

**NATIONAL CENTRE FOR INTEGRATIVE MEDICINE COMMUNITY INTEREST COMPANY
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

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National Centre for Integrative Medicine Community Interest Company
Unaudited Financial Statements
For The Year Ended 31 March 2022

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National Centre for Integrative Medicine Community Interest Company
Company Information
For The Year Ended 31 March 2022

Director Dr Elizabeth Thompson

Company Number 08529099

Registered Office Rodney House
Clifton Down Road
Clifton
Bristol
BS8 4AL

National Centre for Integrative Medicine Community Interest Company
Accountant's Report
For The Year Ended 31 March 2022

In accordance with the engagement letter dated , and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the director in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the director the financial statements that we have been engaged to compile, to report to the director that we have done so, and to state those matters that we have agreed to state to them in this 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 Company and the Company's director for our work or for this report.

You have acknowledged on the balance sheet as at year ended 31 March 2022 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

Signed

NRL Finance Ltd

14/09/2022

National Centre for Integrative Medicine Community Interest Company
Income and Expenditure Account
For The Year Ended 31 March 2022

	2022	2021
	£	£
TURNOVER	315,339	292,010
Other income	112	56
Cost of raw materials and consumables	(57,479)	(46,943)
Staff costs	(173,587)	(136,863)
Other charges	(91,704)	(97,962)
	<hr/>	<hr/>
(DEFICIT)/SURPLUS BEFORE TAXATION	(7,319)	10,298
Tax	-	(1,957)
	<hr/>	<hr/>
NET (DEFICIT)/SURPLUS	<u>(7,319)</u>	<u>8,341</u>

National Centre for Integrative Medicine Community Interest Company
Balance Sheet
As at 31 March 2022

	2022	2021
	£	£
Current assets	209,821	214,026
Prepayments and accrued income	25,716	7,139
Creditors: Amounts Falling Due Within One Year	(125,143)	(100,886)
NET CURRENT ASSETS	110,394	120,279
TOTAL ASSETS LESS CURRENT LIABILITIES	110,394	120,279
Creditors: Amounts Falling After More Than One Year	(100,000)	(100,000)
Accruals and deferred income	(5,246)	(7,810)
NET ASSETS	5,148	12,469
RESERVES	5,148	12,469

Notes

1. Average Number of Employees

Average number of employees, including directors, during the year was: 8 (2021: 5)

2. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

National Centre for Integrative Medicine Community Interest Company
Balance Sheet (continued)
As at 31 March 2022

3. General Information

National Centre for Integrative Medicine Community Interest Company is a private company, limited by guarantee, incorporated in England & Wales, registered number 08529099. The registered office is Rodney House, Clifton Down Road, Clifton, Bristol, BS8 4AL.

Directors:

The directors who held office during the year were as follows:

Dr Elizabeth Anita Thompson
Rosalind Jane Eaton
Ann Patricia Turton
Christina Shewell
David Andrew Rooke (resigned 6 July 2022)
Helen Jane Cooke
Marion Elizabeth Reid
Dr Duncan Still
James Ellery Pike
Dr Marion Ruth Steiner

Director's Remuneration:

Director's Remuneration was paid as follows over the accounting period:

Dr Elizabeth Anita Thompson: £54,999.96

Dr Duncan Still £11,418.75

Long-term liabilities:

A business support loan £100,000 was received during the accounting period 2019-20. The lender is WCS Nominees Ltd. The Fund Administrators are Resonance Impact Investment Ltd. Purpose. The loan provides working capital to support NCIM to scale both educational and clinical offers by bringing in additional people and deliver a strong marketing agenda. The loan term is 6 years (during initial 3 year loan period interest only repayable and during subsequent 3 year loan period, interest and capital will be repaid).

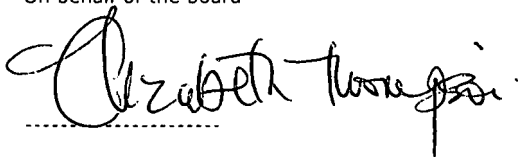
For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The member has not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The director acknowledges her responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the micro-entity provisions.

