything again and my trust with people has a long way to go."

How our Community Offer service team helped client JS

JS was referred for support to mobilise out of the house for daily activities. It soon became a complex case with multi-disciplinary working with Safeguarding team, Police and Social Worker.

JS was being financially abused by a neighbour and was regularly having his bank card stolen to withdraw cash and often the neighbour would force their way in and steal electric goods/furniture.

As JS was a frail person, they were unable to protect themselves from any harm. JS did not have a support network to turn to.

He developed a trusting relationship with members of the team Alisha and April and began to interact with them.

They would often support him to go shopping to get himself goods and they also supported him to his bank to change his details and confirm that he was a vulnerable customer. JS was safeguarded from financial abuse and supported to move to more appropriate accommodation which consisted of supported living so he is able to interact with people and benefit from care package support throughout the day.

Client who attending counselling – communities in sync

"Therapy has enabled some of the fizz to come out of the bottle to make life more manageable"

Client presented with anxiety and depression. Their goal was to feel happy and content, which was something that they had not felt in a long time.

This client received 1 assessment and 7 counselling sessions. The client discussed how they felt that they could not display emotions and was constantly worrying about other people and fearing their own death. Provided the client with a safe space in which to explore where their unhappiness and need to help others came from. By applying the three core conditions it allowed the client to work on past childhood trauma to see the connection between behaviour in adulthood. I worked with the client to identify useful boundaries that protected their own mental health, putting themselves first for once. Information regarding the Sanctuary Hub and Text line were passed on during breaks that occurred for additional support if required.

Therapy gave the client the opportunity to explore their emotions and the barriers that are in place that are preventing emotions to occur. Counselling has highlighted the benefits of placing personal boundaries to protect the client whilst still helping others to provide the purpose that the client seeks. The client finished the sessions being able to publicly show emotion as well as retelling of situations where they were putting themselves first and how this felt positive. The client is now more in control of their feelings, placing small goals in place to aim for whilst finding an understanding of the effect their childhood had on their life as an adult.

Client attended counselling with severe anxiety around being left home alone after her father had a heart attack 2 years ago.

She also had a fear of getting on the bus despite a deep desire to do this to become more independent. We began using talking therapy to understand the client's anxiety better. Once we established the reasons for her feeling anxious, we introduced CBT and exposer techniques gently. This included taking control of when she would be home alone e.g asking her mom to go to the shop so she could prepare herself. We

also worked on a plan of things to do to keep busy while home alone e.g taking a bath, writing a journal and other self-care. After 3 weeks she felt able to do this with minimal anxiety. We also worked on getting on the bus. I suggested she download the Citymapper App onto her phone to see when buses arrive, how long the journey will take and how many stops are left until they need to get off. We set constant weekly goals including getting on the bus with a family member then going on a short bus journey alone. By the end of therapy, she was able to be more independent and get on the bus with little worry. The counsellor Encouraged client to continue setting small, regular and attainable goals.

15 year old attended counselling with social anxiety, panic attacks and low self-esteem triggered by past trauma.

They struggled to go out into playground at break times at school or be in crowded halls and avoids going near swimming baths.

The counsellor worked on understanding anxiety, through exploring the cycle of thoughts, physical feelings and behaviours and understand the fight or flight response. We explored how anxiety takes care of us every day to help reduce fear of anxiety.

We worked on creating positive affirmation list of qualities such as took confidence, courage, brave, motivated, and focused to attend sessions and talk in counselling.

Explored how clients mind would race ahead with automatic thoughts of what could go wrong, and worked on skills on how to challenge the negative thoughts.

We looked at how automatic thoughts can race ahead and used Ferris wheel as example with each cab ride being a thought, but we can only get in first cab in here and now to give permission to stop and be and here and now.

We worked on how clients gets anxious and stays in corridor or classed at break times, we worked on graded exposure to try with a close friend for support of just walking to entrance to playground, step outside and walk back inside, and then take small steps each time building up to a walk around the playground.

We then worked on graded exposure with swimming baths to help with anxiety of swimming baths, we explored taking walk with clients mother, walk into entrance, reception area, and then come home and talk about how that felt just being

at the swimming baths with their mother and for next steps to just sit in entrance and just have a drink, to encourage graded exposure and also working together and talking about emotions with their mother.

Client began doing the graded exposure and progressed really well in taking the steps to move forward and built up confidence and began going out into playground at break times socialising with her friends and felt proud of them self.

Practiced relaxed mindfulness breathing exercise where breath in through nostrils imagining a balloon expanding and noticing the colour does it change as expands of getting lighter shade and then imagining breathing out through straw with feather on end and noticing how long breath takes to reach the feather, and how the feather moves.

Client engaged well in this exercise and found it helped here come out of panic attacks and also began using to help them sleep and relax at night. Used mindfulness exercise of with using the five senses of touch, feel, when toughs race to bring thoughts back into the here and now. Engaged well in this exercise and found it helped them to relax.

Client began to gain more confidence, was able to reduce panic attacks, socialise with friends, and learnt how to challenge the negative thoughts.

