



ANNUAL REPORT 2025

Registered charity number: 1184442
www.thementalhealthcommunity.co.uk
hello@thementalhealthcommunity.co.uk



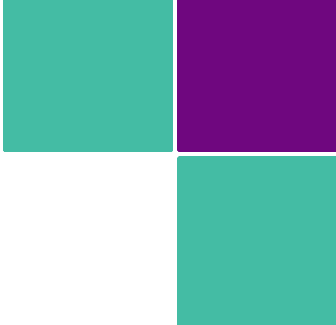
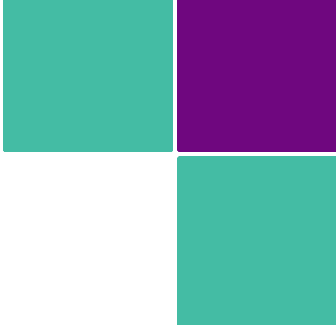


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About us



We are The Mental Health Community (reg. 1184442), presenting our annual report covering reporting period 1 November 2024 - 31 October 2025.

As enshrined in our governing document, our charitable purposes are:

For the public benefit, the relief of those in need by reason of mental health, by promoting mental health inclusion at work and providing information and guidance to workplaces.

Everything we do is from a foundation of lived experience of mental ill-health.

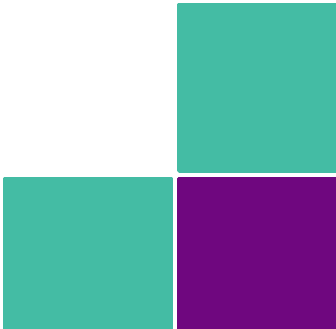
We know that it can be difficult to get, or keep a job if your energy levels, how you're feeling and your ability to go to a place of work every day are affected by a mental health condition like anxiety or depression.

But we also know that having a sense of purpose and belonging can really help with the symptoms and impact that mental health conditions can have on you.

Our work is focused on helping people with a mental health condition who are in work or looking for work.

We do this by supporting businesses to improve how they look after people, because we know that by creating inclusive and safe spaces at work we make it possible for people with mental ill health to stay in the workplace which helps keep them well and benefits the businesses too.

This year we have been supported by Plymouth University to host a micro-internship for one of their students. Samantha made a fantastic impact for us through social media development and asset creation. Thank you Samantha and Plymouth University!



Meet our team



Hannah Sturland
Founder | Chair

Appointed at
incorporation



Paul Smith
Founding trustee

Stepped down
this year



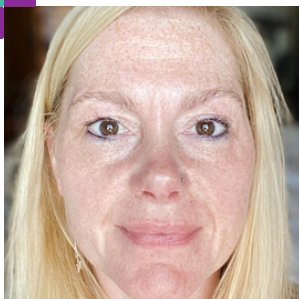
Dermot Parkinson
Treasurer

Appointed at
incorporation



Sheon Sturland
Founding trustee

Appointed at
incorporation



Fiona Cole
Trustee

Term: September 2024 -
September 2027

New trustees 2025

Simon Bedford-Smith
Michael Ramone
Nadia Mahmud

Terms:

Simon and Michael: June 2025
- June 2028

Nadia: April 2026 - April
2029.

Vision

We believe in thriving and mental health inclusive workplaces for everyone.

Mission

Driving understanding and support for mental health within the workplace from a foundation of lived experience.

Values

We are Authentic: we bring our whole selves to the mission, learn from people's real stories and are true to our vision.

We are Community: we are stronger together, we collaborate to find the right solutions and we support each other.

We are Challenge: we can do, say and deliver hard things.

Theory of change



Impact summary

This year we have delivered a total of **221 hours** of support were delivered with all elements of the programme receiving positive feedback, with participants rating it **4.4 / 5** and **100%** saying they would recommend it to others.

We evaluate the impact of the programme through:

1. Start and end point surveys which participating organisations are asked to share with all staff for completion.
2. Surveys following each intervention: workshops, shared learning, consultancy sessions.

The impact data suggests we are achieving the outcomes set out in our Theory of Change:

Better quality conversations about mental health:

- 81% felt that quality conversations about mental health at work had got 'better' or 'much better'.
- 67% said, "I have more tools to help me create a safe, supportive culture for people with a mental health condition."
- 67% said, "I feel more confident in supporting colleagues with a mental health condition."