On behalf of the board



Dr Elizabeth Thompson

Director

01/09/2022

National Centre for Integrative Medicine Community Interest Company
Detailed Income and Expenditure Account
For The Year Ended 31 March 2022

	2022		2021	
	£	£	£	£
TURNOVER				
Clinical Sales	63,381		53,119	
Education student fees	195,624		113,986	
Grants and Donations (NCIM Central)	4,798		66,422	
Provision of Education services	-		21,042	
Provision of Health and Wellbeing services	7,345		4,172	
Education Bursaries	-		875	
Membership Fees	9,853		3,601	
Grants and Donations (Clinical Services)	14,972		13,526	
Grants and Donations (Education services)	19,366		15,267	
		315,339		292,010
OTHER INCOME				
Other operating income	40		-	
Interest receivable and similar income	72		56	
		112		56
		315,451		292,066
COST OF RAW MATERIALS AND CONSUMABLES				
Education service tutor fees	22,155		18,509	
Education service Venue Hire	-		275	
Purchases Direct Costs other	16,612		800	
Education Programme Admin	6,337		18,441	
Education Service IMS Course Development	3,850		5,350	
Therapist Practitioner Fees	8,525		3,568	
		(57,479)		(46,943)
STAFF COSTS				
<i>Cost of sales:</i>				
Salary & Contractors costs - Education	66,913		-	
Salaries costs - Clinical	56,336		73,618	
	123,249		73,618	
<i>Administration:</i>				
Salaries	45,332		60,808	
Medical Insurance	4,689		2,090	
Staff entertaining	181		-	
Travel and subsistence expenses (UK)	136		347	
	50,338		63,245	
		(173,587)		(136,863)
OTHER CHARGES				
<i>Other direct costs:</i>				
Direct Expenses	-		7,849	

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National Centre for Integrative Medicine Community Interest Company
Detailed Income and Expenditure Account (continued)
For The Year Ended 31 March 2022

Premises expenses:

Rent	23,862	18,120
Venue Hire (Education Services)	335	-
Venue Hire (Clinical Services)	1,583	-
	<u>25,780</u>	<u>18,120</u>

General administration costs:

Computer software, consumables and maintenance	11,644	14,043
Insurance	3,212	2,912
Printing, postage and stationery	381	245
Postage	24	99
IT/Marketing - Education	2,529	-
IT/Marketing Clinical	20,435	22,016
Telecommunications and data costs	1,656	1,515
Bookkeeping, Finance and Accountancy fees	14,141	16,248
Legal fees	-	1,861
Professional fees	1,166	3,736
Subscriptions	125	191
Sundry expenses	1,844	564
	<u>57,157</u>	<u>63,430</u>

Interest payable and similar charges:

Resonance Loan interest payable	7,000	7,000
Bank charges	1,767	1,563
	<u>8,767</u>	<u>8,563</u>

(91,704)	(97,962)
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(DEFICIT)/SURPLUS BEFORE TAXATION

(7,319)	10,298
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Tax on (Deficit)/surplus

Corporation tax charge	-	1,957
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-	(1,957)
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NET (DEFICIT)/SURPLUS

(7,319)	8,341
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National Centre for
Integrative Medicine
Social Impact Statement 2021



Transforming the Future of Healthcare



The Future of Medicine – Transforming Healthcare

Since writing our last impact report, the world has faced an unprecedented challenge, with the global pandemic putting pressure not just on our healthcare system but on each individual's physical, mental and emotional wellbeing. We feel that now, more than ever, Integrative Medicine has a vital role to play in supporting the health and wellbeing of our communities (locally, nationally, internationally).

Our mission is to transform the future of healthcare with an empowered model of wellness that puts the patient at the centre of their care. Our vision is to create a shift towards a model of wellness and a whole-person approach to healthcare that focuses on building resilience and promoting self-care by offering a range of 1:1 and group services, as well as training healthcare professionals to inspire and grow a network of Integrative Medicine (IM) Practitioners, both nationally and internationally, who share this vision.

At the heart of our services is a drive to offer as many low-cost and free to access services as possible, which includes our 1:1 consultations and group offerings, through our fundraising activities and reinvestment of surplus as a not-for-profit Community Interest Company.

"Integrative Medicine is the intelligent combination of the best of conventional, lifestyle and holistic approaches to build resilience and improve health and wellbeing. It is rooted in evidence-based medicine."

Our purpose includes:

- Creating accessible holistic services for everyone, regardless of where they live or whether they can afford them
- Placing the patient at the centre of their care
- Building resilience
- Promoting self-care
- Training a wide range of healthcare professional to create a network of IM practitioners who deliver IM services alongside mainstream healthcare as well as privately

Social Impact and Integrative Medicine - Emerging from the Pandemic and Looking Positively Towards the Future

Some research projects suggest that by 2030/31 up to an extra 488,000 health care staff could be needed to manage demand on services and to support the recovery of the pandemic. A 40% increase in workforce and that is without touching on the increased demand on social care.¹ Not only are frontline healthcare staff having to deal with the effect of the pandemic on their own health and resilience, but according to a report by the British Medical Journal², 4.7 million people were waiting to begin treatment at the end of February 2021 – the highest number since records began in 2007.