We explored how to take time to reflect on how far they have come.

When the sessions came to an end the client was able to socialise, feeling more confident and explored apps for moving ahead that client can use also.

Client attended counselling after being referred via CAMHS as was seeing a shadow man.

Child worried about a lot of different things. Initially referred to worrying a lot about being bullied although they stated they weren't being bullied.

The client wanted to focus on the mixed emotions they often feels. They sometimes feel happy and sad at the same time and finds his feelings confusing. Their initials goals of therapy were to feel happier and to understand what depression is. We worked together to explore their feelings of being happy and sad. Counselling gave the client a safe space to express these feelings and normalised feeling sad sometimes.

The counsellor used psychoeducation to explore what depression is and how this can affect people. Their client shared that they worry about being bullied and that people at s school can sometimes be unkind. We worked together to look at strategies of how they can respond to bullies and how to keep themselves safe.

After a couple of weeks the client shared that they would like to build their confidence so that they can do a presentation on their love for computer games. Client asked if this would be possible to do in our last session. We explored the feelings that come up for him when thinks about giving a presentation and normalised the anxiety that can come with giving a presentation.

We looked at grounding exercises that the client can use at other times they feel anxious and how to challenge negative thinking patterns (Putting a thought on trial). The client responded well to these interventions and said that they found these helpful.

On the clients last session, they looked very tearful and upset. On exploration they said that they didn't want to give his presentation as they felt too sad that this was the last session. We used the final session to explore their journey in therapy and that it is okay to feel sad when something ends. We reflected on how well the client had done and they said they feels they are going to miss having the sessions as they can share everything that is going on. Although they felt sad, the client acknowledged he has made progress and they felt ready to end.

Client was struggling with anger management and was frequently getting in trouble at school.

Client struggled with trusting teachers/ parents with their feelings and so would 'act out' in ways such as arguing or getting into physical fights with peers.

We began using talking therapy to understand the client's anger better. Once we established the reasons for them feeling angry, we worked to establish better coping mechanisms including breathing techniques and journaling. We established 'safe adults' who they could speak to about their feelings at school. Throughout the duration of sessions, they did not get in trouble at school for their anger. We explored ways to develop her relationship with their parents so they could have open and honest conversations with them about their feelings and this helped reduce conflict in the home. By the end of therapy they said they felt a lot less angry and had helpful tools to help them manage their feelings.



NHS counselling feedback

"Words are not enough to express my gratitude towards my experience of your service. The service was available when I needed it most. The staff were very polite and professional. Thank you very much Sue for your kindness, brilliant care, your listening skills are outstanding I felt safe to share all that was bothering me. Keep it up good work."

"I was heard and listened to which had never happened to me before. I feel good about myself after the session."

"Excellent – it was nice to have had the time to felt listened to. I had not discussed my experiences before and did not know how I would feel, but I felt comfortable with you. I am also aware now I had options and possibilities that have helped create my own toolbox for future. So thank you."

"I thought Sue was so caring/considerate of my problems. I think I finding speaking about my loss/grief quite difficult but Sue made this easier and I was able to speak about most of my feelings. The environment she creates is very warm and safe which helps to feel comfortable. Overall an excellent service, for which I am very grateful."

"From my first session with Sue, she was able to put me at ease and calm me down to a point where I was able to just 'breathe'. Sue seemed to realise what I needed from the moment I started talking and allowed me to cry and tell my story without judgement or solutions at that point. The relief I felt just being able to talk lifted me immediately. I feel that being so at ease with someone meant that by the time we next talked, I was very invested in the session we undertook where she stripped an issue/anxiety right down to positive and negatives (such a good exercise and one I continue to use now). I just feel that Sue's positive but realistic attitude has helped to me on the path to help myself but most importantly in such a short time she has given me the skills to do this (but to remember it's OK to have down days and days where things don't go right.. I'd forgotten this). I'm so glad that I used this service because I was at a point where I could not see how anything could get better. Sometimes I feel all some people who are feeling lost/ down/ sad, need is someone who will just listen and not judge or try to fix things. Sue really seems to understand that and also seems to know when after this point, to start to try to help you help yourself. I know still have a lot to do but I just feel happy to heading in the right direction."

"I found it really helpful, reassuring and helpful. Tony listened. Tony let me talk."

Volunteer case study

"Hi, my name is Lisa, I am 43 years old and a mom to two sons. I currently volunteer with Kaleidoscope Plus Group at the coffee and chat drop-in sessions at the Sanctuary Hub. I'm also looking at starting a choir up in the new year. I have suffered with mental health issues since the age of 19 and suffer with fibromyalgia which causes widespread pain and fatigue. As a result, I have been unable to work and spent time in mental health hospitals and have been a regular user of mental health services. Despite this I consider myself a strong person with a lot of compassion and much to offer others. After a serious near fatal episode in December 2021 my outlook and perspective on life took a U-turn. Determined to live my life to the full and fight on I decided to offer my help to KPG, in the hope that I can help others and prevent someone reaching the low that I did. I am taking things slowly and hope over time with the support of the staff I can increase the time I give to volunteering and make something positive from a negative experience. It is an amazing charity, and I am so happy to be part of the team."

