



Our Impact

2022/23



Who we are

Welcome to Leeds Mind. We help people build on their strengths, overcome obstacles and become more in control of their lives. We promote positive mental health and wellbeing, and provide help and support to anyone who needs it in and around Leeds.

1 in 4 people experience mental health difficulties at some point in their lives. Whether you're experiencing mental health conditions such as depression or anxiety, or things that can impact mental wellbeing, such as stress, bereavement and loneliness - Leeds Mind is here for you.

We are affiliated with national Mind, but are an independent registered charity and rely on our own resources to provide local services.

The services we deliver are built around local people's needs. We support the people of Leeds to discover their own resources to 'recover' from periods of poor mental health (whatever recovery looks like for each person), and to live life independently with their mental health difficulties.

To find out more about any of the services or activities in this report, or about how you can get involved in the fight for better mental health for all, please visit our website at www.leedsmind.org.uk



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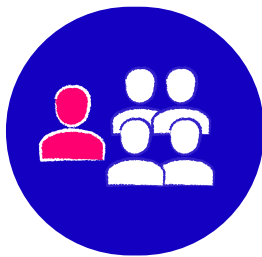
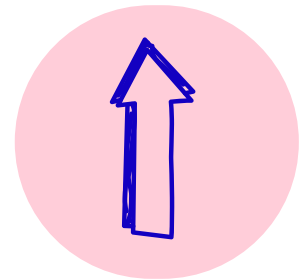


Who we supported



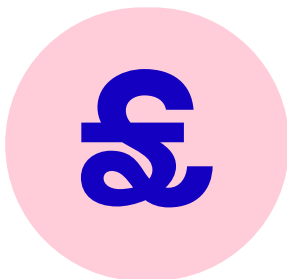
We delivered support to
4,697 people in 2022/23

Many of our services saw big percentage increases – for example, **counselling saw 38% more clients**, **Befriending increased by 46%**, and the **West Yorkshire Suicide Bereavement Service went up by 31%**.



In 2022/23, **1 in 5** of the people accessing our support was **aged 25 or under** (up from 12% in 2021/22). This is in line with our strategy to support children and young people, and partly thanks to our new Youth in Mind support service.

Now being community based, **Inkwell Arts service saw more people than ever before** outside of Leeds Mind spaces.



Money & Me, our pioneering new mental health and financial wellbeing service, opened up to referrals during the onset of the Cost of Living Crisis as demand for financial wellbeing support soared. In its first year, **Money & Me supported 83 people**.

Our mental health training also had its best year yet, with **training delivered up 12%** on the year before.



Letter from the chair

The pandemic brought mental health up the political and public agenda, with many more people engaging with the idea of everybody having mental health – just like everybody has physical health – and needing to take steps to maintain it and look after ourselves.

But with the cost of living crisis increasing since late 2021, so many of us have watched the cost of our everyday essentials soar.



For many, this has meant that mental wellbeing has become less of a priority. When you're thinking about how to put food on the table and heat the house, there isn't time to reflect on what we can be doing to look after ourselves. For some, this year has been about survival.

We know from previous experience the impact that financial hardship can have on our collective mental health, as the 2008 financial crisis was linked to an increase in suicides.

I have been so proud to see the team at Leeds Mind stand shoulder-to-shoulder with our communities to face this struggle. By developing new services to respond to the crisis, as well as providing more holistic support, the team has continued to show itself to be empathetic, passionate and with a finger on the pulse of mental health in Leeds and West Yorkshire.

As I've said on many occasions, I am forever in awe of the commitment and passion shown by the whole community that makes our work possible – staff, volunteers, supporters, partners, commissioners and funders.

At the same time, our organisation has been through a lot of change. We have had a change in leadership, with our Chief Executive retiring and our Operations Director, Lucy Hancock, stepping into the role. As we entered our new strategy period for 2022 – 2025, we took the opportunity to refresh our approach, developing our new values to reflect the more challenging climate we are working in.

