

IMPROVING CHILDREN'S MENTAL HEALTH

Place  
2Be



**PLACE2BE**

# **TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2023**

**PLACE2BE**  
**(A company limited by guarantee)**

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**Registered number: 02876150**  
**Charity numbers: 1040756 & SC038649**

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**(A company limited by guarantee)**

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**FOR THE YEAR ENDED 31 March 2023**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR  
ENDED 31st March 2023**

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**Patron**

Her Royal Highness The Princess of Wales

**President**

Dame Benita Refson DBE

**Trustees**

Mr Simon Mackenzie Smith, Chair

Mr Aamir Ahmad

Mr Sandy Begbie

Ms Anuja Dhir

Ms Elizabeth Greetham

Ms Sian Hill

Ms Elpha LeCointe

Mr Adrian Levy

Sir Charlie Mayfield

Mr John Murphy

Dr Margaret Murphy

Professor Stephen Scott

Mr Richard Douglas

Appointed 8th June 2022

Professor Osama Khan

28th September 2022

Mr Tim Robinson

Appointed 28th September 2022

Mr Stephen Dorrell

Resigned 8th June 2022

Sir William Russell

Resigned 8<sup>th</sup> June 2022

**Chief Executive**

Ms Catherine Roche

**Executive Team**

Ms Niki Cooper

Clinical Director

Ms Sarah Houghton

Director of Mental Health Workforce Development

Mr Nicholas Herod

Chief Financial Officer & Company Secretary

Ms Jacqui Segal

Director of Fundraising

Ms Wande Showunmi

Director of People and Culture

Ms Sarah Williams-Robbins

Director of Marketing and Communications

Mr Simon Yates

Director of Operations

**Company registered number**

02876150

**Charity registered numbers**

1040756 and SC038649

**Principal and registered office**

175 St. John Street, London, EC1V 4LW

**Independent auditor**

Crowe U.K. LLP, 55 Ludgate Hill, London EC4M 7JW

**Bankers**

Lloyds Bank plc, London, W1C 2BU

**Solicitors**

Clifford Chance, 10 Upper Bank Street, London, E14 5JJ

**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 March 2023**

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## **Foreword by Chair and CEO**

Childhood is when we explore, learn and play. It should be a happy time, enabling us to lay the foundations for the rest of our lives. Unfortunately, the reality for many young people is less positive. The latest NHS data shows that one in six children have a diagnosable mental health issue. While this figure has remained static for the past two years, it is no cause for celebration. This is a huge increase from the one in nine children with a diagnosable condition in 2017. It means five children in every classroom are dealing with some form of anxiety, depression or more serious mental health condition.

The legacy of the pandemic, combined with the increasing cost of living, is having a disproportionate impact on the UK's most vulnerable children and families. For many schools, the rising cost of fuel and other utilities, along with the pressure to maintain the upkeep of school buildings and retain teaching staff, has created a difficult environment. Many are having to make tough choices about competing priorities, while continuing to consider the wellbeing needs of their school communities.

### **Quality, depth and systems-wide approach**

Like other organisations operating in the education and health sector, these challenges have required us to be more resilient and flexible in our approach. In the past year, our focus has also been on refining the *quality* and *depth* of our service in schools, as well as seeking to support as many communities as possible. We have continued to expand our coverage in schools and during the year we worked in close partnership with 520 schools, supporting almost 300,000 students, with more schools coming on board in the academic year ahead. Our training and resources have reached thousands more schools. The top issues that children and young people are bringing to sessions with our expert teams continue to be friendship, worry, sadness, and anger issues, along with concerns about family relationships. Many young people come to support a school friend; and coping with the pressures of academic achievement continues to be a common theme.

Thanks to the strength of our long-standing relationships with partner schools and with funders across the UK, we have been able to ride the stormy fiscal waters this year. We have also been navigating the changes in the local landscape to forge connections across the education and health sectors and explore opportunities with the newly created Integrated Care Boards (ICBs). With their interest in prevention, this brings the potential for shared or joint commissioning across health and education services. We were delighted to be appointed as the mental health provider for Ark Multi Academy Trust's network of 39 schools in spring 2023; and to be commissioned by the London Borough of Brent to provide our Journey of Hope group programme in schools across the borough.

### **Supporting the whole school**

Our work extends beyond support for students: A whole-school approach requires supporting the trusted adults around the child – particularly parents, carers and teachers – building their knowledge, skills and confidence to recognise and respond when someone is struggling, and to know where to go for further support. We have long pushed for mental health to be an embedded part of teacher training and professional development for school staff. We are therefore very pleased to expand our teacher training, working with Teach First and via our Mental Health Champions training, as a specialist partner of the National Institute of Teaching (NlOT), the Department for Education (DfE) backed consortium. Through our Senior Mental Health Leads course, quality assured by the DfE, we are helping school leaders to grow their leadership skills in positive mental health, to develop a school culture where everyone can thrive.

Our work with parents continues with the launch of our Parenting Smart online course, developed in partnership with the South London and Maudsley Foundation Trust. It builds on the success of our free Parenting Smart self-help website, offering practical tips and advice to parents and carers of primary aged children, which attracted some 37,000 new users in the past year.

### **Building the workforce**

Place2Be has made good progress in our mission to help build a more inclusive, skilled workforce of child mental health professionals in the UK. In the past academic year, we launched a suite of new training courses and have seen consistently high numbers of participants attending our entry-level Taster Days, along with our Level 2 and Level 3 programmes and our Postgraduate diploma. We launched two new post-qualifying courses: our Level 6 Certificate in Clinical Supervision; and our Level 5 Certificate for adult-qualified counsellors who want to work with children. We are really pleased that many of the students on these courses have gone on to secure paid roles with Place2Be and are helping to meet the demand in school communities. We were also delighted to be able to offer ten substantial bursaries to students who might otherwise have struggled to complete their training without financial assistance. Taking a longer view of the systemic changes needed to open up the profession to students from a more diverse range of backgrounds, Place2Be continues to lead the therapy sector's Coalition for Inclusion and Anti-Oppressive Practice. The Coalition will be publishing a toolkit this autumn to provide training

organisations with practical guidance on creating fully inclusive training programmes.

#### **A career with purpose**

We also launched a recruitment drive in the past year. The initiative focused on the wider benefits of working in an organisation that makes a real difference to young people's lives. The strapline – *For a career with purpose, this is your place* – articulates why colleagues choose to work at Place2Be. With compassion and empathy, our expert teams create a safe space within the school environment where children feel heard, valued and understood. By working *in partnership* with schools, we help young people to overcome their emotional challenges, building resilience and essential coping skills that will take them into their adult lives.

#### **Communication and influence**

Children's Mental Health Week continues to be a highlight of the year. Connection is such an important factor in having good mental health and wellbeing, so it was a natural theme for the 2023 Week. We focused on the huge importance of interacting with others, particularly after the restrictions during the pandemic. As ever, the Week provided a platform for discussion and debate around the provision of children's mental health support and the importance of early intervention. We have also continued to progress our public affairs work against a backdrop of ministerial and leadership changes and challenging economic times. We have contributed to several policy consultations, including submitting evidence to the Government's major conditions strategy and to the Education Select Committee's inquiry into Ofsted's remit. Drawing on evidence from our practice, in May we hosted a well-attended sector roundtable which brought together leading figures from education, health, justice and voluntary sectors to focus on solutions to the growing concern around school exclusions and suspensions.

#### **Investment in research**

Along with the on-going evaluation of our service delivery, we are particularly grateful to the City Bridge Trust, our trustee Tim Robinson and the Law Family Foundation for their significant investment in our two large scale research programmes which launched in the past year. Addressing two key research questions, these programmes will give us valuable insight into the effectiveness of the whole-school approach to mental health and the long-term impact of our one-to-one counselling. We will use the insight from these and our evidence from our work in schools to inform the national system and to deliver better mental health support for children from an early age.

In this challenging economic climate, we are more grateful than ever to those organisations and individuals who continue to support our work so generously – including those who ran marathons, climbed mountains, and, in the case of two seven year-old supporters, gave up their birthday present money to support our work in schools!

#### **Planning for the future**

As we approach our 30<sup>th</sup> year, we are looking ahead to the on-going and future mental health needs of school communities to ensure we continue to deliver our vision for every child to have easy access to the support they need. We will also explore more ways to remove any barriers to that support, and to advocate for better integration across sectors. Our ambition is to play a greater role in the sharing of best practice, and to give children and young people a bigger voice, enabling them to participate even more actively in our work.

Our heartfelt appreciation goes to the collective 'team' that all plays a part in the support and services that Place2Be provides – from our hugely talented trustees and pro bono advisors who give their time, energy and expertise; to our school communities who welcome us and are there daily for their children and young people; to our colleagues in wide range of roles – Place2Be staff, counsellors on placement, students, and trainers – who play a vital part in supporting some of the most deprived communities across the UK. As 'Ben', a Year 6 boy in a new partner school in Devon, told his counsellor: *"I couldn't keep this inside, I need to talk about it, so I came to tell you"*. Without your support, we could not be there for children like Ben.

On behalf of everyone at Place2Be, thank you so much.



**Simon Mackenzie Smith, Chair of Trustees.**



**Catherine Roche, CEO.**

## **Section 1: Objectives and activities**

### **Our status and mission**

Place2Be is a company limited by guarantee and a charity registered in England & Wales and in Scotland.

Our mission is to enhance the wellbeing and prospects of children and their families by providing access to therapeutic and emotional support in schools, using a proven model backed up by research and training.

### **Our vision, aims and strategy**

- Place2Be is the UK's leading provider of school-based children's mental health services
- We provide emotional and therapeutic support in schools, as well as expert training and resources, to improve the emotional wellbeing of children, young people, parents and teachers
- We advocate our whole-school approach to mental health and wellbeing.

### **Our work focuses on four areas:**

- School services – Supporting children and young people's mental health by providing high quality therapeutic work in schools, backed by research
- Learning for school staff – Building confidence, skills and knowledge of mental health within school communities, to equip school leaders, school staff and families to create a whole-school approach to mental wellbeing
- Training and professional qualifications – Building a diverse and inclusive expert mental health workforce that can support children and young people's mental health
- Building understanding, influencing and sharing evidence – From government to the general public, we gather evidence and share insights on what works in practice in the field of children's mental health, to benefit school communities and society as a whole.

### **Why this matters:**

- One in six children and young people have a diagnosable mental health problem. *Source: NHS Digital (2022)*
- Half of lifetime mental illness starts by the age of 14. *Source: Kessler R and Wang P (2007)*
- Children from the poorest 20% of households are four times as likely to have serious mental health difficulties by the age of 11 than those from the wealthiest 20%. (Morrison Gutman et al, 2016)
- Children and young people with mental health difficulties wait an average of 10 years between becoming unwell and getting any help. *Source: Khan, L. Missed opportunities: A review of recent evidence into children and young people's mental health (June 2016)*
- More than one in six (17 per cent) young men with mental health problems had been excluded from secondary school (either permanently or temporarily). (MIND, June 2021)
- Mental health problems cost the UK economy at least £118 billion a year, according to the LSE and Mental Health Foundation.