A case study from our Sanctuary Hub

A client that has been using our service for approximately 1 year was suffering with Auditory hallucinations for the past 16 years on and off. We supported the client by having regular conversations to distract the voices in this individual's head. We also encouraged the client to go and get a medication review as they felt their medication was not effective. Once their medication was amended, they began to see results as the voices began to disappear. We consistently continued to ensure this client was maintaining their recovery by doing activities. Since the voices disappeared, they have been on trips away as they felt happy enough to do so and now, they have finally finished writing a book which is soon to be published. They are planning to write more positive books about their story aimed at children.

Case study from Nicholl Grange resident

"Before living at Nicholl Grange, I lived at another care home. This care home was very different in many ways and sometimes it was hard living there. I felt there wasn't sufficient support or staff interaction.

When it came about that I was going to move to Nicholl Grange I was worried as I'd got so used to where I was living. Thinking about it now Nicholl Grange has helped me get more confidence. The reason why I say this is that when I first came here, I wouldn't do anything I just stayed in my room mainly because that is what happened where I used to live.

But over a period of time, I started to feel more comfortable about being at Nicholl Grange which was down to the staff as they were different towards me, the main one being my key worker. However, all staff are different towards me.

Through having confidence now, I go to all my appointments whereas I didn't go when I lived where I did before.

Through the support I've had at Nicholl Grange I'm ready to move on to the next chapter which means moving on to have more independence. And that's all down to the staff at Nicholl Grange and the work I have also put in."



Trustees' *and* Report Financial Statements

For the Year Ended 31 March 2022

“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.”

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

MAIN 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

Cashain David
Head of Operations (left 13 April 2022)

Alison Francis
Director of Finance & Resources

Gary Wheway
*Head of Fundraising and
Business Development*

Veronica Leigh-Hanson
Head of People and Culture

TRUSTEES' ANNUAL REPORT

for the year ended 31 March 2022

The Trustees present their report and accounts for the year ended 31 March 2022.

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 (RESIGNED 28 JUNE 2022)

Neil Male

TRUSTEE

Michael Mclean

TRUSTEE

Fergal Dowling

TRUSTEE (RESIGNED 28 JULY 2021)

Matthew Flint

TRUSTEE (RESIGNED 8 NOVEMBER 2021)

Douglas Brown

TRUSTEE (APPOINTED 5 MAY 2021)

Duncan Jones

TRUSTEE (APPOINTED 5 MAY 2021)

Anupama Gibson

TRUSTEE (APPOINTED 5 MAY 2021)

David Rogers

TRUSTEE
(CHAIR FINANCE AUDIT
AND RISK COMMITTEE)

(APPOINTED 30 SEPTEMBER 2021)

James McKeever

TRUSTEE

(APPOINTED 10 NOVEMBER 2021)

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.

THE KALEIDOSCOPE PLUS GROUP'S CORE VALUES ARE AS FOLLOWS:



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 Non-Executive Directors come from varied backgrounds and expertise, ranging from clinical, marketing, business, customer satisfaction, finance and risk. Five new members were recruited to the board during the period following a review of the skills needed to support the business plan. Each Non-Executive Director 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.

The pandemic has had an impact on the Charity's existing Business Plan which runs until the end of March 2023 and so, at the annual away day during the year, the board have considered what has worked well, what might need to be revised going forwards and also reassessed key risks. This has resulted in a new way of identifying, scoring and monitoring risk which includes the introduction of an online portal. The Leadership Team are working towards implementing the portal so that it is fully functional and utilized by the end of the financial year.

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.

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. 2022/2023 will see a change in the committee structure as we will introduce a Finance, Audit and Risk Committee as well as a Remuneration Committee.

Responsibility for strategy, planning and the day-to-day management of operations is delegated to the Leadership Team 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 72 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. 2022 sees the final phase of this being implemented. Work has also been undertaken to review how the charity can review its pay structure to make it more competitive and avoid falling behind in the future.

RISK MANAGEMENT

A further review of risk was undertaken and the trustees have changed the way in which these are structured and monitored introducing 8 overarching strategic risks which include:

- 1 The Charity's financial sustainability is threatened
- 2 Ability to adapt in response to changes in the external environment
- 3 Failure to effectively respond to an incident / disruption
- 4 Inability to recruit and retain staff
- 5 Ineffective information governance framework (data breach / cyber)
- 6 Failure of KPG's safety arrangements
- 7 Failure to adhere to regulatory and legislative requirements (CQC / Health & Safety)
- 8 Safeguarding

A new system to rate and monitor risks is being implemented with the view of being fully functional by March 2023. The existing system is being used until this time which highlights 32 risks in total.