The new strategy focuses on better mental health for all, but particularly for those that have been excluded from mainstream mental health support. This includes racialised communities, and those dealing with financial hardship. We are also increasing our focus on children and young people, given the disproportionate impact that the pandemic had on their wellbeing, as well as the increasing acceptance that it is critical to address mental health difficulties before the age of eighteen.

In 2022, we celebrated our 50th anniversary. 50 years in, it is clear to see that our support is needed now more than ever. Demand for Leeds Mind services continues to increase while funding gets tighter, but our incredible staff and volunteers will continue to develop our services further to enable better mental health for all across Leeds and West Yorkshire. What will you do to support those struggling the most?

Our values

Things have changed a lot since we created our previous values. In 2022, we embarked on a task to update our values to reflect the current mental health landscape and our way of working within that.

We value:



Being Open

We are open to new ways of working, informed by people's strengths and lived experiences

Being Supportive

We welcome others and aim to create a sense of belonging in everything we do



Being Brave

We are courageous and find meaningful ways of making a difference to people's lives

Being Connected

We collaborate with others through sharing our skills and knowledge



Being Resourceful

We make the most of what we have and build on our individual and collective strengths to work for positive change

To make sure we are working in the best way to serve our communities, we undertook a collaborative approach to 'co-produce' these values with our staff, volunteers and Board.

Lived Experience story

In our strategy, we made a commitment that we will value lived experience and make sure our clients' voices are heard. With that in mind, we want you to hear from someone who has used our services. This is Mel's story:

My 6-year-old and 3-year-old witnessed my husband's suicide. How were we supposed to cope with that? Can a child even recover from that? Why would their Daddy do that to them? How could I help them heal when everything I knew changed in a matter of seconds?

From the minute the police turned up at my door with the news, my mind filled with endless questions. I didn't know how I felt, what to feel, what to say, what to ask. I was numb and I was drowning. There was no doubt in my mind we needed help and support. I spoke to a lot of professionals, my GP was quick to suggest medication and most others just didn't know what to suggest at all.

I first reached out to my daughter's school, I knew my children would need a lot of support so this seemed the most logical start. But again they had no answers for me straight away. This was something (thankfully!) they had never had to deal with. My daughter (6) was desperate to be at school again. In hindsight, she was craving the normality of life just a few days before. It was a safe space and a familiar space.

On the last day of school before the summer holidays, 10 days after her Daddy took his own life, she exited the classroom and as soon as she saw



From my first conversation...I instantly felt at ease.



me, vomited all over the playground and was crying uncontrollably. It had all gotten too much for her and it appeared reality was setting in.

School referred my daughter to an Early Help team in my local area to help us get through the summer holidays. She saw our needs and set out to explore where the best support for us would be. She was the one that recommended and referred me to the Suicide Bereavement Services at Leeds Mind.

From my first conversation with my Family Postvention Practitioner I instantly felt at ease. Finally someone who could truly empathize with our story with no judgment. Someone that had felt all the pain I was feeling. There was a sense of relief to know that at least in this way, we were 'the same'.

Together we have worked through some difficult emotions, asked difficult questions and overall she has

Lived Experience story

supported us in working through a very difficult year. Working with her has been invaluable to us. Yes we talk about our thoughts, emotions and feelings but she offers so much more.

She has provided support in my child's school, liaising with teachers, helping set up interventions to aid their wellbeing at school. She guided me through financial options as a newly single parent. Guided me through what to expect from the coroner's report and the inquest. Things you wouldn't even consider unless you have lived it yourself.

We meet face to face, meaning my children have built up a trusting relationship with this person. It truly feels a safe space for me and them and they often ask to go see our practitioner and greet her with a cuddle. Both children love their sessions, and they are delivered with their needs at the centre of it all.