## Section 2: Strategic Report

### Section 2a: Achievements and performance against 2022/2023 commitments

#### Our activity and impact at a glance

Providing high quality mental health services within schools	Building skills, confidence and knowledge in schools
<p><b>Direct in-school delivery:</b> We worked in partnership with a total of 520 schools, reaching 298,000 children and young people (vs 500 schools in 21/22, reaching 243,000 children and young people).</p> <p><b>In our targeted work</b> (In the academic year 22/23)</p> <ul style="list-style-type: none"> <li>• <b>7,361</b> (vs 6,896 previous year) pupils accessed Place2Be's one to-one support. This figure increases to 8,952 pupils if we include all targeted support sessions.</li> <li>• <b>38,318</b> (vs 33,249 previous year) pupils booked their own Place2Talk appointment.</li> <li>• <b>792</b> children and young people accessed the Journey of Hope intervention (up from 515 the previous year).</li> <li>• <b>93</b> young people accessed the CBT informed <b>KIT intervention</b>. This was the first full year of delivery and numbers accessing this intervention are now rising rapidly.</li> <li>• <b>361</b> parents accessed the face-to-face parenting training intervention (<b>PIPT</b>) with data showing we are accessing a more complex cohort of children and with outcomes for parental self-efficacy very positive.</li> </ul> <p><b>Impact/Outcomes:</b></p> <ul style="list-style-type: none"> <li>• <b>66%</b> caused fewer problems for their teacher or class</li> <li>• <b>75%</b> found it easier to have friends</li> <li>• <b>76%</b> of those with severe difficulties showed an improvement in wellbeing</li> </ul>	<p><b>10,999</b> school staff undertook our Mental Health Champions Foundation (MHCF) programme (vs 17,022 last year). 94% of those who completed the course would recommend it and 70% 'learned something that resulted in a change in their action, behaviour or attitude in the workplace'.</p> <p><b>71,692</b> school staff have now completed this course. Following completion of the MHCF programme, almost 3,000 education professionals joined our online community, The Place2Be Staffroom. It has an <b>average of 11,600</b> monthly views of resources and <b>20,182 learning interactions</b>.</p> <p><b>514</b> participants completed our <i>Senior Mental Health Lead</i> programme (511 last year), for which we are a Department for Education approved provider.</p> <ul style="list-style-type: none"> <li>• <b>76%</b> 'felt they had a clear plan to prioritise their school's mental health activity' after the course (27% before).</li> <li>• <b>80%</b> 'felt that their school has a whole-school-approach to mental health in place' after the programme (52% before).</li> </ul> <p><b>10,723 downloads</b> of our free Art Room Activities, which are available to all on the website (vs 12,748 in the previous year).</p> <p><b>197,000</b> downloads of our Children's Mental Health Week school resources on the theme 'Let's Connect' (vs 129,000 in 22).</p> <p><b>Parenting training</b></p> <ul style="list-style-type: none"> <li>• <b>37,389</b> new users on the <b>Parenting Smart site</b> (target 30,000).</li> <li>• <b>819</b> parents joined the <b>Parenting Smart online course</b>. Completion increased from 13% to 25.8% by end of year (industry average is 7%).</li> </ul>
<p style="background-color: #c8e6c9; padding: 2px;"><b>Raising awareness and influencing</b></p> <p>In Nov 22 we published the protocol for the Law Family Research Programme, <b><i>Evaluating Place2Be's whole-school approach to support mental health and wellbeing</i></b>. It sets out our plan for the 3-year project in terms of research questions, methods and analyses. It is registered with the OSF (Open Science Framework): <a href="https://osf.io/fmbg6">osf.io/fmbg6</a></p> <p><b><i>Race is complicated: A toolkit for psychological therapies training</i></b> launches in Oct 23. Place2Be has overseen the development of the toolkit in partnership with fellow members of the Coalition for Inclusion and Anti-Oppressive Practice, chaired by Place2Be.</p> <p><b>Reach and digital engagement</b></p> <ul style="list-style-type: none"> <li>• <b>Place2Be.org.uk – 423,389 users between 31 Mar 22 – 1 Apr 23</b>. While lower than the previous year (<b>491,516</b>) this is due to switching to Google's new measurement tool.</li> <li>• <b>User engagement remained static year on year, with the average time spent on a page at 1 minute 19 seconds between 31 Mar 22 - 1 Apr 23 (vs 1 minute 20 seconds from 31 Mar 21-1 Apr 22).</b></li> <li>• <b>30,208 followers gained</b> across all social media channels, between Apr 22-Mar 23, with over 30m impressions, up 15% year on year.</li> </ul> <p><b>Policy and influence</b></p> <p>In May 23, we hosted a sector <a href="#">roundtable</a> bringing together leaders from the education and youth sector highlighting the link between poor mental health and school exclusions in May 23. We have also submitted evidence to several government enquiries (see page 10).</p>	<p style="background-color: #f48fb1; padding: 2px;"><b>Building a child mental health workforce</b></p> <p><b>267</b> students on Level 2 Award (200 21/22)  <b>145</b> students on Level 3 (93 21/22)  <b>39</b> students on Postgraduate Diploma (21/22)  <b>19</b> members of staff started the Level 6 Supervision Certificate.  <b>15</b> Counsellors on Placement started our Certificate in working with children for adult-qualified practitioners.</p> <p><b>570 people</b> attended a 'Taster Day' [vs 546 previous year]</p> <p><b>Counsellors on Placement Hub</b></p> <ul style="list-style-type: none"> <li>• <b>686</b> new users on the hub [807 last year. Total 2.3k]</li> <li>• <b>4.3k</b> comments</li> <li>• <b>158.3k</b> views 22/23 (<b>137.8k</b> total up to March 2022)</li> </ul> <p><b>841</b> individual CoPs attended a workshop (<b>835</b> previous year) and 755 of these attended more than one workshop (<b>619</b> last year)</p> <p>We ran <b>104</b> workshops for staff, each a day-long course.</p> <p><b>622</b> new users joined the Place2Be Learning Hub generating 37.7k interactions. This is our internal Online Learning Resource for clinical and non-clinical courses and guidance.</p>



## **Overview of delivery against our business strategy in 2022/23**

In the financial year 2022/23 we continued to focus on our four priority areas outlined in our business strategy, working towards our 2025 goals. In a challenging economic climate, we continued to deliver against our plans, with a continued focus on quality:

- We started services in 142 new schools, working in partnership with a total of 520 schools across the UK across the year, reaching a student population of almost 300,000. We continued to develop partnerships with key MATs (Multi Academy Trusts) and were successful in the tender to support Ark's 39 schools across the UK.
- We further developed our relationships with newly emerging ICBs, navigating through changes in NHS structures to ensure we can maximise our reach and become better connected with the wider health and education systems.
- As set out in our previous annual report, we expanded our reach and our service into a number of rural and coastal areas, most notably in the South West of England and in Scotland and Wales, where there is a high need for support and a paucity of providers.
- Now in its second year of committed Department for Education (DfE) funding, we continued delivery of our Senior Mental Health Leads programme, helping another 514 school leaders to develop a framework for a whole-school approach to mental wellbeing.
- Our teams continued to focus on embedding assessment and formulation as central to our school-based services, ensuring we deliver the right intervention to each child.
- We launched our redeveloped programme of professional qualifications, to build the child mental health workforce of the future. Our newly redeveloped Level 6 Supervision Qualification programme launched in September 2022, followed by a programme for people already qualified as adult counsellors to build their skills in working with children and young people.
- Mental health in teacher training and development was another area of focus this year. Our digital programme Mental Health Champions – Foundation, aimed at newly qualified teachers, expanded through contracts with the University of Glasgow and as part of the National Institute of Teaching consortium of which Place2Be is a specialist partner. Almost 11,000 participants completed our Mental Health Champions training this year.
- Equality, Diversity and Inclusion (EDI). We continued to deliver on our EDI commitments and chairing the therapy sector's Coalition for Inclusion and Anti-Oppressive Practice, with its focus on addressing gender and ethnic disparity in the therapeutic sector. A toolkit to support training organisations in the field of children's mental health to develop fully inclusive curricula will launch in October 2023.
- Our investment in our systems and processes continued, with a focus on the security of our data and improving the integration of all of our systems.
- Through our communications and policy work we continued to advocate for the provision of children and young people's mental health support within communities; and ensure that the topic of community-based children's mental health support remains high on the national agenda.
- We continue to look at how we can improve our range of services to be even more effective, and to reach more children and families.

### **Providing high quality mental health services in schools**

Figures published by the NHS in November 2022 show that the number of diagnosable mental health conditions remain static, affecting one in six children. Sadly, the levels have increased among older teenagers and, across our frontline services, we have seen rising numbers of young people struggling with higher level concerns, from anxiety, self-harm, eating difficulties and suicidal thoughts. The good news is that by intervening early and by working in partnership with schools to improve their knowledge and understanding of mental wellbeing, we can prevent a child's emotional issues from escalating as they grow up.

The economic climate of the past year has placed school budgets under extreme pressure, with headteachers and governors having to make tough choices around expenditure. Effective community mental health support involves interaction on a local level and a shift towards addressing population health more holistically. Against this backdrop, Place2Be has focused on retaining and strengthening our existing partnerships, drawing in and knitting together income streams from health and education with their shared responsibility for supporting children's mental wellbeing, to make best use of the 'public pound'. In the past financial year, we worked in partnership with 520 schools, supporting a school population of 298,139 children and young people.

While this is lower than forecast, we are pleased to have secured an increased number of commissions from statutory bodies, including ICBs and Local Authorities (LAs). We expanded into more secondary (higher) schools in Scotland, following a new partnership with East Lothian which also involves supporting the relevant feeder primaries. We are pleased to be recommissioned to provide support across schools in Renfrewshire and Aberdeenshire.

In Wales, as a result of local authority and fundraising support, we are now supporting 15 additional schools across Rhondda and Llanelli.

We were also delighted to be successful in the tender process to become the sole mental health partner for Ark, an excellent opportunity for us to work even more closely with this leading Multi Academy Trust's network of 39 schools. In June 2023, we hosted our Board of Trustees meeting at Ark Elvin Academy (in Wembley, North London) where we had the opportunity to meet students and staff to discuss the impact our support is having on the school's community.

The challenging fiscal climate has also led to us introduce greater flexibility in the range of services we offer to ensure we can continue to deliver against our mission to support more children and young people in the face of school budgeting challenges. For example, we secured a new contract in Brent in London to deliver our Journey of Hope programme in 11 schools in this area following the success of this programme in Wandsworth. We also have been commissioned to co-design and deliver a peer mentoring service, in partnership with the East London NHS Foundation Trust, to help young people support others with similar lived experience.

As part of a major research programme to measure the long-term impact of our school-based support, our work has also expanded into 20 new schools in the Salford, Greater Manchester area, generously funded by the Law Family Charitable Foundation.

We continued to focus on the quality and outcomes of our clinical work. At the heart of our delivery model and therapeutic work is the robust assessment and formulation of our interventions. This includes input from teachers, parents and the child or young person themselves. We are delighted to be industry champions in our completion rates, with 94% of cases having all relevant data gathered and interrogated to ensure each child receives the right intervention.

With an increased focus on robust assessment and having introduced additional targeted interventions, we are starting to see less dependency on one-to-one counselling as the solution for all children and young people presenting with difficulties. In the coming year, as teams gain confidence in these newer interventions, we expect to see an increase in the number of cases being delivered, including Journey of Hope, our CBT informed secondary school programme (KIT) and our parenting work. Nonetheless we are pleased to see an increase in the number of children seen in our one-to-one counselling sessions, at 7,361 for the past academic year (August 2022 to July 2023), up from 6,896 the *previous year* and this figure increases to 8,952 pupils if we include all targeted support sessions. This is a reflection of the increased number of service days we now provide to schools as well as the fact that interventions are now shorter (enabling us to provide more of these within the school day), with no loss of impact according to our outcome data.

We have also seen a significant increase in the number of students booking their own Place2Talk appointment, at 38,318 (vs 33,249 (*previous academic year*), a sign that we have returned to a more effective and *business as usual* whole-school approach. This is leading to more awareness and early help-seeking among students.

We are also pleased to report that 983 children and young people accessed the Journey of Hope intervention (up from 827 the previous year); and 120 young people accessed the CBT informed KIT intervention, up from 59 the previous year. The numbers accessing this intervention are now rising even further.

We also continued to develop and refine our support for parents and families. This includes our Personalised Individual Parent Training (PIPT), our Parenting Smart online course and the universally available Parenting Smart self-help website.

361 parents accessed the face-to-face parenting training intervention (PIPT) delivered by our Family Practitioners; and numbers are continuing to rise as the service becomes more well known across the regions and nations. Our data is showing we are accessing a more complex cohort of children; and outcomes for parental self-efficacy are very positive.

In the financial year 2022-23 there were 37,389 new users on the Parenting Smart site (target was 30K). The net promoter score is 53, considered very good by industry benchmarks.

In the past year, 819 parents started the Parenting Smart online course. We have adapted the course based on our learnings and completion went up from 13% to 25.8% by the end of the financial year, ahead of our target completion rate of 20%. Completion rates continue to rise, and the most recent cohort in 23-24 is 29.5%. We will be offering the Parenting Smart online course to a cohort from the Scottish Fostering and Adoption Network from September 2023. As the first course being delivered outside of our partner schools, this gives us an opportunity to consider the wider potential for commissions.

### **Building confidence, skills and knowledge in schools, to promote a better understanding of mental health**

School leaders, teachers and school staff play a crucial role in promoting positive mental health for their students, and spotting when professional support may be needed. We are pleased to have further developed our work in this area over the past year, in line with our commitments.

The appetite for our introductory level online Mental Health Champion Foundation (MHCF) programme continued during 2022/23. Almost 11,000 school staff took part in this award-winning programme – named ‘Best Learning technologies project – public & non-profit’ in the Learning Technologies Awards 2022. Of participants who completed the course, 94% would recommend it to a colleague.

Our online community forum and support network for school staff – Place2Be **Staffroom** – grew in numbers and usage, with another 3,000 highly-engaged education professionals joining this interactive community. Users have enjoyed over 20,000 learning sessions each month with 11,600 views of the free school resources.

We have long advocated for mental health to be part of the teacher training system to lay the foundations for mental wellbeing to be fully integrated into a school’s culture. So, this year we are very pleased to have expanded our teacher training work in line with our ambition to increase knowledge, insight and understanding of mental health among school staff. Since January 2023 we are working with Teach First, offering our Mental Health Champion Foundation Programme as part of their teacher training, and we have been delighted to build on our existing relationships with further education partners in Scotland, through a new contract with the University of Glasgow, to contribute to their Postgraduate Diploma in Education. We have also expanded the reach of our Mental Health Champions training through our work as a specialist partner of the NioT, the DfE-backed consortium that will provide high quality training to the teaching profession in England.

We developed our quality-assured Senior Mental Health Leads training based on our front-line practice. The development of this course followed our proposed recommendation to the Government’s Green Paper, Transforming Children and Young People’s Mental Health Provision in 2017, in which we highlighted the need for high quality training for senior school leaders. In the past year, we have continued to deliver this course, in line with our contract with the DfE, to build knowledge and understanding among school leaders. In the past academic year **514** participants completed our Senior Mental Health Lead programme, with 80% of participants reporting that after completing the course, their school had put a whole-school mental health programme in place.

There was continued demand from school staff for some reflective space in schools to help them manage the mental health challenges of their students. In line with our revised priorities, 76 school staff completed our reflective supervision groups, Place2Think.