Research by our local Bristol Health and Wellbeing Board³ looked at the impact the pandemic has had on health inequalities, showing that:

¹ <https://www.health.org.uk/news-and-comment/charts-and-infographics/how-much-does-the-nhs-and-social-care-workforce-need-to-grow>

² <https://www.bmj.com/content/373/bmj.n995.full>

³ <https://democracy.bristol.gov.uk/documents/s51483/Bristol%20HWB%20-%20COVID-19%20and%20health%20inequalities%20v1.0.pdf>

- people living in more deprived areas have higher diagnosis and death rates compared to less deprived areas
- risk of hospitalisation and death is greater in older people, men, people on low-incomes and BAME communities
- other risk factors include poor housing, not being able to work from home, unstable work conditions and incomes, stress
- also comorbidities such as high blood pressure, diabetes, obesity and underlying heart or lung conditions
- and there has been a significant effect on mental as well as physical health

The King Fund report "Tackling Poverty: Making more of the NHS in England"⁴ also highlighted the following about the impact of poverty and access to and experience of health:

"For some core conditions we know that the NHS can do better, particularly in terms of its support for families at risk of or experiencing child poverty, those with mental health problems and those with long-term conditions – often the same people. This has implications for these people's presence in the workforce, where economic inactivity is a significant risk for poverty."

Alongside these health inequalities, we are also aware that a spotlight has been shone on stress and the effect of the pandemic on our mental health, across all age groups, with authors of a recent Lancet study⁵ estimating that the cases of depression rose by 53million globally, 28% above pre-pandemic levels and that cases of anxiety increased by 76million, reflecting a 26% rise.

There is also the consideration that antibiotics, which have been one of our best defences to fight infection, are becoming less effective due to overprescribing, which has been described by the World Health Organisation as "one of the biggest global threats to human health".

⁴ <https://www.kingsfund.org.uk/publications/articles/tackling-poverty>

⁵ <https://www.thelancet.com/journals/lancet/article/PIIS0140-6736%2821%2902143-7/fulltext>

NCIM believes that Integrative Medicine has a vital role to play in addressing the issues raised, because it takes a whole-person approach which draws on the best of conventional, lifestyle and holistic approaches like nutrition, mindfulness, nature connection, sleep management, stress management, movement, herbal medicine, acupuncture and more. By offering both online and in person services, some of them free at the point of access, we hope to support the recovery of the pandemic and lessen the burden on our healthcare system.

Our aims mentioned so far include:

- Supporting the management of long-term health conditions
- Reducing health inequalities
- Removing barriers to access (going out into communities, listening to needs of the local communities and building courses around this)
- Creating sustainable change
- Training healthcare professionals in an IM model that includes boosting their personal resilience and practicing self-care
- Evaluating our services to show measurable impact as well as sharing case studies
- Building partnerships to create lasting impact
- Reducing the burden on our healthcare system using an IM model
- Received and also the expansion of the clinical team to three doctors that are able to prescribe ISCADOR

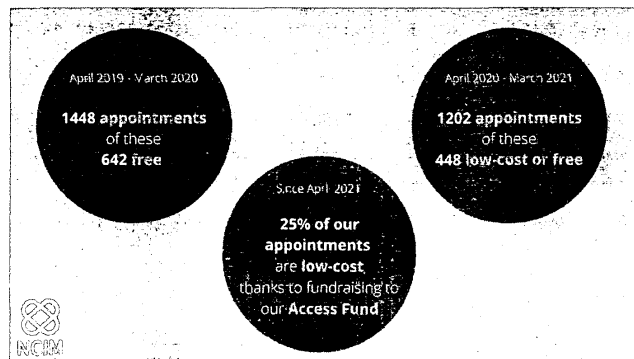




What Have We Done So Far?