The team at Leeds Mind has even provided opportunities for my children to meet other children who have lost a parent to suicide. As much as you

wouldn't wish this on any child, (or person!) there is a sense of belonging, and when you're not on your own or don't feel on your own, things really do feel that bit more bearable.

It's been nearly a year, and it's frightening to think how I was feeling back then. I was mentally and physically ill and it often felt like we wouldn't make it to the end of the week. Leeds Mind has helped me gain back control and encouraged me to keep going and I can't thank them enough.

There was a time when everything just felt impossible and now we have plans moving forward with our recovery thanks to our practitioner. My youngest will start school this year with provision to support him already in place and I will finally go back to work. I hope our story shows that with the right support you can navigate through the storm, one step at a time. Please just keep going!



A big thank you to Mel for sharing her family's story.

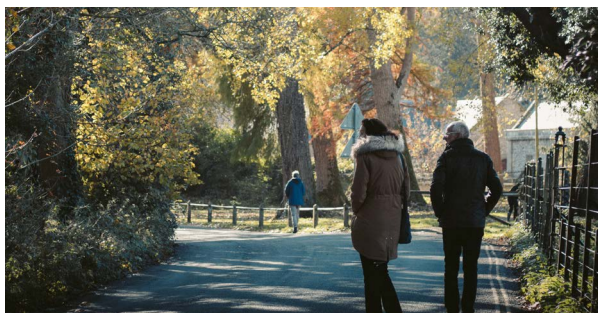


Mel with her family, before the death of her husband

Progress against objectives

How did we...

CONNECT Minds and bring people together to make change in our communities?



We continued to develop strong working partnerships

One of our new values is about being Connected – this means collaborating with others through sharing our skills and knowledge.

Just a few examples of the organisations we worked with in 2022/23:

We connected people through services

Our Mindful Befriending service connected socially-isolated people aged 50+ with like-minded volunteers. Some relationships continued past the end of support and people have reported their increased confidence enabling them to access more local services and communities. We had 100 referrals within 4 months, and supported 68 people with the help of 25 volunteers.

We found new ways and places to connect

We're aware that our buildings are not easily accessible to everyone in and around Leeds. So, we've been working more across the community. For example, our creative wellbeing service, Inkwell Arts, moved out of its building in Chapel Allerton to community settings. The team delivered workshops within acute inpatient recovery units, residential and care homes, and community projects, such as a veg garden in Woodhouse and a mural in Armley.

WorkPlace Leeds practitioners met clients out in the community, including some of our priority areas such as Chapeltown and Seacroft. They also co-located as part of multi-disciplinary teams. Linking Leeds held clinics in places like Rainbow Junktion (community café tackling food poverty) and mosques.

Deloitte.



Progress against objectives

How did we...

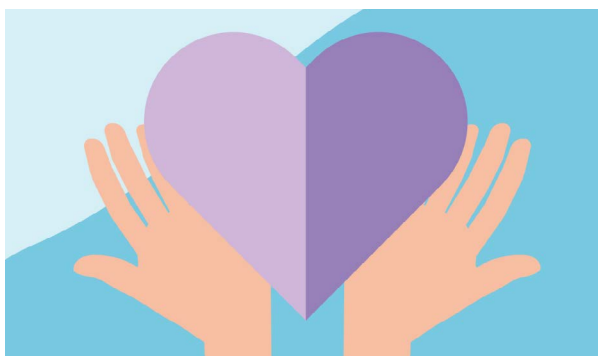
SUPPORT Minds and deliver life-changing support?



Co-producing services to make sure it's the support people want and need

Co-production means working together with the people who draw on care and support. We do this because we know they are best placed to tell us what support should look like.

We work in this way for many of our services. For example, Youth in Mind is our support for young people aged 10-25, who have had very difficult, frightening or upsetting experiences (or trauma). We developed this service by consulting 70 people and 330 organisations and groups. A steering group of people with lived experience continues to have input now the service is up-and-running.