We continued to create and share quality resources to enable schools to support wellbeing. We are pleased with the widespread take-up of Place2Be’s free resources produced with expert input from our educational psychologists and school-based staff. In the past year, schools have downloaded over 10,000 copies of our Art Room activities, with 723,926 views of our video content. In addition, there were 197,000 downloads of our Children’s Mental Health Week resources for primary and secondary schools, on the theme of connection. All are available for free on our website.

### **Building the child mental health workforce**

Our work can only happen thanks to the mental health professionals dedicated to supporting children and families. Our ambition is

to widen the career opportunities and routes to a profession in child and young person mental health support, by making our professional training programmes more accessible to a more diverse workforce.

As leaders and innovators in this sector, a key development this year was the creation of our new programme for adult-qualified counsellors who want to work with children, now a Level 5 Certificate. The first cohort comprised some of our existing Counsellors on Placement and of the 18 participants, four had gained paid roles with Place2Be before the end of the programme. By the end of March 2023, we had received over 200 expressions of interest in the Autumn 2023 cohort of this certificated programme.

At the end of 2022 and into Spring of 2023, we have been recruiting for our new Level 4 Diploma in School-based Counselling. This is an intensive programme, full-time for one year, with much of the learning carried out on an enhanced placement. We are delighted to have been able to offer ten full bursaries for students who would struggle to find access to qualification without financial assistance – and applications for these bursaries have been strong. We have also looked for ways to align the attraction and recruitment process with the postgraduate diploma applications in future years. We are now working with the Marketing and Communications team to create a compelling narrative to encourage more people to consider training as a child counsellor with Place2Be.

### **Raising awareness of children and young people’s mental health**

We have continued to advocate for the importance of early intervention, to drive change in the system so that *all* children have easy access to school-based mental health in the UK. The focus for Children’s Mental Health Week 2023, our annual promotional campaign, was ‘Let’s Connect’. This provided an ideal platform to showcase the importance of meaningful connections and relationships, which had been missed during the many periods of lockdown.

Ahead of the Week, we released data in partnership with BBC Newsround which revealed that 78% of children seen by a school counsellor within the last year had experienced anxiety in social situations. We were delighted that our Royal Patron The Princess of Wales visited a partner school in Bethnal Green, East London, to meet pupils and discuss the importance of connecting with others.

The Week provided a platform for important conversations and the need for cross-sector collaboration to support children and young people’s mental health. [In a blog for the NHS Confederation](#), our CEO, Catherine Roche, reflected on the need to tackle inequalities to better support young people’s mental health. In a [joint blog with NAHT](#) (the school leaders’ union), we explored the role that schools play in helping children’s mental health and called for a properly funded network of support services.

We also joined forces with leaders from across the sector to pen a [joint letter to The Telegraph](#), calling on decision-makers to be ambitious and devise a long-term plan for the wellbeing of all our children and young people. Thousands of pupils joined in the week’s activities, with 197,000 downloads of our tailor-made free resources. Schools, organisations and individuals got involved in our Fundraising *Dress to Express* days, raising over £100,000.

We have continued with our policy and public affairs advocacy work. With several changes in ministerial and party leadership roles the past 12 months, we have had to establish new relationships and contacts, as well as continue to focus on growing relationships with key partners and non-party political influencers across the health, education and third sector. In the past year, we have:

- Evidence to the [Children’s Commissioner’s Family Review](#). Sep 22.
- Contributed to the former Children’s Commissioner’s [report](#) ‘Commission on Young Lives’. Nov 22.
- Submitted [written evidence](#) to the Health and Social Care Select Committee Inquiry on Prevention in health and social care. Feb 23.
- Submitted evidence to the Government’s Mental Health and Wellbeing Plan calling for school based mental health services. May 23.
- Submitted evidence to the Government’s Major Conditions Strategy. *(to be published)*. June 23.
- Contributed evidence to the Children and Young People’s Mental Health Coalition [Report](#) on Behaviour and Mental Health in schools and attended House of Lords launch. June 23.
- Gave oral evidence to Education Select Committee Inquiry on Persistent absence and support for disadvantaged pupils. June 23

Children’s Mental Health Week was once again mentioned in the House of Commons, with supportive social posts from PM Rishi Sunak, politicians from across the political spectrum in England, Scotland and Wales, and from the Children’s Commissioner for England. In May 2023 we hosted a sector roundtable to discuss the impact and growing concern around school exclusions, which was well attended and helped to forge stronger relationships with current and new influencers who share in our mission. We have also had further conversations with the Children’s Commissioner for England to explore how can work together more closely in the year ahead.

### **Delivery against Commitment to Equality, Diversity and Inclusion [EDI]**

Place2Be remains committed to being a fully inclusive organisation. We continue to challenge ourselves to ensure that equality, diversity and inclusion are embedded in everything we do, from our training and recruitment through to our clinical practice, our communications and organisational culture. Our five areas of focus within our EDI action plan are shared with our staff and published on [our website](#). Our colleagues continue to drive forward this agenda, through our EDI Steering Group which meets every six weeks, with representation from colleagues across a range of roles and across the UK.

As an extension to our EDI Steering Group, we now have three colleague networks: our *Plus group*, for colleagues who identify as LGBTQIA+, as well as LGBTQIA+ allies, which helped with the planning and content of our Pride Month 2023 activities; a group to support colleagues who have hearing challenges; and our newest network is for ethnically diverse colleagues, called the Race Equality Forum. These groups have met to establish themselves and determine how they would like to work to support each other, as well as support the EDI Steering Group. We will also continue to invite our employees to consider if there should be additional support networks to give more focus to the other protected characteristics within EDI.

Beyond our own organisation Place2Be continues to lead the therapy sector's Diversity and Inclusion Coalition of mental health sector training providers, with its initial focus on addressing gender and ethnic disparity in the sector. An outcome in the year ahead is the production of an EDI toolkit for counselling and psychotherapy training providers to act as a practical guide for the creation of anti-oppressive training curricula.

We have completed a second round of our reciprocal mentoring programme, extending this to our wider Leadership Forum, with 16 colleagues involved in this round. We'll be holding a closing session to gather feedback and aim to roll out a third programme later this year. We continue to analyse and benchmark our job descriptions, ensuring we apply a fair and transparent system for assessing newly created roles, using both internal and external information. In addition, our Recruitment Applicant Tracking System anonymises gender, ethnicity and educational establishment, to remove any potential bias in the shortlisting process.

### **Employee Wellbeing**

With a deep commitment to promoting positive mental wellbeing at work, we actively seek to foster a culture of care for employees to feel positive, resilient, and productive. For employees not based in schools, we continue to operate a hybrid working model, aiming for an approximate 50/50 split between office and home working.

Following delivery of our mental health support programme for managers, we created an online version of the course materials so that these can be accessed any time, at their own pace. We have also offered managers who attended the sessions some follow-up reflective work with two of our trainers. This has been well received and we are examining the possibility of keeping this offer as an ongoing opportunity.

As a result of the responses to our staff pulse survey in autumn, we created more resources to support colleagues in balancing their workloads. These included a wellbeing toolkit and the creation of a wellbeing and workload task group. The group reviewed some of our processes to explore how to make them more streamlined and user-friendly. This has led to an improvement in data completion rates and much less dissatisfaction among staff in relation to administrative tasks. We have boosted the prominence of our range of staff benefits on our job pages, which includes additional wellbeing days and access to our free, confidential, employee assistance programme.

### **Investment in technology**

Investment and delivery to plan continued in 2022/23 to ensure we have robust and efficient infrastructure and tools to support our teams and service users. Our IT support team performed well in ensuring that all staff were supplied with the right technical equipment to enable them to continue to work securely from home or school premises, in line with our hybrid model. In addition, we worked to ensure our systems are better integrated with each other as well as aligned to our business needs. We are grateful to the members of our Information Technology Advisory Group, chaired by our Trustee Aamir Ahmad, as it provides oversight and governance to the delivery of our IT Strategy. We continue to benefit immensely from the pro bono expertise of the Bank of America in helping to shape our IT infrastructure change programme, which we are implementing in phases over the next three years. The IT

strategy is underpinned by our data charter, to ensure all staff engage with the need to carefully manage the information saved in our shared systems.

Notable achievements in the past 12 months include the adoption of a new budgeting system and further improvements in the way that our website integrates with our customer relationship management (CRM) system.

Responding to heightened IT security needs, we have also moved our clinical case management system and other key systems to cloud provisions. This has enabled us to continue to improve the security framework and our ability to report. At the organisational level we again obtained Cyber Essentials Plus accreditation and have been certified as 'standards exceeded' for the second year running for the DSPT data security framework. This is the NHS's benchmark and allows us to continue to apply for Local Authority and Integrated Care Board tenders.

### **Environment, Social and Governance**

In line with our values, we are committed to our wider responsibilities as an organisation and employer, ensuring we operate sustainably and ethically across all aspects of our work. Our staff-led Environmental, Social and Governance (ESG) Steering Group oversees our organisation-wide commitment across these three areas, ensuring that we consider our impact on the climate, on society and each other in all the decisions we make.

The Group advises the Executive Team and Risk Committee in relation to Place2Be's responsibilities for measuring sustainability and positive impact. It meets quarterly to keep this work on track. In the past year, we developed a new ESG Framework, which sets out our commitments under each of the three ESG 'pillars'. This includes our environmental commitments, with our aim to reduce our carbon footprint, particularly through travel, reducing waste and energy, and sustainable procurement. It also incorporates the commitments within our Equality Diversity and Inclusion strategy; and sets out Place2Be's robust governance structures. In 2022/23, we introduced clearer signposting to encourage more recycling in the office, and to reduce wastage piloted the use of re-usable branded coffee cups; and are commissioning a further ESOS audit to identify any further ways we can be more energy efficient.

## **2023/24 Forward plan**

In the financial year 2023/2024 we will continue to focus on the four priority areas outlined in our business strategy. This will continue to be a period of net investment in our capabilities, drawing on the funds secured for this purpose in prior years.

Our plans for the year ahead comprise:

### **1. Providing high quality mental health support in schools**

- The expansion of services to reach more children, young people and communities. Place2Be continues to deliver against its business plan to partner with 700 schools by 2025, with a forecast of 600 partner schools by the end of March 2024. We will continue to develop partnerships with key MATs (Multi Academy Trusts) and further develop relationships with ICBs to ensure we can maximise our reach and become better connected with the wider health and education systems. In addition to increasing our reach in our core large city areas, we aim to expand our service into areas where there is a high need for support and a paucity of providers.
- Building on the 94% completion rate in the past year, we will continue to focus on the assessment and formulation of our school-based services, ensuring the right intervention for each child. This will involve increased focus of the delivery of our targeted interventions: Journey of Hope; Knowledge, Insight and Tools (KIT); and Personalised Individual Parenting Training (PIPT).

### **2. Building confident skills and knowledge in schools**

- Continued delivery of our Senior Mental Health leads work. With the extension of the DfE grant to schools into 2023, many more schools will be able to take advantage of this offer. We also aim to refine and adapt our programmes for an equivalent course tailored for school leaders in Scotland.
- We will embed our Mental Health Champions – Foundation in Teacher Training and CPD, particularly for newly qualified teachers as part of the National Institute of Teaching consortium and in partnership with the University of Glasgow. We aim to evidence the benefit of this work and further make the case for rolling it out on a national basis.

### **3. Building the child mental health workforce**

- The delivery of our new intensive qualification programme, a Level 4 Diploma in School-based Child Counselling. This year we have a small cohort split between London and for the first time a group in the North-West. Another big focus this year is to reach new potential audiences with our promotion of working within the mental health workforce and to continue reducing barriers to training as a counsellor. We will be exploring the potential for an Apprenticeship standard as a means of opening access to the profession and looking for further funding to support a more diverse student body in the interim.
- We will continue to deliver to our stated EDI commitments and continue to lead the therapy sector's Coalition for Inclusion and Anti-Oppressive Practice, with its focus on addressing gender and ethnic disparity in the therapeutic sector. A toolkit for psychological therapies training, developed by the Coalition to support training organisations to develop fully inclusive curricula, will launch in October 2023. We will also continue to promote inclusion in our practices across the organisation.

### **4. Building understanding and influencing policy**

- We will continue to share best practice and real-time data gathered from our frontline practice in schools to support the case for better provision of children and young people's mental health support within communities. Through our policy work we will ensure the topic of mental health and the importance of early intervention, and the role of the school community, remains high on the national agenda.

In addition, to support the organisation, we will continue to invest in our systems and processes. There will be a continued focus on data security, particularly in response to the increasing threat of cyber criminals. Improving the integration of our systems will continue to be a priority, including building on the adoption of our new finance and budgeting systems, with improved business information. With the help of our donors, we intend to invest in a new operations dashboard and document management solution.

## **Section 2b: Organisational purpose and public benefit**

### **Public Benefit**

Place2Be's objectives and activities are in line with the Charity Commission's guidance on public benefit. The Trustees confirm that they have referred to the Charity Commission's general guidance on public benefit when reviewing Place2Be's objectives and activities.

### **Charitable Objectives**

Trustees performed an assessment of the Articles of Association of both the charity and its trading subsidiary in 2021 in order to ensure that they properly reflected the needs of the charity and current standards of compliance and best practice. The new Articles were formally adopted in December 2021 with the charitable objectives unchanged.

As part of that review, the objectives of the charity set out in our Memorandum and Articles of Association were also reviewed to ensure that they appropriately reflect the current aims of the charity. These objectives are the advancement of education and the preservation and protection of health among young persons and adults by:

- enabling therapeutic and emotional support to be provided to children in schools based on a practical model backed by research;
- providing emotional support to children and adults including teachers and parents;
- providing training in the principles, practices and methods of providing emotional support to children and adults and in other allied or ancillary subjects; and
- providing services to facilitate the placing of persons trained in the provision of emotional support to children and adults.