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
Adverse publicity appears in the media	Adverse publicity appears regarding an KPG client or service	The reputation of KPG could be damaged	<ul style="list-style-type: none"> • Social Media Policy • Crisis Media Process • Understand contractual requirements and targets of all commissioned services 	<ul style="list-style-type: none"> • Ensure quality services at all times • Ensure adequately experienced and trained staff are employed to deliver service contracts • Crisis Media outsourced to specialist

TRUSTEES' ANNUAL REPORT *CONTINUED*

RISK MANAGEMENT *Continued*

RISK DESCRIPTION	TRIGGER	VULNERABILITY	MITIGATION	SYSTEMS/CONTROL
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
Advice on Treasury exposes the charity to unnecessary risk	Treasury Investments are over exposed to risk of either under-performing or loss of principle investment		<ul style="list-style-type: none"> Investment Strategy 	<ul style="list-style-type: none"> Maintain regular contact with investment advisors Board receive 6 monthly reviews Regularly review other possible investment opportunities to ensure the most appropriate ways are being maximised Review the Investment Management team to ensure they are implementing appropriate investments
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
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 systems Independent audit of controls 	<ul style="list-style-type: none"> Ensure no officer is exposed to the risk of fraud Ensure adequate procedures and processes are in place Carryout regular checks on processes Carryout regular checks on high risk areas such as cash Reduce 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 Strategy Ensure Investment Mandate remains current and reflects current registered Trustees Regular reviews carried out with Investment Portfolio Manager Ensure the investment portfolio manager does not become complacent by regularly reviewing with other charity portfolio managers

RISK DESCRIPTION	TRIGGER	VULNERABILITY	MITIGATION	SYSTEMS/CONTROL
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 monitoring Submission of suitable tenders and bids nationally Ensure 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"> Ensure there is a "locking up" procedure in place and adhered to at all times Ensure adequate insurance against the risk is in place at all times Implement a general Business Continuity Plan Enlist support of a key-holding company Have suitable security systems in place (alarm/CCTV) etc Ensure a cyclical maintenance programme is in place which keeps up with the repairs and maintenance
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"> Ensure adequate insurance against the risk is in place at all times

TRUSTEES' ANNUAL REPORT CONTINUED

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.



SANCTUARY HUB

This is for people living in Sandwell who feel that they may be reaching crisis point and need immediate support. The purpose of the service is to prevent individuals from presenting at A&E which is both ineffective for the needs and causes delays. The service is open from 6pm – 11pm, Monday to Friday and 12 noon – 11pm at weekend. The service is available all year round.



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.



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. Last year the charity restructured it's internal team to ensure fundraising is prioritised. The position of Head of Business Development and Fundraising was introduced in April 2021, and a Fundraising Officer Post will be introduced in 2022.