- Since the first lockdown, NCIM has continued running its clinical services, moving all consultations online
- Face-to-face courses were also moved online although it took longer for these to be launched – all grant providers were very supportive (Macmillan Cancer Support, Heart Research UK and Subway, Earthsong, Social Enterprise Support Fund)
- Although the funding for free Medical Homeopathy appointments ceased in April 2020 we have used our Access Fund to provide both low-cost Medical Homeopathy and Holistic Doctor appointments in April 2019 - March 2020, with a total of 1448 booked appointments, of which 642 were free at the point of access for the patient 613 of these for Medical Homeopathy), in April 2020 - March 2021 a total of 1202 booked appointments, with 448 low-cost appointments offered (funding for free to access was coming to an end in April 2020, 385 of these are for Medical Homeopathy). In this financial year so far 25% of our booked appointments are low-cost
- We also continue to offer our full-cost Holistic Doctor and Pharmacist as well as Medical Homeopathy service to those people who do not qualify for the low-cost service. Discounts are offered for the over 65s. These services are available both online and face-to-face
- We have grown our clinical team with a new Nutrition for Wellbeing Lead, and expanded the Holistic Doctor services to include Functional Medicine, with both team members being able to offer a range of testing options, which is new for NCIM, and have been joined by a Holistic Pharmacist
- We are also expanding our Integrative Oncology services by offering injected Mistletoe Therapy (ISCADOR) alongside the oral Mistletoe Therapy we already offer. This is in response to the number of enquiries

- Continued offering our private homeopathy service to those people who could not get NHS funding or qualify for the low-cost service. Discounts are offered for the over 65s
- Following the first lockdown, in order to support our local and wider communities we started offering free monthly online Holistic Doctor Webinars, covering a wide range of health conditions, with different members of our clinical team, including topics such as Mental Health and Nutrition, Boosting Resilience, Brain Health, Sleep, Gut Health, Fibromyalgia and more. Our aim was not just to raise awareness of Integrative Medicine but to empower existing patients and members of the public to feel there are integrative approaches out there that they can access easily to support their own health and wellbeing, including practical top tips about breathing techniques, nature connection, movement, nutrition, sleep hygiene and more



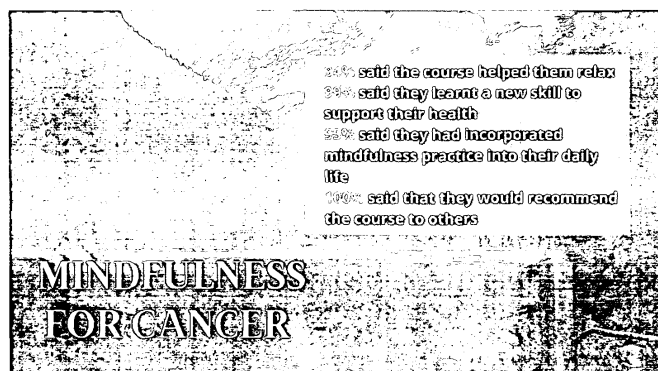
- From April 2021, as we started moving out of the third lockdown, following discussions with stakeholders, we launched the Wellbeing Hub with support from the Friends of NCIM Action Group – a low-cost annual membership site for £25 or £12.50, which allows continued free attendance for the Holistic Doctor webinar series, catching up on old recordings and further access to health and wellbeing resources. Monies raised from the membership allows NCIM to fundraise for the Access Fund, allowing us to continue to offer low-cost services
- We also launched another membership option for healthcare professionals who are passionate about a transformation in healthcare – the NCIM Integrative Health and Scientific Network. Membership benefits include discounts to training days like the Integrative Healthcare Forums and Masterclasses. Full-time Undergraduate students can get free student memberships!
- The Friends of NCIM also launched a Fundraising Wellbeing Programme which included a trip to the Bristol Botanical Gardens and a Foraging session in Leigh Woods with members of our clinical team – monies raised went straight into the Access Fund for low-cost appointments (new events will be planned for the new year)
- Our face-to-face Mindfulness for Cancer courses were launched online with the support of Penny Brohn UK and Macmillan Cancer Support. Feedback included

"I feel more able to check in with myself and alter what is going on for me, if need be, using one of the techniques, especially using the breath more helpfully. I would certainly recommend this course to anyone with cancer who feels generally unsure of their future or overwhelmed by events."
(Patient, online course)

In total we delivered 10 courses, 5 in person and 5 online, with a total of 104 attendees, with 88 patients and 16 supporters. Clients self-reported many health and wellbeing improvements after the course, particularly relaxation, learning a new skill to support their health and coping better in daily life. After the course, the severity of clients' cancer related concerns reduced and their wellbeing improved across both validated wellbeing measures. Many clients experienced unexpected benefits,