Our services fall within the general charitable purpose of the advancement of health and education, specifically by providing mental health services in schools. Our immediate beneficiaries are the children and young people, as well as their families and school communities.

### **Leadership**

In addition to their quarterly Board meetings, the Trustees meet annually to discuss strategy and to review the strategic plan in the light of the external environment. We review progress against the plan quarterly and Trustees receive regular updates. This ensures the purpose of the organisation is kept in focus and that our activities deliver the greatest impact for children and young people through the funds invested in us.

In summer 2023 we began the process to consider Place2Be's next Five-Year Strategic Plan for the years 2025 – 2030. This will be an inclusive process which considers the views of all key stakeholders, schools, children and young people, but will be shaped and ultimately approved by Trustees in late 2023.

All members of the Board of Trustees are committed to Place2Be's aims and values and understand their role as Place2Be's strategic leaders. The strategic business of the charity is discussed at quarterly Board meetings. Most Trustees are also involved in sub-committees and advisory groups which provide an opportunity to provide strategic leadership in more depth.

Trustees are involved in particular strategic actions with oversight through our regular sub-committees and advisory groups which meet at least once per quarter:

- Finance and Audit Committee
- Information Technology Advisory Group
- People and Culture Committee
- Practice and Quality Committee
- Research Advisory Group
- Risk Committee
- Scotland Development Advisory Group

In addition, there are other sub-committees and advisory groups which meet as required in order to fulfill their functions, including:

- Nominations
- Business Strategy Advisory Group
- Development Board



The CEO directs Place2Be's activities, supported by the Executive team which meets informally weekly and more formally on a monthly basis.

**Our staff and pay structures**

During the year to March 2023 we had an average of 653 staff (461 FTE), compared to 550 (380 FTE) from the previous year. Place2Be is committed to paying staff a fair and appropriate salary to ensure we can attract and retain people with the skills and abilities to deliver our objectives. Our approach is guided by the following principles:

- we provide a total reward package which recognises contribution to the achievement of our aims;
- our reward offering is competitive in the marketplace; and
- the reward decisions we make are based on objective assessment of performance and our organisational needs.

Remuneration policy is set by the People and Culture Committee, who have oversight of its implementation and application. Specific responsibilities include:

- monitoring sector pay levels and practices through participation in relevant surveys;
- reviewing and approving the annual salary budget;
- reviewing and approving individual pay recommendations for the Executive team; and
- reviewing gender and ethnicity pay gap metrics.

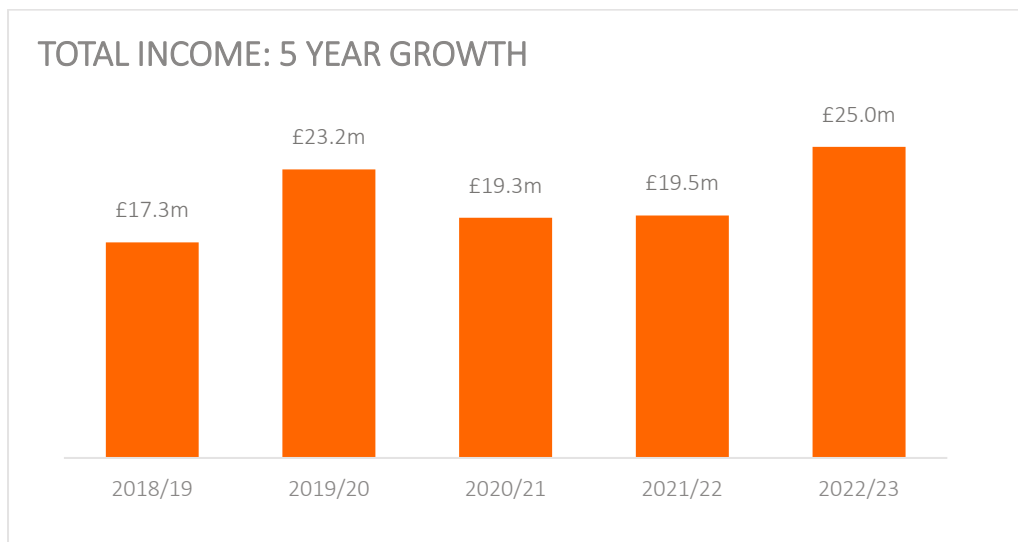
## Section 2c: Income, Expenditure and Balance Sheet

### Summary of Performance

Income for the year reached £25.0m (2021/22: £19.5m) and expenditure totaled £25.1m (2021/22: £20.7m). When including the loss in the revaluation of Angel Gate of £0.6m (2021/22: £0.1m gain) this resulted in an overall net reduction in funds of £0.7m. This took the total funds balance to £13.9m.

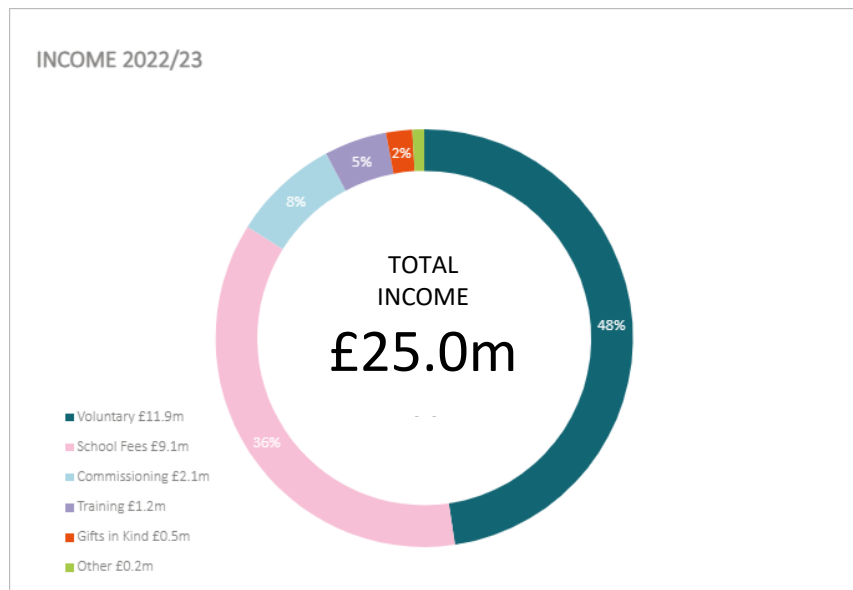
### Income

In 2022/23 total income grew to £25.0m.



The greatest proportion of income was generated by a strong performance in Voluntary Income of £12.4m (2021/22: £8.6m) and this accounts for 49% of total funds (2020/21: 42%). We secured investment to replenish our Development and Strategic Priorities Fund which will allow us to continue to build capacity and expand the impact of the charity in order to reach more children. Income from Schools of £9.1m (2020/21: £8.0m) increased over the year, reflecting the growing number of schools we work with, and service days delivered.

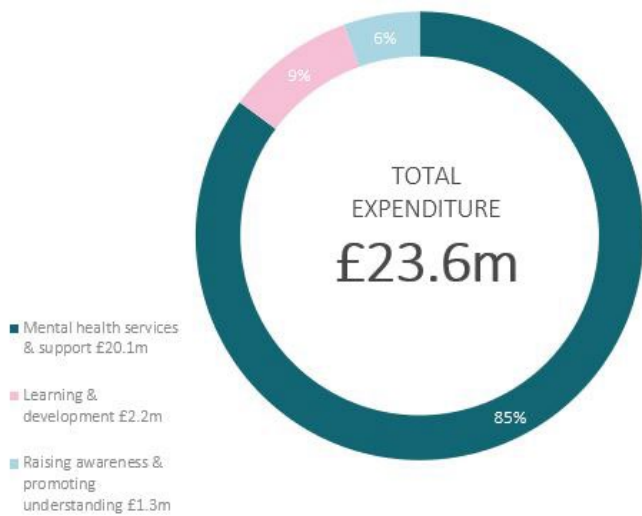
The delivery of our in-person training accelerated during the year resulting in an income of £1.2m (£0.7m 2021/22). An analysis of principal incoming resources is shown in notes 3 to 6 of the accounts and graphically below.



### Expenditure on Charitable Activities

Expenditure on Charitable Activities increased from prior year and totalled £23.6m (2021/22: £19.5m). This reflects the increase in activity across all streams and is represented in the figure below.

EXPENDITURE ON CHARITABLE ACTIVITIES 2022/23



### Balance Sheet

The main changes in the Balance Sheet compared to previous years are as follows:

£000s	2022/23	2021/22	Notes
Fixed assets	5,737	6,754	The movement reflects depreciation charges in year and a reduction in the value of our investment property at Angel Gate.
Debtors	4,211	3,377	Debtors include £1m which is the second installment of £2m pledged in the year by one of our long-term partners.
Cash at bank and in hand	6,493	6,802	Cash balances performed in line with forecasts.
Creditors – Amounts falling due within one year	(1,954)	(1,691)	Increase in trade creditors in line with growth of our operations.
Creditors – Amounts falling due after more than one year	(568)	(638)	We continued to make capital repayments against our mortgage on our investment property at Angel Gate.
<b>Net Assets</b>	<b>13,919</b>	<b>14,604</b>	

**PLACE2BE**  
**(A company limited by guarantee)**

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**Reserves**

Place2Be reserves, comprising restricted, designated, and unrestricted funds, are described and summarised in note 18 to the accounts. During the year there was a net reduction of £0.7m in group charitable funds bringing the total value of funds to £13.9m.

Unrestricted designated reserves include the Development and Strategic Priorities Fund which grew by £0.6m to £3.5m in the year. The purpose of this fund is to assist growth of the organisation's future capability and to support the delivery of the business plan with investment into infrastructure, equipment and systems. Place2Be utilised £1.4m of this fund during the year and replenished with £2.0m in the year.

The Property Fund of approximately £4.4m represents the amount of Place2Be's own funds that are invested in property assets.

Restricted funds have increased by £1.3m and at year end totalled £2.8m.

Unrestricted Charitable Funds comprise all reserves except restricted reserves. These total £11.1m at 31 March 2023 and represent the reserves available to the charity as its core capital. The Finance & Audit Committee monitor the level of reserves in the context of Place2Be's business and risks and

Place2Be looks to maintain at least three months' worth of core operating expenditure as free reserves. Place2Be defines free reserves as its Development and Strategic Priorities Fund plus unrestricted reserves. At 31 March 2023, Unrestricted Charitable Funds are approximately comparable to three months' worth of core operating costs and the Trustees view this to be adequate.

## **Section 2d: Key Risks and Uncertainties, with plans and strategies for managing those risks**

The Trustees are responsible for ensuring that there is an effective system for the management of risk within Place2Be and have implemented a broad range of risk management processes. The Risk Committee meets quarterly to review current risks across all activities and departments.

### **Our key risks are:**

#### **Safeguarding**

As we work with vulnerable children and families, safeguarding is of the greatest importance to Place2Be and remains our primary risk. We have a comprehensive framework of consents, controls, policies and reviews to manage the associated risks and act promptly and appropriately if concerns are raised.

All school-based staff and counsellors on placement are required to complete a safeguarding induction course before commencing their role. This course provides training in how to apply the safeguarding policy and procedure. Following this, the organisation has a requirement for annual refresher safeguarding training. Our partner schools are provided with an explanation of our safeguarding procedure before they begin working with us. To ensure policies are adhered to, safeguarding practice is reviewed via line manager supervision, internal audit processes and externally commissioned audits. In addition, we update clinical training for staff and Counsellors on Placement based on real safeguarding cases, issues and risks identified in our practice and also national trends.

We keep the capacity of our Safeguarding team under review and expand in line with growth in school numbers and the complexity of casework. At present our school-based work is across five geographical areas with each area having a dedicated safeguarding team member.

The Risk Committee and the Board itself receive quarterly updates on all matters pertaining to safeguarding. Place2Be commissions an independent external safeguarding audit every two years with the next planned for the end of 2023.

#### **Financial**

As with any charitable organisation, we need to manage and mitigate financial risks. Our financial model is based on a mix of income streams – schools, commissioners and voluntary income, as well as income for the delivery of training. Our fundraising portfolio is under constant review and focuses on prioritising multi-year grants as well as to diversify our income sources and strengthen relationships with our long-term partners. We are very aware of the ever-increasing pressure on school budgets which has been heightened by recent wage and energy inflation, so we try to work closely with partner schools to ensure that we provide them with affordable high-quality services. We continue to control our expenditure very carefully to ensure that we remain affordable and avoid increasing our fees to schools disproportionately, since this would carry the risk of children in need of our services losing access to our specialist support.

Because we value our staff, we try to do what we can to balance the need to remain affordable with our need to make our salaries competitive in the face of cost of living increases.

In 2023 we implemented a new budgeting system to improve our management and reporting of performance.

#### **Counsellors on Placement**

One area of primary risk is our reliance on Counsellors on Placement who as part of their training provide our one-to-one support. The risk is associated with sourcing, selecting, training and retaining sufficient Counsellors on Placement to deliver the service. The quality of Place2Be's own training offer and supervision structure ensures that there is mutual benefit to both the Charity and the Counsellor on Placement. We build relationships with academic institutions that provide training in counselling to make sure that the opportunity we offer is made available to trainees in geographical areas where we have a need. We work closely with the British Association of Counselling and Psychotherapy (BACP) and the UK Council for Psychotherapy (UKCP) to make sure that our placement programmes and training are relevant and valued by the profession. The introduction of our paid Mental Health Practitioner role also provides a supportive career pathway for counsellors once they have qualified.