FINANCIAL REVIEW

HOW WE ARE FUNDED

DONATIONS

£34,210

FUNDRAISING

£13,998

INVESTMENTS & ASSET DISPOSALS

£94,002

RESIDENTIAL CARE SERVICES

£725,655

SUPPORTED ACCOMMODATION SERVICES

£304,354

COMMUNITY SERVICES

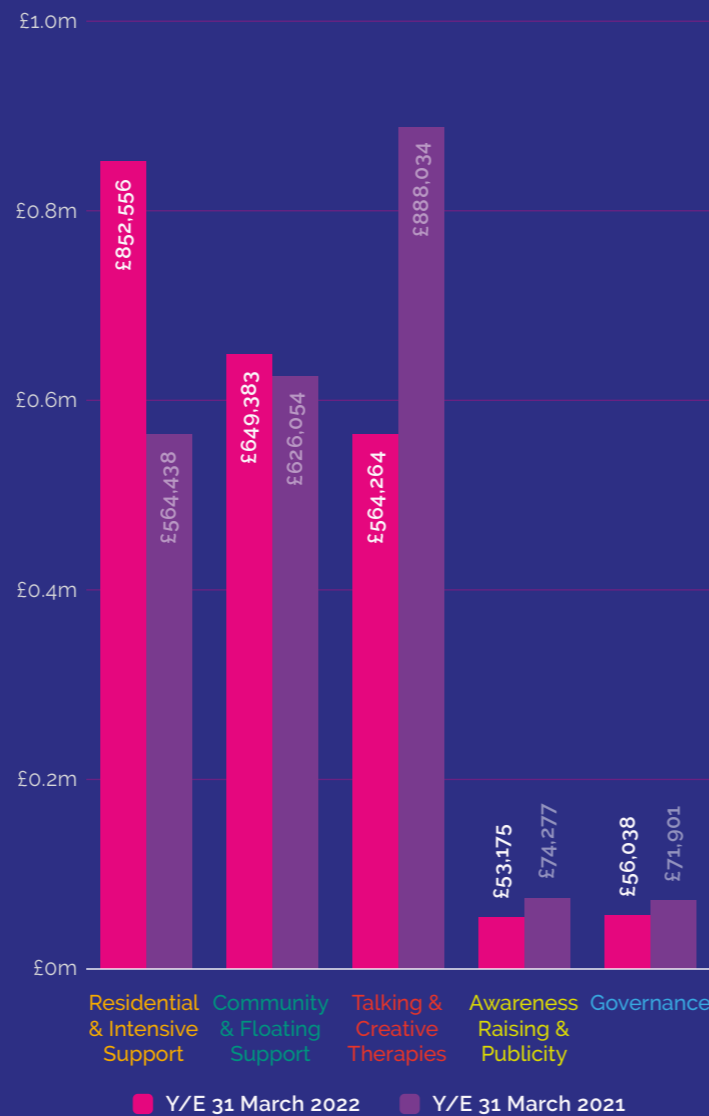
£1,050,595

TRAINING/OTHER INCOME

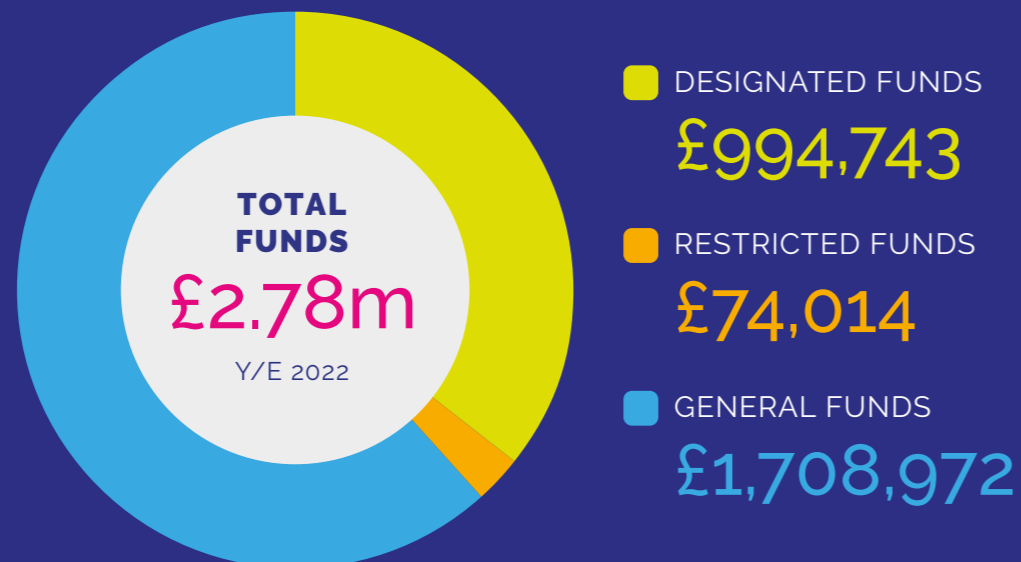
£88,479

TOTAL INCOME £2,311,293

COMPARISON OF YOY EXPENDITURE



BREAKDOWN OF FUNDS



The Trustees note that overall, the financial performance for the year has been positive and this is demonstrated in the results. The Charity's operating income of £2,459,864 (2021: £2,142,910) exceeded its total operating expenditure before gains on investments by £63,923 (2021: £81,793 loss). Net income after gains from investments was £98,592 (2021: £26,151). The increase in income is mainly due to a new contract mobilised at the start of the financial year. In addition, the charity also won new business for smaller projects throughout the year. The business strategies for income diversification and revenue growth are included in the Charity's three-year business plan.

RESERVES AND INVESTMENT

We hold unrestricted 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.

Unrestricted reserves are those funds which are not committed to specific projects or set aside for future use. The Trustees aim to ensure that unrestricted reserves are maintained at a minimum level of £1,100,000. This is based on a review in May 21 of the reliability of the charity's income streams, and the extent to which expenditure is committed, as well as the major risks to which the Charity is exposed. Trustees have set a target level of reserves at £1,500,000. At the end of the financial year the reserve level exceeds the target with the unrestricted reserves being £1,708,972 (2021: £1,426,047).

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 2022, we've outperformed over 12 months despite a weaker 1st Quarter in 2021. 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.

The current cost of living crisis is likely to have an impact, on the charity and its staff and as set out in the charities three-year strategic plan the trustees and leadership are seeking ways to ensure income generation and diversification remain a focus. Despite the upcoming

challenges, throughout the year 2021-22 contractual targets and relationships with commissioners remained strong with commissioned income continuing and additional funding streams confirmed therefore not materially affecting 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 12.10.22 and signed on its behalf by:

Christopher Mills
Chairman

INVESTMENT PERFORMANCE

	31/12/21 - 31/03/22	30/09/21 - 31/03/22	31/03/21 - 31/03/22
Kaleidoscope QC portfolio	-3.31%	-0.11%	7.05%
ARC Sterling Balanced Asset	-3.36%	-1.16%	3.46%
MSCI WMA PI Income	-2.41%	1.10%	6.08%

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 2022 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 2022 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 14, 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.