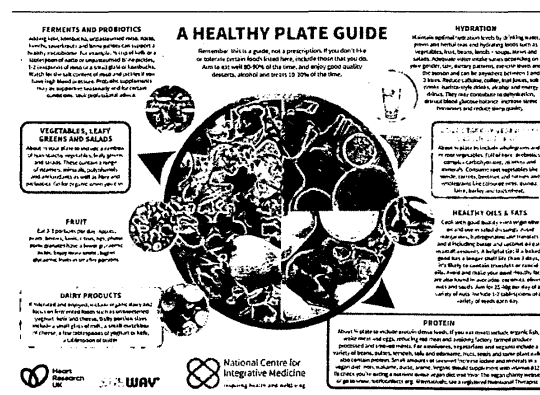
particularly an increased awareness of themselves, their environment and nature, as well as improved relationships and feeling calmer. The final report showed that 92% of the participants said the course had helped them cope better in their daily life. 79% had a clinically significant improvement in their main concern after the course and 54% had a clinically significant improvement in their wellbeing (results from MYCaW tool). The final report also showed that:

- 94% said the course helped them relax
 - 99% said they learnt a new skill to support their health
 - 95% said they had incorporated mindfulness practice into their daily life
 - 100% said that they would recommend the course to others
- Macmillan Cancer Support also approved the repurposing of the remaining grant from monies saved on room hire etc, to offer a further 4 online Mindfulness for Cancer courses as well as a course of follow-up sessions to offer participants ongoing support and embed their mindfulness practices. These courses are currently running until the end of March 2022.



- With the support of Heart Research UK we restarted the free to access Food for a Healthy Heart courses across different areas of Bristol, including Southmead and Knowle West, working closely with the Social Prescribing teams and listening to what the communities needed, which meant one of the courses was mostly delivered online and the other in person. There were some restrictions due to Covid, like the reduced group numbers as we needed to respect social distancing rules. The final course was run in Cheddar with a Men's Shed group, which also proved incredibly popular. The healthy eating programme combined coaching techniques to encourage change, the latest nutritional research to support cardiovascular health and cooking demonstrations to show people how to make simple, healthy meals. Feedback from participants included that they were sleeping better, had more energy and enjoyed learning how to cook. Some of the participants lost 4 – 12 pounds without dieting but swapping their food groups and cooking habits
- Together with Heart Research UK and Subway we were also able to re-design our Food Pyramid, create a Healthy Plate guide and Diversity Challenge Table (to inspire your shopping list), which we shared with course participants, and we are able to share as free resources going forward
- The free to access Food for Mood course (in response to the high suicide rates in students) supported by Earthsong (one of the Founders of Pukka, Sebastian Pole) moved online. It was delivered as a 6-week course due to the Covid restrictions, with cooking demos and access to Food vouchers for the University of Bristol students. Feedback from the University included that 'The online cook-a-long in your own home were our most interactive online events, and the sign-ups were consistently good from the 2nd session'. Feedback from students included:
 - "I get to eat healthy while learning new recipes for free"
 - "This was an inspiring session and helped me cook healthier food"
 - "High quality sessions. The tutor is very friendly and assertive with all of us"
 - "Interesting to hear how foods like sweet potato can help our mental health"

- Thanks to the Social Enterprise Support Fund and the National Lottery 2021, we have been working with Bristol Black Carers to re-design their eat-well guide to create a new version called 'The Eat-Well Guide: An Evidence-Based Guide to Healthy Eating, The Caribbean meets the Mediterranean' – a 30-page booklet packed full of nutritional information, looking at simple food swaps, how to include a variety of food groups at mealtimes, what are the nutritional targets, as well as looking at mindset and of course recipes to cover breakfast lunch and dinner
- We have also been awarded a St Monica's Trust 'Mental Health and Older People's Fund 2021', with the aim to empower older people, promoting security and independence, wellbeing and spirituality by offering a wide range of courses including Food for Mood, Movement, Nature-Connection, Sleep, Voice for Wellbeing and more (will be driven by need / feedback from individual communities), which is presently in the planning phase but will be rolled out in the Spring of 2022
- In February 2022 we are also launching a 6-week Sleep Programme, which is a new course for NCIM but fits in with our vision for whole-person health and underlines the importance of sleep in our overall sense of wellbeing – we will be offering at least two free places to increase access to integrative healthcare