People with a mental health condition are better able to advocate for their needs:

- 69% felt that people with a mental health condition in their organisation were 'better' or 'much better' able to advocate for their needs at work.
- 63% felt there was 'better' or 'much better' access to reasonable adjustments for everyone.
- I feel safe to ask for the support I need for my mental health improved 28%: from 60% to 88%.

Participating organisations are a safe place to work for people with a mental health condition:

- 63% felt their organisation was 'better' or 'much better' as a safe place to work for people with a mental health condition.
- I feel safe and confident to be open about my mental health at work improved 45%: from 49% to 94%.
- I feel supported by the organisation to stay well at work improved 24%: from 57% to 81%
- I receive appropriate support in a timely way improved 25%: from 50% to 75%.
- I am able to take the time off I need to support my mental health improved 32%: from 43% to 75%.

Activities

This year we have focused on making progress towards our strategic objectives:

- **Objective 1: To successfully deliver the Community Headspace programme – with a mix of new and returning clients.**

This year saw us deliver the Community Headspace programme to our second cohort of organisations:

- Delivered between January 2025 and October 2025, with a 3 month recruitment window (Oct-Jan).
- With 13 new organisations and 3 returning from cohort 1.
- Each organisation had a minimum of 3 participants with 56 individuals taking part.
- 9 new organisations and 2 from cohort 1 completed the program, earning or retaining Mental Health Inclusive Workplace status.

- **Objective 2: To create a commercially sustainable model.**

We have used face-to-face strategy days to identify opportunities for additional products and services that can provide income to reduce the reliance on grant funding.

We explored these opportunities and have started work to develop the first two indicated as priorities by our effort/income matrix ready to launch in early 2026.

- **Objective 3: To review and develop the charity's governance and resource model.**

We conducted a review of our trustee board and identified the skills and demographics currently missing. We developed a more inclusive trustee role description and advert which we used via a Charity Job recruitment to meet and induct 3 new trustees.

We reviewed and updated all of our policies, improved governance around information management through use of Google Workspace and organisation email accounts for each trustee and implemented an improved trustee report to support each meeting with Read AI to capture a summary of the conversations.

Financial review

This year we have been funded through a £20,000 grant from The National Lottery and donations. The challenges with securing ongoing grant funding are a significant risk to the organisation and with 10 unsuccessful funding bids this year it highlights the importance of launching the new income-generating ideas.

We currently hold no reserves due to the lack of success in securing ongoing funding.

Review of the charity's financial position at the end of the period

Starting balance: £20,275

Money in: £855

Money out: £20,087

End of year balance: £1,043

Governance

The Mental Health Community is a Charitable Incorporated Organisation (CIO) and is governed by a Foundation Model Constitution.

Trustees are recruited using an inclusive, anonymous process via Charity Job. When trustee recruitment is required, every trustee will be appointed for a period of three years by a resolution passed at a properly convened meeting of the existing trustees. Regard will be given to the skills, knowledge and experience required for effective administration of the organisation when appointing new trustees.

At the end of this reporting year there are six trustees in post. One of the founding trustees has stepped down, two new trustees joined the board and another was recruited and will start officially in early 2026.

We improved the induction process for new trustees, which now includes a handbook with key information about the organisation, how we work together and social media guidance.

Policies and procedures are in place and were reviewed this year. The review cycle is every two years or sooner if required.

Operations are overseen by the Chair of trustees, with day-to-day delivery held by the operational team of freelance professionals:





Forward Plan

We have designed a forward plan for the next 3 years which aims to move us away from a reliance on grant funding to a more sustainable approach by growing our traded income.

We aim to:

1. Continue development and delivery of grant-funded workshops through 2026.
2. Have our core trading offer which includes a series of workshops, additional support and toolkits ready for sale by the end of Q1 2027.
3. Increased traded income year-on-year.
4. Secure longer-term funding for annual cohorts of our Community Headspace programme.
5. Develop, test and deliver 2 new traded income streams in 2027.
6. Develop, test and deliver at least 1 new traded income stream in 2028.

Declaration

The Mental Health Community has taken advantage of the small companies' exemption in preparing the report above.

The trustees declare that they have had due regard to the guidance issued by Charity Commission on public benefit and have approved this annual trustees report.

Signed on behalf of the charity's trustees

A handwritten signature in black ink, appearing to be 'Hannah' followed by a large, stylized loop.A handwritten signature in black ink, appearing to be 'Sutton' followed by a long, sweeping horizontal stroke.