#### **Competitive environment**

The need for our services continues to grow and when set against the backdrop of the rapidly changing world there remains the need for Place2Be to continually evolve. In addition, there is an ever-changing landscape with providers of online services, private as well as public sector, now providing some services for young people's mental health. Place2Be must continue to build on the experience and evidence built up from service provision embedded in schools for almost 30 years; continue to embrace technology; strong

partnerships and relationships with commissioners and schools. Tenders from Integrated Care Boards and Multi-Academy Trusts often have short response times and often have TUPE implications so Place2Be must continue to be responsive and flexible in its approach. The training environment is more competitive than ever before. Fifteen years ago, we were the only provider of a counselling qualification specifically aimed at working with children; now there are in the region of 20 other providers nationally providing children and young people focused programmes.

**Data security**

The number of hacking and ransomware attacks perpetrated by cyber criminals on institutions continues to increase. Many educational and not-for-profit institutions have been targeted. Place2Be has put more resources into the area of cyber security by introducing measures such as multi-factor authentication and second device sign-on for systems which hold sensitive data. We are implementing a five-year IT and data strategic plan which will improve system interoperability and security, but the risk of cyber-attacks will continue to remain high. We perform regular security testing of our main systems as well as staff training to mitigate against the inherent risks. Data security risk and practical measures are considered by the Risk Committee and the Information Technology Advisory Group, which reports into the Finance and Audit Committee.

### **Section 3: Governance and management**

Place2Be is governed in accordance with its Memorandum and Articles of Association by the Board of Trustees. These were assessed by Trustees in 2021 and a new set adopted in December 2021.

Place2Be abides by and assesses itself against the Charity Commission Code of Conduct. The Charity utilises the Code as a tool to reflect upon its current governance structures and consider the ways in which it meets its charitable objectives and applies the seven principles of recommended practice.

Every two years, we carry out an internal assessment against the Charity Commission's published Code of Conduct, which contains a number of tests supporting seven principles of organisational governance. These are divided into the following broad headings:

- **Organisational Purpose:** The Board is clear about the charity's aims and ensures that these are being delivered effectively and sustainably;
- **Leadership:** Place2Be is headed by an effective Board that provides strategic leadership in line with the charity's aims and values;
- **Integrity:** The Board acts with integrity. It adopts values, applies ethical principles to decisions and creates a welcoming and supportive culture which helps achieve the charity's purposes. The Board is aware of the significance of the public's confidence and trust in charities. It reflects the charity's ethics and values in everything it does. Trustees undertake their duties with this in mind;
- **Decision making, risk and control:** The Board makes sure that its decision-making processes are informed, rigorous and timely, and that effective delegation, control and risk-assessment, and management systems are set up and monitored;
- **Board effectiveness:** The Board works as an effective team, using the appropriate balance of skills, experience, backgrounds and knowledge to make informed decisions. Formal skills audits are performed annually;
- **Equality, Diversity and Inclusion:** The Board has a clear, agreed and effective approach to supporting equality, diversity and inclusion throughout the organisation and in its own practice. This approach supports good governance and the delivery of the organisation's charitable purposes;
- **Openness and accountability:** The Board leads the organisation in being transparent and accountable.

The Board and Executive are content that the requirements of the Code are met but we continue to consider the ways in which Place2Be can continue to improve the Charity's governance standards and increase our overall effectiveness as an organisation.

#### **Integrity**

Place2Be takes our responsibility to protect the privacy and safety of everyone we work with very seriously. Integrity is one of our core values and is applied to everything we do, from ensuring client data is kept safely, to having in-depth and robust policies to protect staff and those we work with. We maintain a register of any conflicts of interest which may arise for Trustees and other Trustees then decide how to deal with these.

#### **Board Effectiveness**

The Trustees select and appoint individuals to act as new Trustees, based upon a skills review which identifies the skills needed on the Board. New Trustees are then sought based on the results of the skills review. An initial term of four years is usual, with review and possible extension of a further four years, and thereafter at the Board's discretion. The Chair undertakes reviews with each Trustee annually. As the Charity is a company limited by guarantee with no share capital, Trustees have no personal interest in it. New Trustees

undertake an induction programme including a school visit, meetings with the CEO and senior management, and attendance at events.

### **Equality, Diversity and Inclusion**

The organisation is committed to increasing the diversity and inclusion of Trustees, employees, trainees and counsellors on placement. 29% of our trustees and 22% of our workforce are from diverse backgrounds; 7.5% of our workforce identify as LGBTQIA+ and 22% of our counsellors are from diverse groups, which we now track, as part of our recruitment and social mobility data.

Place2Be founded and continues to Chair the Diversity and Inclusion Coalition of industry bodies whose focus remains on working together to remove the barriers for people from ethnically diverse backgrounds joining the counselling and psychotherapy professions. The coalition has commissioned the development of a toolkit for psychological therapies to provide support on three areas of course provision: the institution, the training programme, and the individual tutor, and the toolkit is titled "Race is complicated" and is due to be launched in October 2023. Our internal diversity and inclusion staff steering group meets very six weeks to ensure we listen to and incorporate the views and lived experience of all colleagues across Place2Be. We now have three support networks: Plus group for LGBTQIA+ colleagues, Hearing Loss and Race Equality Forum, which all feed into the main steering group. Our staff survey shows that an increasing proportion of employees feel that Place2Be treat all employees fairly, we have seen a year-on-year consecutive increase in trend with a 2.8% increase from 2022 and a 7.1% increase from 2021.

We have a robust Equality, Diversity, and Inclusion plan which the executive directors are accountable for. This plan focuses on attaining continuous improvement in our practice, and mental health workforce, our staff, how we learn and how we engage and promote the work we do.

We report our gender pay gap statistics annually. The most recent report reported that the mean gender pay gap at Place2Be had closed from 11.7% on 5 April 2021 to 9.9% on 5 April 2022 although the median or 'middle' employee gender gap increased from 0.0% to 7.9%. Since the number of male employees is relatively low (11%) some small movements in that population can have a large impact on the figures. There are nine more male staff in 2022 compared with 2021 and the middle male employee is now a trainer in our Mental Health Workforce team which commands a relatively high hourly rate.

Some support teams experiencing growth (such as IT, Fundraising and Communications) have recruited a higher-than-average number of males (higher than the 11% average across the organisation) and this has been a factor in moving the median male employee away from a school-based role to an office based one.

We performed a review of ethnicity pay gap using metrics available to us from voluntary disclosure for our staff. There is currently no statutory or regulatory requirement to publish statistics although the government has previously stated a desire to introduce similar reporting requirements to those for gender. Our figures for 5 April 2022 indicate that the mean ethnicity pay gap has reduced from 1.9% to 1.7% over the previous twelve months. The median gap is zero indicating that there is no gap for the 'middle' employee. We acknowledge that these figures are dependent on our staff's willingness to disclose the information and in order to improve the reliability of the measure we have encouraged staff to respond even if they select 'prefer not to say' but we are pleased to report that the percentage of staff for which we have no data reduced from 8.4% in April 2021 to 0% in April 2022.

We are implementing several measures to improve the ethnicity pay gap, including continuing to operate a competency-based approach to recruitment and promotion. Last year, eight employees participated in our reciprocal mentoring programme and we currently have ten employees enrolled for the next run. We have created a post graduate bursary fund to encourage more employees, particularly those from diverse groups, in order to further develop their careers by pursuing courses which benefit them and the organisation. We are pleased that three colleagues have benefitted from this scheme, two of whom are from diverse communities. We continue to analyse and benchmark our job descriptions, ensuring we apply a fair and transparent system for assessing newly created roles, using both internal and external benchmarking. In addition, our Recruitment Applicant Tracking System anonymises gender, ethnicity and educational establishment. We have a specific recruitment budget targeted at inclusive recruitment and we have adopted other measures designed to reduce systematic bias in the hiring process.

### **Openness and Accountability**

The Board and the Executive team recognise the importance of openness and transparency in communications with funders, donors, commissioners, schools and beneficiaries. Our annual accounts and report are published in full on our website, and we respond



quickly and fully to any queries about our work whilst maintaining strict client confidentiality. We are proactive in seeking feedback from stakeholders; and our disclosure policy which encourages members of staff to raise any concerns they may have.

#### **Decision making and control**

The Board makes sure that its decision-making processes are informed, rigorous and timely and that effective delegation, control and risk assessment and management systems are set up and monitored.

Board papers are circulated in advance of meetings so that Trustees can consider matters on the agenda and, where appropriate, consult externally. The Board maintains an up-to-date Contractual & Financial Delegation and Sign Off Policy to ensure that Trustees retain control of the charity while enabling the Executive to deal with the day-to-day running of the charity in a timely way.

Board meetings are run in an open manner so that everyone can have their say, and Trustees with relevant skills are appointed to sub-committees where issues are addressed in more depth. The Board has sub committees with delegated authority for: Finance and Audit; Practice and Quality; Risk; People and Culture; and Nominations. Responsibility for the scrutiny of salaries and other duties was transferred from the Remuneration Committee to the People and Culture Committee during the year. In addition, there is a Research Advisory Group, a Development Advisory Group for Scotland, a Technology Advisory Group and plans for a Parenting Advisory Group as a key area of practice development.

#### **Fundraising code of practice**

We value our supporters and donors and put them at the centre of all our fundraising activity. We are registered with the Fundraising Regulator self-regulatory scheme, and as members, we follow the Institute of Fundraising's Codes of Fundraising Practice and comply with the key principles embodied in the codes and are committed to adhering to the Code of Fundraising Practice.

Fundraising activities are not outsourced to professional fundraisers or commercial participants. Place2Be's fundraising team adheres to Section 1.2 of the Code of Fundraising Practice and is committed to protecting vulnerable donors. We are not aware of any occasion during 2022/2023 when we have been in breach of the Fundraising Code of Practice.

#### **Environmental, Social and Governance framework**

The Charity takes seriously its responsibilities within all aspects of Environmental, Social and Governance. Our ESG Group meets quarterly and contains members of the executive team and staff members who attend on a voluntary basis. The Group approved our ESG Framework but the ownership of the Framework sits with the Executive team reporting into our Board. In line with Place2Be's values, we are committed to our wider responsibilities as an organisation and as an employer and we aim to operate sustainably and ethically across all aspects of our work.

Place2Be applies ethical standards to suppliers it works with, and its Procurement Policy contains ethical guidelines. Our Fundraising and Partnership policies also contain ethical standards so that we support and encourage others to make positive changes. Place2Be is committed to publishing its performance in matters of ESG.

The social elements are addressed principally by our EDI and pay gap activities (described more fully in Section 5 below). In the area of governance, the charity assesses itself against the Charity Commission Code of Conduct (in Section 3 above).

Our environmental commitments are contained within our Green Charter. In line with the Charter, we are committed to reducing our carbon footprint, in three key areas:

#### **Minimising harmful emissions through travel**

We are monitoring CO2 emissions and reporting on usage each quarter with the aim to reduce car miles per capita by 10% by 2025 against a 2019 baseline. Performance against this is on track with metrics at 31<sup>st</sup> March 2023 showing a 14% reduction against the 2019 baseline. We try to influence this metric by encouraging:

- Use of Zoom where possible
- Sustainable forms of transport – public transport to attend meetings; trains as first choice for long-distance UK trips; and a cycle loan scheme for staff;

#### **Reducing waste which we influence by:**

- Promoting sustainable practices in the office and create greater awareness of waste through signposting and internal communication
- Having in place a procurement policy that supports sustainability
- Monitoring volumes of refuse and recycling.

#### **Reducing office energy use and CO2 emissions where possible**

We are monitoring our energy usage at Head Office with a view to reducing kilowatt per hour usage per capita by 10% in the year to March 2025 against a March 2019 baseline. Performance against this is on track with metrics at 31<sup>st</sup> March 2023 showing a 10% reduction against the 2019 baseline.

We try to influence this metric by:

- Publishing a list of good behaviours on our intranet
- Minimising heating, air-conditioning and lighting use where possible
- Use of energy efficient appliances and lighting
- Regular assessment of energy efficiency by a third party, in line with the government Energy Savings Opportunity Scheme (ESOS) with the Phase 3 report due in December 2023.
- Increasing greenery on office roof-terrace to off-set carbon and create more biodiversity.

#### **Reporting and Accountability**

We will publish the results and act on the suggestions of our statutory ESOS assessments.

We promote our Green Charter and commitments through our intranet and website, and encourage all staff to support this work in a number of ways:

- Staff induction (new joiners to read ESG Framework and Green Charter)
- Signposting throughout the office space and intranet, with reminders about recycling, energy saving, bike loan scheme and other initiatives
- We support the delivery and roll-out of the Charter through regular updates to staff
- We promote membership of our ESG group across the organisation in order to encourage staff to shape, embed and champion this work.

#### **Investment policy**

Place2Be classes its appetite for Financial Investment Risk as 'very low'. This means that its Investment Policy is cautious and considers risk to be more important than reward in order to protect the Charity's assets. Cash holdings are favoured ahead of securities (e.g. debt or equities) since they have a lower risk profile. The need to spread risk is balanced against the practicalities of administering numerous accounts and the investment policy also considers social, environmental and ethical considerations.