- We released our first free to download eBook looking at Integrative Approaches to Brain Health - why and how looking after your brain health can help reduce stress and overwhelm, reduce the risk of dementia and keep you happy and healthy into the future – 29 pages packed full of top tips
- On the Education side, our Master's level 7 Diploma in Integrative Healthcare is now Ofqual registered and was also moved online, together with the Integrative Healthcare Forums. The 3-day Intensive teaching days that were run in person are now live, online. What has been exciting is the growth in international students and being able to invite international speakers, allowing us to grow our IM community globally
- We have also broadened the entry requirements for the Diploma, welcoming CAM practitioners who are passionate about working within an integrative healthcare model
- The NCIM Education team are also planning to launch a Master's in Integrative Healthcare which would mean working towards 180 credits and a further year of study
- We are grateful to Weleda UK and the William Kadleigh Fund who offer our learners bursaries to support their studies, thereby supporting our vision to grow a network of IM practitioners across the UK and beyond
- IM Bitesize courses are also under development, working with the Health and Wellbeing Trust and other partners to offer healthcare professionals a wider range of training choices
- We continue to offer Student Choice Placements (SCPs, formerly known as SSCs, Student Study Components) to University of Bristol Medical Undergraduates. This year we offered a further 3-week SCP in Nature Health and Resilience, highlighting the importance of green care and nature connection for our health and wellbeing

Our services and education programme continue to grow. The online delivery has meant growth in our learner numbers, across all education programmes, with the Masterclasses and Summer School attracting over 150 attendees overall, including participants from Poland, Holland, Hungary, South Africa and Brazil. The Diploma has included learners from Spain, Portugal, Germany, Switzerland, Kenya, Lebanon and Canada!

Longer term our vision includes the development of a 'fit for purpose' building close to public transport that would offer people a place of sanctuary, good food, clinical advice and a range of holistic services to inspire health and wellbeing and support local and wider communities to manage long-term conditions and to live well, through both online and in person 1:1 consultations and group work. Of course, with the mission to offer as many low cost and free to access consultations and courses as possible.

Part of our vision of 2022 is also to work on evaluation and measuring impact of our whole range of services, to show how integrative healthcare positively affects people's health and wellbeing.

Some of our recent patient feedback includes:

"My experience has been excellent, on all levels which has resulted in an improvement or stabilisation of some of my chronic diseases."

"Extremely valuable service, efficiently run with courtesy."

"The whole service has been exemplary. All the staff have been kind and supportive enabling appointments to be scheduled easily. The online appointments have been superb and not lacked anything for me not being face to face. Post appointment information has been excellent."



How Will We Continue to Inspire Health and Wellbeing?

We will deliver the transformation in healthcare by (please refer to Annex A for the full description of our services):

- Ensuring affordable access to integrative healthcare by raising charitable funding through grant applications
- Fundraising into the Access Fund through a Wellbeing Programme, Holistic Doctor webinar series and Wellbeing Hub membership to allow the ongoing provision of low-cost appointments
- Building partnerships to drive the vision for change in healthcare to a model of whole-person care
- Grow the clinical team to offer more choice to patients
- Offer subcutaneous Mistletoe Therapy to meet patient demand and strengthen our Integrative Oncology service
- Expanding our Education programmes to include a Masters in Integrative Healthcare, as well as IM Bitesize courses and complete the development of our online Advanced Homeopathy Training (MFHom). The Foundation course has been offered online for the past two years.
- Launch our post-graduate Diploma training programme, offering CPD in Integrative Medicine as well as building on Leadership skills and supporting practice building, as well as growing the community of IM practitioners
- Becoming more active in research and evaluation, especially of our range of services
- Growing our offerings of online courses and webinars, making sure these are kept affordable
- Continue applying for grants that allow us to work with communities that would benefit from access to integrative healthcare services
- Ensure the courses we offer include elements that offer sustainability (being able to maintain change once the course is completed)
- Focusing on social media to reach members of the public that may not be aware of Integrative Medicine, by offering top tips on health and wellbeing and offering free to access resources that allows them to integrate IM approaches into their everyday life before booking for a consultation or paying for a course

- Create further free-to-download eBooks to help spread the benefit of Integrative Medicine



NCIM's vision for social impact and change is ambitious but we feel we are at a point of growth and have been able to deliver significant impact through our range of services, especially through the challenging time of the pandemic. The grants we have been awarded will allow us to continue reducing health inequalities by delivering services into areas of low income and social deprivation.