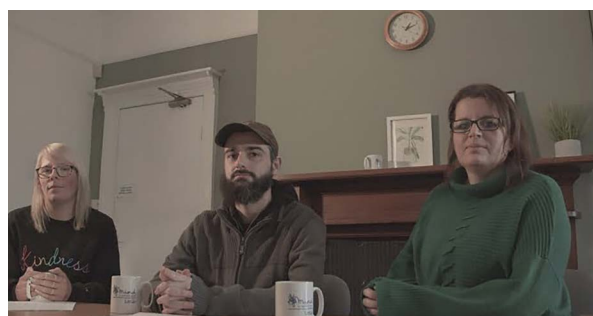


Responsive support

We try to work in a way that is responsive to need. For example, during the Cost of Living crisis, we started our financial wellbeing support, Money & Me, acknowledging the huge impact that financial strain can have on our mental wellbeing.

Our Suicide Bereavement Service worked with the police to use real time surveillance data to deliver their support. This ensured support is available to people bereaved or affected by suicide in a timely manner, which can prevent further death by suicide.

The Grief and Loss support service was in response to the Covid pandemic. Working alongside West Yorkshire Health and Care Partnership and partners, we supported more than 1,000 people dealing with any kind of loss.



People-first – lived experience voices

We try to use lived experience voices throughout everything we do.

We ask the people who are using our services for feedback every six months, and again when they end their support. We use this to help shape our support for others.

By sharing people's lived experience stories on our blog, we give people space to tell their story in their own words. This inspires others to feel less alone or seek support, and helps to inform our service planning. Our Impact Group offers an ongoing opportunity for anyone to have input into Leeds Mind's work.

The Suicide Prevention Co-production project produced training videos for secondary mental health staff, created by and starring volunteers with lived experience.

As a result of the hard work from all our teams, the national Mind Quality Mark (MQM) report this year marked us out for excellence in service effectiveness and Influence & Participation.

Progress against objectives

How did we...

CHANGE Minds, speak out and making mental health everyone's business?



We spread the word about mental health

Our mental health training supported 60+ organisations to improve their workplace confidence around mental health matters.

Meanwhile, our fundraising team nurtured relationships with corporate and community supporters, culminating in our first ever fundraising ball. They engaged new audiences in a fresh and innovative way with a weekend streaming event for gamers.

We raised our profile locally via campaigns such as Time To Talk Day, Mental Health Awareness Week, World Mental Health Day and our own Multicoloured Monday. We got media mentions in the Yorkshire Evening Post, ITV Calendar, BBC Look North and BBC Radio Leeds. We had over 110,000 visits to our website looking for more information and support.



We increased engagement with employers

WorkPlace Leeds supports people to stay in work through periods of mental health difficulties, and helps people find employment as part of mental health recovery. The team grew their relationships with local and regional employers, changing minds around the strengths and benefits of employing people with lived experience of mental health difficulties.

Leeds Mindful Employer Network had a similar impact through hosting its network events. These events gathered local business leaders and decision makers to explore how to improve workplace wellbeing.



We helped drive change in local landscape

By taking an active role in the Primary care pilot in west Leeds, we are helping to drive change in the local mental healthcare landscape. This is about embedding a preventative, early-intervention approach to mental health.

Progress against objectives

How did we...

show that TOGETHER, WE ARE LEEDS MIND, working together to become a more inclusive and sustainable organisation?

We continued to develop our organisational culture through our Equality, Diversity, Inclusion and Belonging Group:

- Statements and policies around inclusion, trans inclusion, transitioning at work, menopause and more
- Network and peer support groups for our LGBTQIA+, Culturally Diverse and Neurodiverse employees
- Employee wellbeing activities and employee/volunteer events
- Equality, Diversity and Inclusion training around gender, race, and allyship
- Inclusive spaces such as gender-neutral toilets with free period products, and a prayer/relaxation room
- An environmental group
- A Tea & Talk session on the importance of pronouns, and normalised pronouns as part of introductions
- The Leeds Mind buddy system to support new starters
- Employee Reps on the People's Development Committee
- Using #MyNameIs and pronouns in emails
- Accessibility adjustments
- Leading the Leeds Charities Together group at the Leeds Pride parade
- Our Leeds Mind Leaders internal management development programme
- Flexible/hybrid working; hybrid sessions for service users
- Offered 'building on your strengths' sessions for staff and volunteers
- A monthly staff wellbeing hour

Our teams and services worked together

We have many different services, united in working towards better mental health for all. Some of our services collaborated to increase their impact.