David Hoose

(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 2022

	Notes	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
Income from Generated funds:					
Voluntary income					
Donations		34,210	2,425	36,635	24,729
Activities for generating funds					
Fundraising		13,998	5,153	19,151	20,361
Investment income					
Bank interest	3	1,513	-	1,513	602
Dividend income	3	18,071	-	18,071	16,830
Charitable activities					
Contract and charges					
Residential		725,655	-	725,655	719,484
Support services		304,354	-	304,354	340,601
Community services		1,050,595	30,185	1,080,780	901,123
Training and other income		88,479	110,808	199,287	119,179
Profit on disposal of fixed assets		74,418	-	74,418	-
Total income and endowments	2	2,311,293	148,571	2,459,864	2,142,910
Expenditure on:					
Charitable activities	4	2,174,111	120,821	2,294,932	2,224,703
Raising Funds	5	101,009	-	101,009	
Total expenditure		2,275,120	120,821	2,395,941	2,224,703
Net income for the year before other recognised gains and losses		36,173	27,750	63,923	(81,793)
Other recognised gains/(losses)/					
Realised gains on investments	11	4,905	-	4,905	9,110
Unrealised gains on investments	11	29,764	-	29,764	98,833
Net income for the year		70,842	27,750	98,592	26,151
Fund balances brought forward at 1 April		2,632,873	46,264	2,679,137	2,625,986
Fund balances carried forward at 31 March		2,703,715	74,014	2,777,729	2,679,137

BALANCE SHEET

as at 31 March 2022

	Notes	2022 £		2021 £	
Fixed assets					
Intangible assets	10	23,853		8,164	
Tangible assets	11	759,163		1,048,610	
Listed investments	12	731,918		683,479	
Total fixed assets		1,514,934		1,740,253	
Current assets					
Debtors: due within one year	13	157,009		333,473	
Cash at bank and in hand		1,363,500		1,000,281	
Total current assets		1,520,509		1,333,754	
Creditors					
Amounts falling due within one year	14	(257,714)		(394,869)	
Net current assets		1,262,795		938,884	
Total assets less current liabilities		2,777,729		2,679,137	
Total funds					
Designated funds	15	994,743		1,207,185	
Restricted funds		74,014		46,264	
General funds		1,708,972		1,426,047	
Total funds		2,777,729		2,679,137	

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 12th October 2022 and signed on their behalf by:

C Mills
Trustee

M Shafaq
Trustee

STATEMENT OF CASHFLOWS

for the year ended 31 March 2022

Notes	2022 £	2021 £
Cash flows from operating activities:		
Net cash provided by operating activities	49,964	(1,615)
Cash flows from investing activities:		
Purchase of property, plant, and equipment	(57,567)	(443,771)
Proceeds from sale of property	365,000	-
Purchase of investments	(38,493)	(170,141)
Proceeds from sale of investments	58,860	152,797
Interest received	1,513	602
Dividend income	18,071	16,830
Increase in cash placed on deposit with managers	(34,129)	-
Increase in cash placed on deposit with bank	(1,071,436)	-
Net cash from investing activities	(758,181)	(443,683)
Net decrease in cash and cash equivalents in the reporting period	(708,217)	(445,298)
Cash and cash equivalents at the beginning of the year	1,000,281	1,464,369
Cash and cash equivalents at the end of the year	292,064	1,019,071
	2022 £	2021 £
A) Reconciliation of net income to net cash flow from operating activities		
Surplus for the financial year	98,592	28,651
Adjustments for:		
Depreciation	35,504	34,808
Amortisation	5,239	0
Profit/Loss on sale of property plant and equipment	(74,418)	0
Decrease/(increase) in trade and other receivables	176,464	(6,376)
(Decrease)/increase in trade payables	(137,155)	66,677
Interest received	(1,513)	(602)
Dividend income	(18,071)	(16,830)
Realised gain on investments	(4,905)	(9,110)
Unrealised (gains)/losses on investments	(29,773)	(98,833)
	49,964	(1,615)
Cash and Cash Equivalents		
Cash, instant access and deposits less than 90day notice	292,064	1,000,281
Longer term deposits	1,071,436	-
Cash at bank and in hand	1,363,500	1,000,281

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 there 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.

Restricted Funds are funds which are available for a specific use determined by the funder.

e) Income

Donations and are accounted for on a receivable basis.

Income from fees charged for services are recognized on completion of 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 accruals basis. Income from quoted investments is recognised at the date the dividend is declared.

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

Intangible fixed assets are stated at cost less amortization and consist entirely of software development costs.

Amortization is provided at 33.3% using the straight line method to write off the cost of the intangible assets over their estimated useful life.

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.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

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.

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

	2022 £	2021 £
Government Grants	326,713	226,456
Other Grants	110,907	37,728
Residential and Intensive Support	725,655	719,484
Contract Income	1,058,421	1,015,268
Training Fees	22,182	40,547
Counselling Fees and Other Income	66,198	40,905
Investment Income	19,584	17,432
Charitable Donations and Fundraising	55,786	24,729
Profit on Disposal of Land and Buildings	74,418	45,091
	2,459,864	2,142,910

3. INVESTMENT INCOME

	2022 £	2021 £
Dividend Income	18,071	16,829
Interest on bank accounts and short-term deposits	1,513	602
	19,584	17,431