Our education services, both on the clinical and academic side, will continue to raise awareness of IM and drive the vision to transform the future of healthcare. By delivering teaching into the Student Choice Placement with Medical Undergraduates we will also be reaching the future medics who are already so passionate about including lifestyle approaches into their training. The future of medicine is an Integrative Medicine model of whole-person care underpinned by evidence-based research, compassionate, individualised, personalised treatment plans delivered by a team of highly qualified IM practitioners that place the patients at the centre of their care. Join our movement for change!



We are grateful to our colleagues, partnership organisations and supporters





ANNEX A - Services Delivered by NCIM

Clinical Services

- **Holistic Doctor and Pharmacist** – Launched in August 2018, the Holistic Doctor service is intended to become a flagship service at the heart of NCIM's clinical services, offering patients an integrated conventional, holistic, and lifestyle approaches to healthcare. Patients can access low-cost appointments.
- **Medical Homeopathy** – Despite the loss of NHS and charitable funding, we have offered patients continuity of care by offering both full-cost and low-cost appointments to existing and new patients.
- **Nutrition for Wellbeing** – Nutritional Therapy combines science and lifestyle recommendations to help achieve optimal health and wellbeing, taking a holistic look at what's going on and suggesting achievable changes to improve health and wellbeing. Patients often choose to see a Holistic Doctor as well as a Nutritionist to support optimal health.
- **Mindfulness for Wellbeing** – there are three strands to this service, the free Mindfulness for Cancer course with optional follow-up sessions for patients and their carers, delivered in collaboration with Penny Brohn UK and Macmillan Cancer Support, Mindfulness 1:1 sessions and a range of fee-paying Mindfulness courses, including Mindfulness for Health and Mindfulness for the Menopause.
- **Acupuncture and TCM for Wellbeing** – one of the longest established forms of healthcare in the world. The focus is on the individual and all symptoms are seen in relation to each other. Many people have acupuncture to relieve specific aches and pains, other people choose acupuncture when they feel out of balance because they find it so relaxing, and their feeling of wellbeing is supported.
- **ISCADOR / Mistletoe Therapy** – Part of an Integrative Oncology approach, supporting patients living with cancer.
- **Craniosacral therapy** – Craniosacral therapy aims to bring balance to the body, promoting greater health and wellbeing. This gentle therapy
 - can be booked regularly or simply as a one-off to move towards a healthier state of body and mind.
- **Food for Wellbeing** – this covers our range of courses which have included:
 - ✓ **3-week course** looking at food for mood, the microbiome and making sustainable changes in our diet to improve our health and wellbeing, with input from our Holistic Doctor team, making a take-home treat as well as cooking and sharing a meal together. People can come for one-off sessions to make it more affordable.
 - ✓ **3/6-week Food for Mood** course delivered to University of Bristol Undergraduate students, initially in person and then online.
 - ✓ **6-week Food for a Healthy Heart** course delivered in Lawrence Weston, Southmead, Knowle West and Cheddar (Men's Shed) thanks to a grant from Heart Research UK and Subway.
- **Holistic Doctor webinar series** Is all about meeting the clinical team and talking about how a range of integrative approaches can support different health conditions, while offering lots of time for interactions and questions.
- **Wellbeing Hub** was set-up at low-cost to offer patients and members of the public with an interest in Integrative Medicine, a resources library including recipes, regular Friends in Touch newsletter, top tips on health and access to past and future webinars for free

Education

- **Diploma in Integrative Healthcare** - now in its fifth year, this is a professional qualification in Integrative Medicine for both statutorily registered healthcare professionals and CAM practitioners. It will enable successful participants to understand the evidence and rationale for Integrative Medicine and to offer an integrative approach to their patients. It is currently the only accredited Diploma available in the UK and Europe.
- **Master's in Integrative Healthcare** will be launched in 2022, with 180 credits, allowing a wider range of healthcare professionals to access further education in Integrative Medicine.
- **Integrative Healthcare Forum** an inspiring day of (online) teaching, covering a range of topics such as Mental Health, Men's Health, Inflammation, Planetary Health and more, with speakers who are experts in their field.
- **IM Bitesize** will be a range of online short courses, tailor-made to cover a range of IM topics, for healthcare professionals who would like access to shorter CPD training opportunities before deciding to study for the 2-year Diploma or 3-year Master's.
- **Faculty of Homeopathy accredited Foundation (PHCE) and Advanced (MFHom) Homeopathy Training for statutorily registered healthcare professionals** - we have over 20 years' experience of offering this professional qualification to healthcare professionals. These courses have now been launched online, with
 - regular live tutorials, and include specific training for veterinarians, dentists and pharmacists.
- **Masterclass series** - now launched online since the Covid-19 pandemic, our masterclass series offers high quality homeopathic education with world-renowned teachers, covering a wide range of topics to support the Continued Professional Development of Medical and Professional Homeopaths, as well as students.
- **Summer School** is a 3-day (online) Masterclass with international teacher Dr Annette Sneeveliet.
- **SCP (Student Choice Placement) in Integrative Medicine** is delivered to University of Bristol undergraduate medical students supporting an understanding of Integrative Medicine and how it can enhance their medical practice.
- **SCP (Student Choice Placement) in Optimum Health in Later Life** is delivered to University of Bristol University undergraduate medical students supporting an understanding of holistic health for the over 55's.
- **SCP (Student Choice Placement) in Nature Health and Resilience** is a new 3-week SCP exploring the value of green care and its connection to our health and wellbeing
- **NCIM Integrative Health and Scientific Network** is for healthcare professionals with an interest in joining a community of like-minded professionals, researchers, students and change-makers in the field of integrative healthcare. Membership also offers free access to the Holistic Doctor webinar series and discounts to teaching events.