Place2Be, through the Finance and Audit Committee, has adopted a prudent approach to the investment of surplus funds, investing primarily in a small number of interest-bearing deposits with financial institutions with a strong credit rating.

The Trustees consider the performance of its cash and investments was adequate during the year.

## **Section 4: Going concern statement**

The Trustees have reviewed the circumstances of Place2Be and of the group and consider that adequate resources are available to fund the activities of the group for the foreseeable future. Twelve-month rolling cashflow projections are included in management's regular financial reports to Trustees, and income and expenditure is monitored against budget.

The Trustees have given due consideration to the charity's ability to operate and to its financial sustainability including the potential impacts of macroeconomic considerations such as the rising cost of living, energy shortages, high levels of inflation and skills shortages across a number of industries.

The Trustees are of the opinion that the charity and the group are a going concern and the accounts have been prepared on this basis.

## **Section 5: People**

Place2Be has established a Staff Consultative Forum so that employees can engage and contribute views on issues affecting the effective running of the organisation. We have a forum for office-based teams, and one for school-based teams which continues to provide input into operational and strategic issues in addition to items raised by employees. In addition, we have active employee voice channels. We conduct regular employee pulse surveys which include questions on how staff feel that we are performing against our Wellbeing, and EDI agenda. Based on the feedback, we have focused on four areas over the last twelve months: improving internal communication, addressing workload, improving wellbeing and enhancing leadership. Our last pulse survey showed significant improvement in all of these areas.

We have an EDI Steering Group, which meets every six weeks to discuss and champion our EDI Action Plan. We are committed to inclusive recruitment practices, and we take positive action by putting in place measures to support the recruitment and promotion of underrepresented communities.

7.8% of our employees declare on record as having a disability. We have a proactive People team that supports our managers and staff in responding to reasonable adjustments.

During that time period, there have been 61 individuals where we have put in place reasonable adjustments and support, either through Occupational Health Assessments, Remploy Assessments (for Dyslexia disclosures), external DSE assessments and/or discussions with individuals prior to employment during onboarding (following a disclosure on their Health Declaration). Of these cases we believe only two were linked to a disability.

Place2Be has policies relating to employee welfare and support including:

- Employee Wellbeing
- Ill-health
- Health and Safety
- Equality, Diversity and Inclusion
- Anti-harassment and bullying
- Disclosure (whistleblowing)
- Working Together – Code of Conduct
- Learning & Development framework

Our EDI Policy has a specific section on disabilities and the support offered to disabled staff and those that become disabled during their employment.

We have two Learning & Development Advisers dedicated to supporting employee engagement, learning and development across the organisation. We introduced a range of connecting and discussion forums including a quarterly town hall meeting attended by all staff, virtual "coffee meetings" with the Executive director team as well as a leadership forum.

We continue to prioritise the well-being of our staff team, by providing a 24-hour, seven-day-a-week Employee Assistance Programme (EAP) service. We also offer staff two wellbeing training days. In addition, we run a reciprocal mentoring programme, which has been well received by staff, along with mentoring and buddying schemes across all teams.

**PLACE2BE**  
**(A company limited by guarantee)**

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We encourage our staff to be actively involved in projects through working groups. For example, our digital champion working group serves as a channel for staff to contribute and influence our digital and communications strategy.

We strengthened our discussion on inclusion through a series of workshops entitled *Include me at work*, supported by corporate partners PwC. Feedback from the sessions was positive: 75% of participants agreed and 12% strongly agreed that their understanding of how to be more inclusive to others had increased. To date, 167 employees have completed session one, and 150 have completed session two. We also have a further two sessions of each planned for the year ahead.

We continue to encourage our workforce to grow into leadership roles and in this financial year we have supported the following apprenticeships: Level 3 Data Technician (1), Level 3 Team Leader (11), Level 4 Business Analyst (2), Level 4 Data Analytics (4), Level 4 Associate Project Management (5), Level 5 Coaching (5), Level 5 Learning and Development Business Partner (1), Level 5 Management (3), Level 6 Digital and Technology Solutions (1) and Level 7 Senior Leader (8).

We have developed an EDI leadership bursary fund, which is ringfenced for five employees seeking to undertake a post-graduate programme. Place2Be contributes a maximum of £2,000 per person through our central Learning and Development budget. This programme is especially targeted at staff from diverse groups to enable them to study for a leadership programme.

## **Section 6: Statement of Trustees' Responsibilities**

The Trustees as Directors are responsible for preparing the financial statements in accordance with applicable law and 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 company and of the result of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice (SORP);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

## **Section 7: Statement of disclosure to auditors**

Crowe U.K. LLP has indicated its willingness to be reappointed as statutory auditor.

As far as the Trustees are aware, there is no relevant audit information of which the company's auditors are 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 company's auditors are aware of that information.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Trustees of Place2Be on 18<sup>th</sup> September 2023, including in their capacity as company directors approving the Directors' and Strategic Reports contained therein, and is signed as authorised on its behalf by:



Simon Mackenzie Smith, Chair of Trustees  
18<sup>th</sup> September 2023

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLACE2BE**

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## **Opinion**

We have audited the financial statements of Place2Be for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance Sheets, the Consolidated Cash Flow Statement 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 Financial Reporting Standard 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 group's and the charitable company's affairs as at 31 March 2023 and of the group's 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, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 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 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 Trustee's 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 charitable company's or the group'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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLACE2BE (CONTINUED)**

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**Other information**

The Trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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.

**Opinion 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 and the strategic 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 strategic report and the directors' report included within the Trustees' report have 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 charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept; 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.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLACE2BE (CONTINUED)**

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**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement, 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 group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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 these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011 and The Charities and Trustee Investment (Scotland) Act 2005, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations included General Data Protection Regulation (GDPR),



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLACE2BE (CONTINUED)**

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employment legislation, Health and Safety legislation and Child Protection legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Audit Committee about their own identification and assessment of the risks of irregularities, agreeing income to contracts or other supporting evidence on a sample basis, testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company'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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jayne Rowe  
Senior Statutory Auditor

For and on behalf of  
Crowe U.K. LLP  
Statutory Auditor  
Date: 9 November 2023

**PLACE2BE**  
(A company limited by guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000	Total funds 2022 £000
<b>Income from:</b>					
Donations and legacies	4	7,970	4,437	12,407	8,560
Charitable activities	5	10,183	2,172	12,355	10,750
Trading income	7	10	-	10	20
Other income	6	229	-	229	155
<b>Total income</b>		<b>18,392</b>	<b>6,609</b>	<b>25,001</b>	<b>19,485</b>
<b>Expenditure on:</b>					
Raising funds		1,501	20	1,521	1,209
Charitable activities		18,315	5,243	23,558	19,510
<b>Total expenditure</b>		<b>19,816</b>	<b>5,263</b>	<b>25,079</b>	<b>20,719</b>
<b>Net movement in funds before other recognised gains/(losses)</b>		<b>(1,424)</b>	<b>1,346</b>	<b>(78)</b>	<b>(1,234)</b>
<b>Other recognised gains/(losses):</b>					
(Losses)/gains on revaluation of fixed assets		(607)	-	(607)	85
<b>Net movement in funds</b>		<b>(2,031)</b>	<b>1,346</b>	<b>(685)</b>	<b>(1,149)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		13,113	1,491	14,604	15,753
Net movement in funds		(2,031)	1,346	(685)	(1,149)
<b>Total funds carried forward</b>		<b>11,082</b>	<b>2,837</b>	<b>13,919</b>	<b>14,604</b>

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 37 to 58 form part of these financial statements.

**PLACE2BE**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 02876150**

**CONSOLIDATED BALANCE SHEET**  
**AS AT 31 MARCH 2023**

	Note	2023 £000	2022 £000
<b>Fixed assets</b>			
Tangible assets	12	1,686	2,096
Investments	14	1	1
Investment property	13	4,050	4,657
		<u>5,737</u>	<u>6,754</u>
<b>Current assets</b>			
Debtors	15	4,211	3,377
Cash at bank and in hand		6,493	6,802
		<u>10,704</u>	<u>10,179</u>
Creditors: amounts falling due within one year	16	(1,954)	(1,691)
		<u>8,750</u>	<u>8,488</u>
<b>Net current assets</b>			
		<u>8,750</u>	<u>8,488</u>
<b>Total assets less current liabilities</b>		<u>14,487</u>	<u>15,242</u>
Creditors: amounts falling due after more than one year	17	(568)	(638)
<b>Total net assets</b>		<u>13,919</u>	<u>14,604</u>
<b>Charity funds</b>			
Restricted funds	18	2,837	1,491
Total restricted funds	18	2,837	1,491
Unrestricted funds	18	11,082	13,113
<b>Total funds</b>		<u>13,919</u>	<u>14,604</u>

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**PLACE2BE**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 02876150**

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**CONSOLIDATED BALANCE SHEET (CONTINUED)**  
**AS AT 31 MARCH 2023**

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The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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



.....  
**Simon Mackenzie Smith**  
Chair of Trustees  
Date:



.....  
**Catherine Roche**  
Chief Executive

The notes on pages 37 to 58 form part of these financial statements.

**PLACE2BE**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 02876150**

**CHARITY BALANCE SHEET**  
**AS AT 31 MARCH 2023**

	Note	2023 £000	2022 £000
<b>Fixed assets</b>			
Tangible assets	12	1,686	2,096
Investments	14	2	2
Investment property	13	4,050	4,657
		<u>5,738</u>	<u>6,755</u>
<b>Current assets</b>			
Debtors	15	4,233	3,389
Cash at bank and in hand		6,460	6,768
		<u>10,693</u>	<u>10,157</u>
Creditors: amounts falling due within one year	16	(1,944)	(1,670)
		<u>8,749</u>	<u>8,487</u>
<b>Net current assets</b>		<u>8,749</u>	<u>8,487</u>
<b>Total assets less current liabilities</b>		<u>14,487</u>	<u>15,242</u>
Creditors: amounts falling due after more than one year	17	(568)	(638)
<b>Total net assets</b>		<u>13,919</u>	<u>14,604</u>
<b>Charity funds</b>			
Restricted funds	18	2,817	1,491
Total restricted funds	18	2,817	1,491
Unrestricted funds	18	11,102	13,113
<b>Total funds</b>		<u>13,919</u>	<u>14,604</u>

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**PLACE2BE**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 02876150**

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**CHARITY BALANCE SHEET (CONTINUED)**  
**AS AT 31 MARCH 2023**

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The charity's net movement in funds for the year was £(685)k (2022 - £(1,125)k ).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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



.....  
**Simon Mackenzie Smith**  
Chair of Trustees  
Date:



.....  
**Catherine Roche**  
Chief Executive

The notes on pages 37 to 58 form part of these financial statements.

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**PLACE2BE**  
**(A company limited by guarantee)**

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**CONSOLIDATED STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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	<b>2023</b>	<i>2022</i>
	<b>£000</b>	<i>£000</i>
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	<b>25</b>	<i>1,157</i>
	<hr/>	<hr/>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	<b>(266)</b>	<i>(112)</i>
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	<b>(266)</b>	<i>(112)</i>
	<hr/>	<hr/>
<b>Cash flows from financing activities</b>		
Repayments of borrowing	<b>(68)</b>	<i>(44)</i>
	<hr/>	<hr/>
<b>Net cash used in financing activities</b>	<b>(68)</b>	<i>(44)</i>
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	<b>(309)</b>	<i>1,001</i>
Cash and cash equivalents at the beginning of the year	<b>6,802</b>	<i>5,801</i>
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	<b>6,493</b>	<i>6,802</i>
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 37 to 58 form part of these financial statements

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**PLACE2BE**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**1. General information**

Place2Be is a private, limited by guarantee, company (registered number 02876150), which is incorporated in England and domiciled in the UK. Place2Be is registered under a charity with registration numbers 1040756 and SC038649. The address of the registered office is 175 St. John Street, Clerkenwell, London, EC1V 4LW.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

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 Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Place2Be meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Trustees have reviewed the circumstances of Place2Be and of the group and consider that adequate resources are available to fund the activities of the group for the foreseeable future. Twelve-month rolling cashflow projections are included in management's regular financial reports to Trustees, and income and expenditure is monitored against budget.

The Trustees are of the opinion that the charity and the group are a going concern and the accounts have been prepared on this basis.

**2.2 Basis of consolidation**

These financial statements consolidate the results of the charity and its wholly owned subsidiary, on a line by line basis. All intragroup transactions, balances, income and expenses are eliminated in full on consolidation.

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.



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**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**2. Accounting policies (continued)**

**2.3 Income**

**Voluntary Income**

Income received by way of donations is accounted for when conditions for their receipt have been met, there is reasonable probability of receipt and the amount receivable can be reliably estimated.

**Donated goods, facilities and services**

Gifts in Kind and donated services are included at the value to Place2Be where this can be quantified. Where this is possible, this is based on estimated open market value. The value of services provided by volunteers is not included in these accounts. Further analysis is included in note 3.

**Grants Receivable**

Grants are recognised in the SoFA when received or when Place2Be becomes entitled to receive. Grants that have been received will be treated as deferred income where there is a specific requirement in the terms of the grant that the income recognition is dependant on certain activities being completed in a future accounting period.

**Training Income**

Training income is recognised when the training has been delivered. Invoiced amounts are held as deferred income until delivered.