4. RESOURCES EXPENDED CHARITABLE ACTIVITIES

	Staff Costs £	Depreciation £	Other Costs (Including Support Costs) £	Total Unrestricted £	Total Restricted £	Total 2022 £	Total 2021 £
Residential & Intensive Support	692,415	11,558	148,583	832,259	20,297	852,556	564,438
Community & Floating Support	551,336	16,292	81,755	617,118	32,265	649,383	626,054
Talking & Creative Therapies	484,344	7,044	72,876	513,093	51,171	564,264	888,034
Training	100,273	2,003	17,240	102,428	17,088	119,516	
Awareness Raising & Publicity	18,227	1,543	33,405	53,175	-	53,175	74,277
Governance (note 7)	9,113	643	46,282	56,038	-	56,038	71,901
	1,855,708	39,083	400,141	2,174,111	120,821	2,294,932	2,224,703

5. RESOURCES EXPENDED RAISING FUNDS

	Staff Costs £	Depreciation £	Other Costs (Including Support Costs) £	Total Unrestricted £	Total Restricted £	Total 2022 £	Total 2021 £
Residential & Intensive Support	72,948	1,660	26,401	101,009	-	101,009	-
	72,948	1,660	26,401	101,009	-	101,009	-

6. SUPPORT COSTS

	Finance/admin & general management £	IT £	Volunteers £	Total 2022 £	Total 2021 £
Residential & Intensive Support	181,260	14,384	7,376	203,020	126,662
Community & Floating Support	144,932	11,501	5,898	162,331	153,332
Talking & Creative Therapies	115,418	9,159	4,697	129,274	
Training	22,609	1,794	920	25,323	243,142
Awareness Raising & Publicity	22,609	1,794	920	25,323	12,471
Governance	11,304	897	460	12,662	12,471
Raising Funds	16,957	1,346	690	18,992	
	515,089	40,875	20,961	576,924	571,995

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

7. GOVERNANCE COSTS COMPRISE

	2022 £	2021 £
Apportionment of costs supporting governance activities	9,756	9,432
Professional fees	12,573	21,619
Trustee's costs	0	0
Audit fees	21,300	24,635
Other	12,409	16,215
	56,038	71,901

8. NET INCOME

	2022 £	2021 £
Net Income stated after charging/crediting:		
Gain/Loss on disposal of assets	74,418	-
Auditor's remuneration		
Audit	21,300	24,635
Other	4,920	9,600
Depreciation	11,021	34,808
Depreciation: Building	24,483	11,029
Amortisation	5,239	-
Operating Leases – Office Equipment	11,455	25,713

9. STAFF COSTS

	2022 £	2021 £
Wages and salaries	1,630,282	1,459,579
Employer's social security costs	142,738	122,471
Employer's pension costs	67,286	59,705
	1,840,305	1,641,755
Agency costs	44,680	78,335
Recruitment costs	43,670	19,556
	1,928,656	1,739,645
Staff costs per function as follows:		
Costs of generating charitable activities	1,445,006	1,342,931
Management and administration	483,650	396,715
	1,928,656	1,739,645

Trustees' and key management personnel remuneration

One employee had employee benefits excluding employer pension costs in excess of £60,000 (2021: Nil). During the year no termination payments were made (2021: Nil). During the year the organisation had five managers whose total key management personnel remuneration costs amounted to £210,560 (2021 £170,645). Pension contributions in respect of these individuals were £8,798 (2021 £6,724). One employee was a Trustee on the board. During their time on the board, their emoluments were as follows:

	Basic £	Pension £	2022 Total £	2021 Total £
Trustee Remuneration	63,417	3,163	66,580	63,397
Key Management Personnel	138,345	5,635	143,980	107,248
Total Key Management Personnel Remuneration	201,762	8,798	210,560	170,645

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

	2022 Number	2021 Number
Direct charitable services	43	44
Management and administration	10	12
Raising funds	2	-
	55	56
Head Count	72	68

10. INTANGIBLE ASSETS

	Software Development £	Total £
Cost		
At 1 April 2021	10,476	10,476
Additions	20,929	20,929
Disposals	-	-
Cost at 31 March 2022	31,405	31,405
Amortisation		
At 1 April 2021	(2,313)	(2,313)
Charge for year	(5,239)	(5,239)
Disposals	-	-
Depreciation at 31 March 2022	(7,552)	(7,552)
Net book amount at 31 March 2022	23,853	23,853
Net book amount at 1 April 2021	8,164	8,164

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

11. TANGIBLE ASSETS

	Freehold Land & Buildings £	Fixtures & Fittings £	IT Equipment £	Total £
Cost				
At 1 April 2021	1,072,557	207,197	71,695	1,351,449
Additions	16,948	5,452	14,238	36,638
Disposals	(306,061)	(189,390)	(27,486)	(522,937)
Cost at 31 March 2022	783,444	23,259	58,447	865,150
Depreciation				
At 1 April 2021	36,417	199,221	67,200	302,838
Charge for year	24,483	4,129	6,891	35,504
Disposals	(16,091)	(188,778)	(27,485)	(232,355)
Depreciation at 31 March 2022	44,809	14,572	46,606	105,987
Net book amount at 31 March 2022	738,635	8,687	11,841	759,163
Net book amount at 1 April 2021	1,036,140	7,976	4,494	1,048,611