For example, the Leeds Mindful Employer Network and Workplace Leeds teamed up to deliver an inclusive recruitment event, to influence local employers around the benefits of hiring those with lived experience of mental health difficulties.

The Suicide Bereavement Services worked with Inkwell Arts to provide art workshops for clients working through grief and bereavement by suicide. Inkwell also worked with our THRU young people's peer support service on journalling workshops.



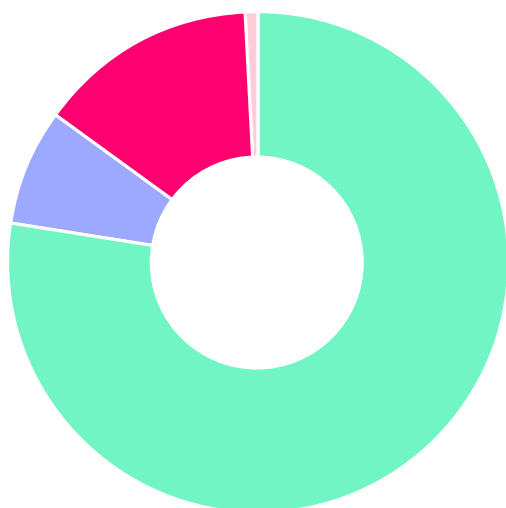
We celebrated our successes along the way

2022 was our 50th Anniversary year. We celebrated the longevity of our support to our community in a number of different ways, including a staff and volunteer celebration picnic, a workplace wellbeing event, and our fundraising ball.

How we sourced and used funds

Leeds Mind is an independent registered charity. This means that we are responsible for our own funding to deliver our vital services, and money raised for us stays in the area to deliver support locally.

We couldn't do what we do without our supporters, which include funders, Trusts and Foundations, legacy givers, and fundraisers. Thank you.



Income

Total income for the year was £3,543,764. This is an increase of 11% on the previous year (£3,195,224)

- Donations
- Grants
- Other trading
- Charitable activities

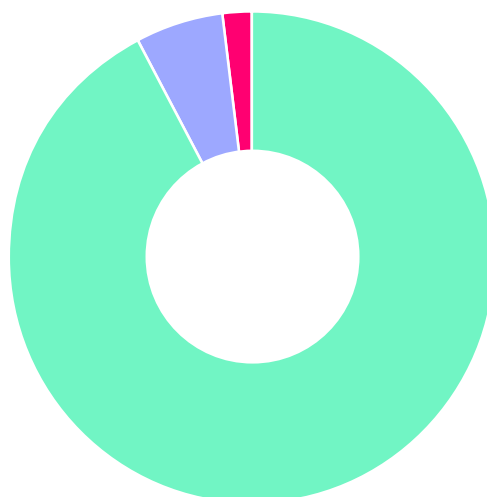
Expenditure

Expenditure in the year was £3,485,551. This is an increase of 19% on the previous year (£2,924,299)

Expenditure is tightly controlled and within budget for the year.

The full accounts can be found at Companies House.

- Charitable activities
- Fundraising
- Governance



Letter from the CEO

I was appointed Chief Executive of Leeds Mind in January 2023, partway through the period covered in this report.

Having been with the charity for over 7 years until that point, the stellar work that's been highlighted in this report is not new on me. The pride I feel when I see it all in one place, though, is huge.