**School Services Income**

Schools are typically invoiced in April for the year to the end of the following March so as to be consistent with the Place2Be financial year end. However, in some instances invoices are raised in September and cover the school year to the end of the following August. In these instances revenue is pro rated to recognise income attributable to the period.

**2.4 Resources expended**

Resources expended are accounted for on an accruals basis and include the related irrecoverable VAT. All costs, other than those specifically related to the costs of generating funds, are regarded as being incurred in connection with charitable activities and include costs of services and support costs and depreciation. Costs of generating funds include staff costs and other direct costs of fundraising activities. Support costs have been allocated in categories consistent with the management and operations of the organisation. Costs are categorised into the following categories: Mental health services and support, Learning and development and Raising awareness and promoting understanding.

**2.5 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the consolidated statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the consolidated statement of financial activities as the related expenditure is incurred.

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**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**2. Accounting policies (continued)**

**2.6 Corporation tax and taxation**

Income tax expense represents the tax currently payable on any taxable profit for the year. Taxable profit only arises from any non charitable trading activity undertaken. The Group's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the end of the reporting period.

Irrecoverable VAT is included in Resources Expended.

**2.7 Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation.

Refurbishment costs incurred as part of the leasehold improvements of 175 St. John Street have been capitalised and are being depreciated over the remaining length of the lease. All new equipment purchases with a capital value of more than £5,000, whether financed by the receipt of grants or paid for out of unrestricted funds, are depreciated on a reducing balance basis over 3 years. Smaller assets are treated as revenue expenditure in the year of purchase. Gifts in Kind comprising equipment donated to Place2Be are fully written off in the period in which the gift is received.

**2.8 Investments**

Investments represent investment in the Place2Be Trading subsidiary and funds held on short term deposit. Investment in the subsidiary is held at cost less impairment. Short term deposits are shown at market value and changes in value in the year, whether or not realised, are reported in the Statement of Financial Activities. Investments are those funds held on short term deposit. These are shown at market value and changes in value in the year, whether or not realised, are reported in the statement of financial activities.

**2.9 Investment properties**

Property investments are valued using professional advice and on the basis of market value as defined in the RICS Appraisal and Valuation Manual ("The Red Book"). An independent valuation of the property at Angel Gate has been carried out at 31 March 2023 by Foxglove Property Consultants Ltd.

**2.10 Financial instruments**

Place2Be 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 amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors and accrued income. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors and accruals.

At the balance sheet date the Group held financial assets at amortised cost of £8,663k (2022: £7,862k). Financial assets at fair value through income or expenditure of £nil (2022: £nil) and financial liabilities at amortised cost of £1,954k (2022: £1,619k).

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**2. Accounting policies (continued)**

**2.11 Pensions**

Place2Be offers a personal defined contribution pension scheme through a major pension provider. This is open to all staff that meet the government's auto-enrolment eligibility criteria. Enrolled individuals are required to make a contribution to the scheme of at least 3% of their basic monthly pay with Place2Be contributing a further 5% of basic monthly pay to the scheme for each enrolled employee.

Pension fund contributions are paid over on a monthly basis to the respective scheme provider. The company encourages staff to obtain independent financial advice before entering the scheme. The cost of employer contributions is shown in note 12.

**2.12 Fund accounting**

Unrestricted Funds are funds which are expendable at the discretion of the Trustees in furtherance of the objectives of the charity.

Designated Funds are unrestricted funds that have been set aside by the Trustees of the Charity for specific purposes.

Restricted Funds are those which are used in accordance with specific restrictions imposed by donors or which have been raised for particular purposes.

**2.13 Key judgements and uncertainties**

In the application of the Charity's accounting policies, which are described in note 2, Trustees are required to make judgements, estimates, assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects the current and future periods.

In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

**3. Services and facilities donated free of cost**

The Charity gratefully acknowledges receipt of voluntary services provided by clinicians on placement and a wide range of advisers and other voluntary supporters.

Included in income is intangible income of £506k for the year (2022: £292k), representing gifts in kind, primarily in respect of legal and professional services estimated by the providers at £429 k (2022: £170k). This income and corresponding expenditure is included in the accounts under appropriate headings and contained within the analysis reported in notes 4-10.

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**4. Income from donations and legacies**

	<b>Unrestricted funds 2023 £000</b>	<b>Restricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>	<i>Total funds 2022 £000</i>
Companies and corporate trusts	1,741	885	<b>2,626</b>	3,017
Other trusts and charities	3,823	2,091	<b>5,914</b>	2,851
Corporate gifts in kind	506	-	<b>506</b>	292
Government grants	-	-	-	8
Private donations and events	1,900	1,461	<b>3,361</b>	2,392
	<u>7,970</u>	<u>4,437</u>	<u><b>12,407</b></u>	<u>8,560</u>

**5. Activities in Futherance of Charity Objectives**

	<b>Unrestricted funds 2023 £000</b>	<b>Restricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>	<i>Total funds 2022 £000</i>
Schools	9,067	5	<b>9,072</b>	7,966
Government and Clinical Commissioning Groups	(2)	2,071	<b>2,069</b>	2,046
Training	1,118	96	<b>1,214</b>	738
	<u>10,183</u>	<u>2,172</u>	<u><b>12,355</b></u>	<u>10,750</u>

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**6. Other income**

	<b>Unrestricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>	<i>Total funds 2022 £000</i>
Rental income	172	<b>172</b>	119
Insurance income	-	-	10
Other income	57	<b>57</b>	26
	<u>229</u>	<u><b>229</b></u>	<u>155</u>

**7. Income from other trading activities**

**Income from non charitable trading activities**

	<b>Unrestricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>	<i>Total funds 2022 £000</i>
Companies and corporate trusts	10	<b>10</b>	20

**8. Cost of generating funds**

	<b>Unrestricted funds 2023 £000</b>	<b>Restricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>	<i>Total funds 2022 £000</i>
Staffing costs	1,128	-	<b>1,128</b>	940
Advisors and consultants	61	-	<b>61</b>	41
Event costs	170	-	<b>170</b>	79
Other	142	20	<b>162</b>	149
<b>Total 2023</b>	<u>1,501</u>	<u>20</u>	<u><b>1,521</b></u>	<u>1,209</u>
<i>Total 2022</i>	<u>1,195</u>	<u>14</u>	<u>1,209</u>	

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**9. Charitable activities**

	<b>Mental health services &amp; support 2023 £000</b>	<b>Learning &amp; development 2023 £000</b>	<b>Raising awareness &amp; promoting understanding 2023 £000</b>	<b>Total funds 2023 £000</b>	<i>Total funds 2022 £000</i>
Direct costs	14,408	1,599	954	<b>16,961</b>	13,276
Central costs	5,652	609	336	<b>6,597</b>	6,234
<b>Total 2023</b>	<u>20,060</u>	<u>2,208</u>	<u>1,290</u>	<u><b>23,558</b></u>	<u>19,510</u>
<i>Total 2022</i>	<u>16,759</u>	<u>1,827</u>	<u>924</u>	<u>19,510</u>	

**10. Auditor's remuneration**

	<b>2023 £000</b>	<i>2022 £000</i>
Fees payable to the charity's auditor in respect of:		
Auditor's remuneration - audit	<b>27</b>	28
Auditor's remuneration - other services	<b>7</b>	8
	<u><b>34</b></u>	<u>36</u>

**11. Staff costs**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>	<b>Company 2023 £000</b>	<i>Company 2022 £000</i>
Wages and salaries	<b>17,054</b>	13,624	<b>17,054</b>	13,624
Social security costs	<b>1,623</b>	1,233	<b>1,623</b>	1,233
Contribution to defined contribution pension schemes	<b>809</b>	649	<b>809</b>	649
	<u><b>19,486</b></u>	<u>15,506</u>	<u><b>19,486</b></u>	<u>15,506</u>

Included in the above are redundancy and termination costs in the year to 31 March 2023 of £13k relating to 5 members of staff (2022: £62k and 23 members of staff). All costs were paid in the year.

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**11. Staff costs (continued)**

The average number of persons employed by the charity during the year was as follows:

	<b>Group 2023 No.</b>	<i>Group 2022 No.</i>
Operations, Training and Research	<b>562</b>	473
Fundraising	<b>26</b>	23
Support (including HR, Finance and IT)	<b>65</b>	54
	<b>653</b>	550

The average headcount expressed as full-time equivalents was:

	<b>Group 2023 No.</b>	<i>Group 2022 No.</i>
Operations, Training and Research	<b>374</b>	307
Fundraising	<b>25</b>	22
Support (including HR, Finance and IT)	<b>62</b>	51
	<b>461</b>	380

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>Group 2023 No.</b>	<i>Group 2022 No.</i>
In the band £60,001 - £70,000	<b>6</b>	4
In the band £70,001 - £80,000	<b>1</b>	4
In the band £80,001 - £90,000	<b>2</b>	1
In the band £90,001 - £100,000	<b>4</b>	1
In the band £100,001 - £110,000	<b>-</b>	1
In the band £110,001 - £120,000	<b>1</b>	-

Pension costs associated with those staff in the higher income bands totalled £56k (2022: £41k).

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**11 Staff costs (continued) Remuneration of Key Management Personnel**

The total value of employment benefits including salary, pension and employers National Insurance received by Trustees and the executive team:

	<b>2023</b>	<b>2022</b>
	<b>£000</b>	<b>£000</b>
Trustees	-	-
Executive team	<b>849</b>	<b>744</b>

£355.49 of travel costs were reimbursed to Trustees during the year (2022: £642.16 of expenses were reimbursed to Trustees).

**12. Tangible fixed assets**

**Group and Company**

	<b>Long leasehold Land &amp; Buildings £000</b>	<b>Computers and Other assets £000</b>	<b>Total £000</b>
<b>Cost or valuation</b>			
At 1 April 2022	<b>2,689</b>	<b>1,463</b>	<b>4,152</b>
Additions	-	<b>266</b>	<b>266</b>
At 31 March 2023	<b>2,689</b>	<b>1,729</b>	<b>4,418</b>
<b>Depreciation</b>			
At 1 April 2022	<b>1,076</b>	<b>980</b>	<b>2,056</b>
Charge for the year	<b>302</b>	<b>374</b>	<b>676</b>
At 31 March 2023	<b>1,378</b>	<b>1,354</b>	<b>2,732</b>
<b>Net book value</b>			
At 31 March 2023	<b>1,311</b>	<b>375</b>	<b>1,686</b>
<i>At 31 March 2022</i>	<i>1,613</i>	<i>483</i>	<i>2,096</i>

All fixed assets are used for direct charitable purposes.



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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**13. Investment property**

**Group and charity**

	<b>Angel Gate £000</b>
<b>Valuation</b>	
At 1 April 2022	4,657
Loss on revaluation	(607)
	4,050
At 31 March 2023	4,050

The 2023 valuation of the Angel Gate property was made on a fair value basis by Foxglove Property Consultants Ltd.

The property has been treated as an investment property since 2018 on the basis that the property was no longer being used for operational purposes by the charity.

**14. Fixed asset investments**

	<b>Unlisted investments £000</b>
<b>Group</b>	
<b>Cost or valuation</b>	
At 1 April 2022	1
At 31 March 2023	1

	<b>Investments in subsidiary companies £000</b>	<b>Unlisted investments £000</b>	<b>Total £000</b>
<b>charity</b>			
<b>Cost or valuation</b>			
At 1 April 2022	1	1	2
At 31 March 2023	1	1	2

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**15. Debtors**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>	<b>Company 2023 £000</b>	<i>Company 2022 £000</i>
Trade debtors	1,065	775	1,065	775
Amounts owed by group undertakings	-	-	22	11
Other debtors	16	13	16	13
Prepayments and accrued income	3,130	2,589	3,130	2,590
	<u>4,211</u>	<u>3,377</u>	<u>4,233</u>	<u>3,389</u>

Included within debtors is £1.304m (2022: £1.684m) representing prepaid rent on 175 St. John Street.

**16. Creditors: Amounts falling due within one year**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>	<b>Company 2023 £000</b>	<i>Company 2022 £000</i>
Bank loans	70	68	70	68
Trade creditors	175	185	175	182
Other taxation and social security	466	389	466	387
Other creditors	218	145	218	145
Accruals and deferred income	1,025	904	1,015	888
	<u>1,954</u>	<u>1,691</u>	<u>1,944</u>	<u>1,670</u>

**Deferred income analysis:**

Deferred income relates to school services and training and comprises services invoiced in advance of services rendered.

	<b>B/f £000</b>	<b>Released in the year £000</b>	<b>Deferred in the year £000</b>	<b>Total funds £000</b>	<i>Total funds 2022 £000</i>
School service funders	217	12,881	(12,672)	426	217
Training	104	885	(760)	229	104
<b>Total 2023</b>	<u>321</u>	<u>13,766</u>	<u>(13,432)</u>	<u>655</u>	<u>321</u>
<i>Total 2022</i>	<u>400</u>	<u>(10,756)</u>	<u>10,677</u>	<u>321</u>	

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**17. Creditors: Amounts falling due after more than one year**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>	<b>Company 2023 £000</b>	<i>Company 2022 £000</i>
Bank loans	<b>568</b>	638	<b>568</b>	638
	<b>568</b>	638	<b>568</b>	638

On 21 July 2021 Place2Be entered a new mortgage agreement with Lloyds Bank Plc in the sum of £750,000 in relation to the Angel Gate investment property. This replaced the previous mortgage agreement with Future Builders England Ltd which was repaid at the point of transfer.