12. INVESTMENTS

	2022 £	2021 £
Opening Balance at 1 April	664,696	539,399
Additions at cost	38,493	170,141
Realised gains on investments	4,905	9,110
Unrealised gains/ on investments	29,764	98,835
Disposals	(58,860)	(152,797)
Market value at 31 March	678,998	664,696
Cash Held on Deposit	52,920	18,791
Total investments	731,918	683,487
Market value at 31 March comprises:		
Listed investments - UK	330,991	339,776
Listed investments - Overseas	348,007	324,912
Cash held on deposit	52,920	18,791
	731,918	683,479
Historic cost value 31 March	631,553	612,476

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 2022 £
HSBC ETFS PLC S&P 500 UCITS ETF	5.81%	39,446
UK (GOVT OF) 0.125%/L SNR 22/11/36 GBP	6.03%	40,959

13. DEBTORS

	2022 £	2021 £
Amounts falling due within one year		
Trade Receivables	86,200	253,497
Prepayments	38,983	38,540
Accrued Income	26,299	30,920
Other debtors	5,527	8,516
Total debtors	157,009	333,473

14. CREDITORS

	2022 £	2021 £
Amounts falling due within one year		
Trade payables	35,159	41,031
Other taxation and social security	39,395	34,451
Accruals	43,107	138,349
Deferred income	113,031	154,229
Other creditors	27,022	26,810
	257,714	394,869
Deferred Income:		
Brought forward	154,229	60,516
Released in year	(154,229)	(60,516)
Received	113,031	154,229
Carried forward	113,031	154,229

Deferred Income comprises amounts received in advance for contracted services which are due to be rendered in 2022/23.

NOTES TO THE FINANCIAL STATEMENTS CONTINUED

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Restricted fund £	Designated £	Total funds £
Fund balances at 31 March 2022 are represented by:				
Fixed assets		-	783,016	783,016
Investments	731,918	-	-	731,918
Current assets	1,234,769	74,014	211,727	1,520,510
Current liabilities	(257,715)		-	(257,715)
	1,708,972	74,014	994,743	2,777,729

	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
Current assets	(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

17. STATEMENT ON MOVEMENT OF FUNDS

	Balance at start of year £	Incoming £	Outgoing £	Investment gains £	Transfers £	Balance at end of year £
Restricted funds	46,264	148,571	(120,821)	-	-	74,014
Unrestricted funds						
Designated fund	1,207,185	74,418	(16,948)	-	(269,912)	994,743
General funds	1,425,688	2,236,875	(2,258,172)	34,669	269,912	1,708,972
Total funds	2,679,137	2,459,864	(2,395,941)	34,669	0	2,777,729

Designated funds represent the following:

- Following the sale of the land and building at 153 High Street Dartmouth Square, the Designated funds consist of £91,727 funds for refurbishment and major repairs at Hope Place which is the office where the organization carries out its principal business activities.
- Investment in affordable counselling. During 21/22 £nil investment was required (2021 £57,964) leaving £120,000 The service will be reviewed each year for financial sustainability.
- The remainder of the designated funds of £783,016 (2021: £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 £47,543
- Funds received towards suicide prevention work raised by Nick Mowl. Funds held at the end of the year £17,818
- Funds received towards suicide prevention work. Funds held at the end of the year £2,025
- Funds received for a Drama Therapy Group. Funds held at the end of the year £2,292
- Funds received to cover the purchase of IPADS for the SORT service £800
- Funds received for Be Creative project £3,536

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.

18. TRANSACTIONS WITH TRUSTEES

There were twelve Trustees on the board during the year who received total expenses of £nil (2021: £nil) in the period as reimbursement of the costs of travelling to meetings. One Trustee in their capacity as CEO received nil expenses.

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 £5,000,000.

19. CAPITAL COMMITMENTS AND OPERATING LEASES

There were no capital commitments contracted for as at the end of March 2022 (2021: £10,000).

At 31 March 2022, the charitable company had future minimum lease payments under non – cancelable operating leases as follows:

	2022 Office Equipment £	2021 Office Equipment £
Operating leases which expire:		
Within one year	3,237	9,336
Within two to five years	630	2,817
After more than five years	-	-
	3,867	12,153

20. RELATED PARTIES

Net Income and payments made to and from other Related Parties during 2022 amounted to £7,364 (2021: £58,311). Other related parties were specifically GMS Security Service net income received £5,207, (2021: £13,818), Yogurt Top Marketing net payment nil (2021: £43,227), and Kidderminster Harriers net income received £2,156 (2021 net payment: £13,749) of which the companies are owned by two of the Trustees appointed to the Board. Outstanding balances at the end of the year owed to GMS Nil (2021 £42), Yogurt Top Marketing Nil (2021 £2,367), Kidderminster Harriers Nil (2021: Nil).

21. 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 £67,286 (2021 £59,705). No pension contributions were outstanding at the year-end (2021 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 2021/2022.

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





The Kaleidoscope Group

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