I just want to thank the team – staff and volunteers – as well as all our working partners, supporters, fundraisers, commissioners and funders. We really couldn't do what we do without you.



It's an exciting and challenging time to be leading the charity. Demand for mental health support has skyrocketed – both because of increasing understanding and reducing stigma around mental health (all good news), but also because of the increased pressures everyone's feeling. Meanwhile, funding and fundraising income has been squeezed.

These trends look set to continue with the ongoing cost of living crisis and other factors, such as the socio-political turmoil and conflict going on in the world.

Leeds Mind is facing these challenges with a renewed strategy. We are doubling down on our commitment to those that need mental health support the most – racialised communities, people experiencing financial hardship or poverty, and children and young people.

We have also refreshed the values that we as an organisation will live and work by (more info on page 5). These are helping to shape our hopes and expectations for the coming year:

- **Being Open** – over the next 12 months, we'll be open to new ways of working through our involvement in the NHS community mental health transformation. As ever, our work will be informed by people's strengths and lived experiences, so we will continue to build on our Impact Group, where people can inform how we work.
- **Being Supportive** – this is in everything we do, but we always want to be looking for new and better ways of being supportive. How do we create a sense of belonging for a more diverse set of people, within both our workforce and the people using our support?
- **Being Connected** – we are lucky in Leeds and West Yorkshire to have a wealth of informed, passionate and proactive working partners, with whom we can exchange skills and knowledge. We'll continue to grow our existing extremely strong network throughout this year.
- **Being Resourceful** – as we continue to maintain finances against a challenging landscape, we will have to be resourceful – finding quick and clever ways to overcome difficulties, without cutting corners. This is also about building on our individual and collective strengths for positive change.
- **Being Brave** – while all our values are of equal importance, I think being brave is the one we most need going into this next year. Against a backdrop of ongoing challenges and changes in the local care landscape, we will need to have courage.

With such good people in our team and our network, I've got no doubt that together we can work by these values to continue challenging stigma in the fight for better mental health for all.

Thank you to our amazing supporters

We couldn't do what we do without the help and support of our amazing supporters and volunteers.

Whether taking part in fundraising events like the Leeds 10k, holding a bake sale at school, nominating us as your charity of the year, supporting our services with a grant or donation, or helping out with our day-to-day activities, your efforts have been nothing short of incredible.

We have always enjoyed supporting Multi Colour Monday at Morley Glass. The fundraiser also serves as a fantastic way of lifting everyone's spirits during what can be a gloomy and depressing month. The mental wellbeing of our co-workers is extremely important to us and we fully support the invaluable work that Leeds Mind undertake in our area.

Kathy Short, Financial Controller at Morley Glass and Glazing



I offered to volunteer to help with a charity I strongly believe in. Having had struggles myself with mental health it's been powerful to be able to give back and help this charity who help so many people. Volunteering is a good way to be out your comfort zone and meet friendly people. I found the day very relaxing, nice meeting new people and it went very fast. (even managed to tan!)

Oliver Dunster-Sigtermans – The North Leeds Food Festival volunteer (and fundraiser!)



We appreciate the amazing work they do to support people's Mental Health and a lot of the services they provide closely align with our aims as a foundation. We recently provided a grant for their 'Cook together, create together, garden together' project which encourages people to open up, whilst partaking in an activity. We strongly support the benefits that projects like this bring to a community by providing barrier-free access to mental health support.

Evan Cornish Foundation



How **you** can get involved

1) Access or help promote our services

<https://www.leedsmind.org.uk/services>

2) Have your say

<https://www.leedsmind.org.uk/impact>

3) Raise money and/or awareness

<https://www.leedsmind.org.uk/fundraising>

4) Learn more about mental health

<https://www.leedsmind.org.uk/training>

5) Volunteer

<https://www.leedsmind.org.uk/volunteering>

6) Join the team

<https://www.leedsmind.org.uk/work-for-leeds-mind>





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