The Lloyds mortgage is a fixed rate loan agreement at 2.52%, repayable over 10 years.

**Commitments relating to Angel Gate property:**

	<b>2023 £000</b>	<i>2022 £000</i>
Not later than one year	<b>70</b>	68
Later than one year and no later than five years	<b>376</b>	366
Later than five years	<b>192</b>	271
	<b>638</b>	705

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**18. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2022 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2023 £000
<b>Designated funds</b>					
Property	5,225	-	(180)	(607)	4,438
Development and Strategic Future Awards Ceremonies	2,824	2,000	(1,371)	-	3,453
	59	-	(59)	-	-
	<u>8,108</u>	<u>2,000</u>	<u>(1,610)</u>	<u>(607)</u>	<u>7,891</u>
<b>General funds</b>	<u>5,005</u>	<u>16,392</u>	<u>(18,206)</u>	<u>-</u>	<u>3,191</u>
<b>Unrestricted funds</b>	<u>13,113</u>	<u>18,392</u>	<u>(19,816)</u>	<u>(607)</u>	<u>11,082</u>
<b>Restricted funds</b>					
City Bridge Trust	-	122	(67)	-	55
Voluntary Income & School Service	499	4,648	(3,632)	-	1,515
Other restricted funds	65	-	(57)	-	8
Taylor Family Foundation	-	24	-	-	24
Banbury Project	24	118	(96)	-	46
Moondance	161	-	(102)	-	59
Beaverbrook Foundation	31	-	(31)	-	-
Nominet	20	40	(20)	-	40
Euromonitor	50	50	(50)	-	50
Four Acre Trust	61	88	(128)	-	21
Tim Robinson	34	63	(49)	-	48
Fidelity Grant	45	428	(209)	-	264
Prudence Trust	152	152	(146)	-	158
Lord Mayors Appeal	50	70	(120)	-	-
Juliet Garmoyle	155	184	(54)	-	285
Prudence CMHW Fund	-	31	(21)	-	10
Morgan Stanley	144	184	(250)	-	78
Art Room	-	100	(95)	-	5
Deloitte	-	82	(82)	-	-
Volant charitable trust	-	25	(25)	-	-

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**18. Statement of funds (continued)**

**Statement of funds - current year (continued)**

	Balance at 1 April 2022 £000	Income £000	Expenditure £000	Gains/ (Losses) £000	Balance at 31 March 2023 £000
Marginal Impact Fund	-	200	(29)	-	171
	<u>1,491</u>	<u>6,609</u>	<u>(5,263)</u>	<u>-</u>	<u>2,837</u>
<b>Total funds</b>	<u><u>14,604</u></u>	<u><u>25,001</u></u>	<u><u>(25,079)</u></u>	<u><u>(607)</u></u>	<u><u>13,919</u></u>

**Statement of funds - prior year**

	<i>Balance at 1 April 2021 £000</i>	<i>Income £000</i>	<i>Expenditure £000</i>	<i>Gains/ (Losses) £000</i>	<i>Balance at 31 March 2022 £000</i>
<b>Designated funds</b>					
Property	5,545	-	(405)	85	5,225
Development and Strategic	4,491	-	(1,667)	-	2,824
Future Awards Ceremonies	59	-	-	-	59
	<u>10,095</u>	<u>-</u>	<u>(2,072)</u>	<u>85</u>	<u>8,108</u>
General funds	<u>4,711</u>	<u>14,227</u>	<u>(13,933)</u>	<u>-</u>	<u>5,005</u>
<b>Unrestricted funds</b>	<u><u>14,806</u></u>	<u><u>14,227</u></u>	<u><u>(16,005)</u></u>	<u><u>85</u></u>	<u><u>13,113</u></u>

**PLACE2BE**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**18. Statement of funds (continued)**

**Restricted funds**

Restricted Funds - all funds	-	65	-	-	65
Voluntary Income & School Service	326	3,188	(3,015)	-	499
Other restricted funds	28	25	(53)	-	-
Taylor Family Foundation	40	-	(40)	-	-
Banbury Project	10	68	(54)	-	24
Moondance	-	161	-	-	161
Beaverbrook Foundation	35	25	(29)	-	31
Nominet	-	20	-	-	20
Euromonitor	-	50	-	-	50
Four Acre Trust	-	99	(38)	-	61
Tim Robinson	15	63	(44)	-	34
Fidelity Grant	-	124	(79)	-	45
Prudence Trust	66	132	(198)	-	-
Lord Mayors Appeal	301	306	(557)	-	50
Juliet Garmoyle	-	155	-	-	155
Prudence CMHW Fund	-	152	-	-	152
Morgan Stanley	76	253	(185)	-	144
Art Room	50	3	(53)	-	-
Deloitte	-	76	(76)	-	-
Volant charitable trust	-	212	(212)	-	-
Marginal Impact Fund	-	81	(81)	-	-
	<u>947</u>	<u>5,258</u>	<u>(4,714)</u>	<u>-</u>	<u>1,491</u>
<b>Total funds</b>	<u>15,753</u>	<u>19,485</u>	<u>(20,719)</u>	<u>85</u>	<u>14,604</u>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**18. Statement of funds - (continued)**

**i) Restricted funds.** These are funds, including grants, given for a specific purpose by the provider as detailed below

**ii) Unrestricted Designated funds comprise:**

**Development & Strategic Priorities Fund.**

The fund provides for the long term and is expected to be utilised in future periods to cover the additional costs in pursuing strategic priorities. £5m was donated in March 2020 from Mohn Westlake for investment in future capability improvements and likely to be expended over a three year period. Transfers out of the fund reflect expenditure on fixed assets such as computer software and equipment.

**Property Fund.**

The fund represents the value of our properties at St John Street and Angel Gate, net of the loan secured on the property at Angel Gate. Transfers to the fund represent leasehold improvements to St John's Street net of repayments on the loan

**Future Awards Ceremonies Fund.**

The fund represents funds set aside for use in future Place2Be Awards Ceremony events.

**iii) Unrestricted Charitable Fund.** This represents the balance of Place2Be funds.

Voluntary Income & School Service	This represents funds donated by charitable trusts to support our work in specific schools or geographic areas.
Other Restricted Funds	This represents funds donated by charitable trusts to support our work in specific schools or geographic areas.
Taylor Family Foundation	Funding towards the delivery of the Journey of Hope therapeutic group work programme for Merton primary schools
Banbury Project	Fund to support in school services in Banbury.
Moondance	Represents funding to support an 18 month project to create a sustainable, future-proofed whole school mental health service in Wales
Beaverbrook Foundation	Funding towards Children's Mental Health Week and other marketing, communications costs to raise awareness of children's mental health
Nominet	Represents funding to develop and enhance the Parenting Smart site which provides resources and support for parents on a wide range of topics

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**18. Statement of funds - (continued)**

Euromonitor	A three year grant to fund our parenting support in one service area including provision of Family Practitioners, an online parenting course and Parenting Smart
Four Acre Trust	Grant to fund salaries and associated costs for post holders to support delivery of Place2Be services in Birmingham and Nottingham
Tim Robinson	Funding for a longitudinal research study, to explore the long-term impact of one-to-one school based counselling, in conjunction with funding from City Bridge Trust
Fidelity	Fund to support expansion of Place2Be's mental health services in a fifth operational region(Midlands and Wales)
Prudence Trust	Fund to support Place2Be services in 19 schools across the London and South and London and West operational regions as outlined in the Grant Agreement.
Lord Mayors Appeal	Represents funding to support Place2Think sessions for London teachers and to fund digital training for Counsellors on Placement
Juliet Garmoyle	Fund to introduce Place2Be Mental Health Services in schools in the South West of England for the first time, initially in the North Devon region.
Prudence CMHW Fund	Fund towards Children's Mental Health Week costs
Morgan Stanley	Represents funding to support face to face training for school leaders, provide digital training for classroom teachers and support the building of an online 'Best-practice' hub.
Art Room	Represents the funds transferred from The Art Room (Oxford) and further income received in the year which is specifically for activities in The Art Room programme.
Deloitte	Funding towards London and Birmingham operational areas
Volant Charitable Trust	Funding of in school services in Scotland
Marginal Impact Fund	Funding to increase provision in existing Place2Be partner schools and onboard new Place2Be Partner schools
City Bridge Trust	Funding for a longitudinal research study, to explore the long-term impact of one-to-one school based counselling, in conjunction with funding from Tim Robinson



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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2023**

**19. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestrict ed funds 2023 £000</b>	<b>Restricted funds 2023 £000</b>	<b>Total funds 2023 £000</b>
Tangible fixed assets	1,686	-	<b>1,686</b>
Fixed asset investments	1	-	<b>1</b>
Investment property	4,050	-	<b>4,050</b>
Current assets	7,867	2,837	<b>10,704</b>
Creditors due within one year	(1,954)	-	<b>(1,954)</b>
Creditors due in more than one year	(568)	-	<b>(568)</b>
<b>Total</b>	<b>11,082</b>	<b>2,837</b>	<b>13,919</b>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2022 £000</i>	<i>Restricted funds 2022 £000</i>	<i>Total funds 2022 £000</i>
Tangible fixed assets	2,096	-	2,096
Fixed asset investments	1	-	1
Investment property	4,657	-	4,657
Current assets	8,688	1,491	10,179
Creditors due within one year	(1,691)	-	(1,691)
Creditors due in more than one year	(638)	-	(638)
<b>Total</b>	<b>13,113</b>	<b>1,491</b>	<b>14,604</b>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**20. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>
Net expenditure for the year (as per Statement of Financial Activities)	<b>(78)</b>	<i>(1,234)</i>
<b>Adjustments for:</b>		
Depreciation charges	<b>676</b>	<i>701</i>
Decrease/(increase) in debtors	<b>(834)</b>	<i>1,819</i>
Increase/(decrease) in creditors	<b>261</b>	<i>(129)</i>
<b>Net cash provided by operating activities</b>	<b>25</b>	<i>1,157</i>

**21. Analysis of cash and cash equivalents**

	<b>Group 2023 £000</b>	<i>Group 2022 £000</i>
Cash in hand	<b>6,493</b>	<i>6,802</i>

**22. Analysis of changes in net debt**

	<b>At 1 April 2022 £000</b>	<b>Cash flows £000</b>	<b>At 31 March 2023 £000</b>
Cash at bank and in hand	<b>6,802</b>	<b>(309)</b>	<b>6,493</b>
Debt due within 1 year	<b>(68)</b>	<b>(2)</b>	<b>(70)</b>
Debt due after 1 year	<b>(638)</b>	<b>70</b>	<b>(568)</b>
	<b>6,096</b>	<b>(241)</b>	<b>5,855</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**23. Obligations under operating leases**

The charity entered into a 10 year lease agreement on 25 August 2017 for the rental of new head office premises. Principal rent amounts to £384,000 per annum and has been paid in full in advance.

The Group and the charity had no commitments under non-cancellable operating leases at 31 March 2023.

The following lease payments have been recognised as an expense in the Statement of financial activities:

	<b>Group</b>	<i>Group</i>	<b>Company</b>	<i>Company</i>
	<b>2023</b>	<i>2022</i>	<b>2023</b>	<i>2022</i>
	<b>£000</b>	<i>£000</i>	<b>£000</b>	<i>£000</i>
Lease payments	<b>384</b>	<i>384</i>	<b>384</b>	<i>384</i>

**24. Related party transactions**

During the year ended 31 March 2023 the charity received £318k (2022: £458k) by way of donations and gifts in kind from related parties.

**25. Donations from Trustees**

Donations from Trustees during the year ended 31 March 2023 amounted to £95,047 from 8 Trustees (2022: £13,895 from 4 Trustees).

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**NOTES TO THE FINANCIAL STATEMENTS  
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**26. Comparative Statement of Financial Activities**

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	Total funds 2021 £000
Income from:				
Donations and legacies	5,348	3,212	8,560	9,175
Charitable activities	8,704	2,046	10,750	10,126
Trading income	20	0	20	0
Investments	0	0	0	4
Other Income	155	0	155	0
<b>Total Income</b>	<b>14,227</b>	<b>5,258</b>	<b>19,485</b>	<b>19,305</b>
Expenditure on:				
Raising funds	1,195	14	1,209	876
Charitable activities	14,810	4,700	19,510	18,089
<b>Total expenditure</b>	<b>16,005</b>	<b>4,714</b>	<b>20,719</b>	<b>18,965</b>
Net movement in funds	(1,778)	544	(1,234)	340
Other recognised gains/(losses)	85		85	110
Net movement in funds	<b>(1,693)</b>	<b>544</b>	<b>(1,149)</b>	<b>450</b>
<b>Reconciliation of funds:</b>				
Total funds brought forward	14,806	947	15,753	15,303
Net movement in funds	(1,693)	544	(1,149)	450
Total funds carried forward	<b>13,113</b>	<b>1,491</b>	<b>14,604</b>	<b>15,753</b>

**27. Principal subsidiaries**

The following was a subsidiary undertaking of the charity:

Name	Company number	Principal activity	Class of shares	Holding
Place2Be Trading Ltd	12269387	Non-trading	Ordinary	-% 100%

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**27. Principal subsidiaries (continued)**

The financial results of the subsidiaries for the year were:

<b>Names</b>	<b>Income £000</b>	<b>Expenditure £000</b>	<b>Net assets £000</b>
Place2Be Trading Ltd	10	(10)	1