Our Education Programmes are supported by

Crossfields Institute
Qualifications | Education | Development

COLLEGE OF MEDICINE
AND INTEGRATED HEALTH

WELEDA
Since 1921



Faculty of
Homeopathy



Health-e-Learning
The Health and Wellbeing Trust

William Kadirgh Memorial Fund

CIC 34

Community Interest Company Report

For official use
(Please leave blank)

*Please
complete in
typescript, or
in bold black
capitals.*

**Company Name in
full**

National Centre for Integrative Medicine Community
Interest Company

Company Number

08529099

Year Ending

31 March 2022

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a fair and accurate description of how they have benefited the community, or section of the community, which the company is intended to serve.

The National Centre for Integrative Medicine (NCIM) is an accredited teaching centre, which has pioneered a two-year Diploma in Integrative Healthcare, accredited by Crossfields Institute and supported by the College of Medicine. NCIM also offers a wide range of wellbeing services and courses, including Holistic Doctor and Pharmacist, Acupuncture and Nutrition for Wellbeing. NCIM's goal is to support the transformation of healthcare, within a whole-person model of wellbeing that combines the best of conventional, lifestyle and holistic approaches.

There are no shareholders and we do not pay out dividends to our Members. Any surplus money is reinvested into the development of integrative healthcare services, Education Programme development and our staff.

NCIM has been active since 2014.

(If applicable, please just state "A social audit report covering these points is attached").

(Please continue on separate continuation sheet if necessary.)

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

Consultation with GPs and other healthcare professionals has been ongoing since formation of NCIM. We also work closely with Social Prescribers/Link Workers in different communities throughout Bristol, including Southmead, Knowle West and Lawrence Hill.

The Friends of NCIM Action Group, a group of volunteers, continue to meet, they represent patient and community interests in Integrative Medicine and are fully involved and engaged with any developments for NCIM. They have continued a Fundraising Programme, raising funds for our Access Fund which allows patients to access low-cost appointments.

Consultation with the wider community who can benefit from NCIM services has been ongoing through the provision of Clinical and Education services, both in person and online, which includes the creation of the Society for Integrative Healthcare membership, delivery of monthly webinars, and community outreach programmes.

(If applicable, please just state "A social audit report covering these points is attached").

PART 3 – DIRECTORS' REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, "There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director's loss of office, which require to be disclosed" (See example with full notes). If no remuneration was received you must state that "no remuneration was received" below.

Full details of all Directors in post and remuneration paid is included in the Notes to the Balance Sheet to the accounts.

There were no other transactions or arrangements in connection with the remuneration of Directors, or compensation for Director's loss of office, which require to be disclosed.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that "no transfer of assets other than for full consideration has been made" below.

NCIM held no assets during 2021-22 financial year.

No transfer of assets other than for full consideration has been made.

(Please continue on separate continuation sheet if necessary.)

(N.B. Please enclose a cheque for £15 payable to Companies House)

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed



Date

01.09.2022

Office held (tick as appropriate) ☒ Director ☐ Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Dr Elizabeth Thompson	
Chief Executive and Holistic Doctor	
elizabeth.thompson@ncim.org.uk	
Telephone	0117 370 1875
DX Number	DX Exchange

When you have completed and signed the form, please send it to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38
Linenhall Street, Belfast, BT2 8BG