



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## Trustees' Annual Report for the period

From 1<sup>st</sup> November 2021

To 31<sup>st</sup> Oct 2022

Charity name: Jonathan's Voice

Charity registration number: 1180424

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>Increasing the understanding and awareness of suicide risk, particularly in young professional people, with a view to reducing stigma and empowering individuals to speak about mental health by educating companies and individuals through the organisation of workshops and use of training and education materials.</p> <p>Educating organisations, in the professional environment, for the purpose of encouraging them to create the right support structures, policies and practice to support employees with mental health and well-being by providing workshops which inform them of the risk of suicide and of the need for such mental health initiatives.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>This report relates to the fourth year of operation of the Charity which was established in 2018 following the tragic suicide of Jonathan McCartney at the age of 35. In the past year the charity has continued to adapt its activities with the re-opening of workplaces and more varied working patterns following the Covid-19 pandemic. Many more events are now taking place in-person than in the previous year but the charity continues to employ the now well-established web and video conferencing tools as well as hybrid-meetings. For the public benefit, the main activities that the charity undertook during the past year were as follows:</p> <ul style="list-style-type: none"><li>• Raising awareness of mental health and wellbeing with individual firms, organisations and workplaces by providing in-person and video conference based talks.</li><li>• Raising awareness of mental health and wellbeing with the chartered institutes for the intellectual property profession, by providing talks, presentations and exhibitor stands at their professional conferences and training events</li><li>• Spreading good practice in the workplace on mental health support and suicide prevention by researching, collating, producing and</li></ul>

		<p>disseminating resources that are made widely available and free of charge</p> <ul style="list-style-type: none"> <li>Addressing the specific mental health challenges of early career professionals by delivering talks at induction events for trainees and new students on professional postgraduate courses and specifically for postgraduate researchers in science, technology, engineering and mathematics.</li> <li>Supporting research at the Suicidal Behaviour Research Laboratory, University of Glasgow into the cultural and social factors that put men at risk of suicidal despair, and the factors that can aid men to recover a meaningful life.</li> <li>Increasing community engagement about mental health and wellbeing through talks and events involving community organisations. Articles have been published in professional journals and podcasts produced.</li> </ul> <p>Increasing awareness of mental wellbeing and suicide prevention in the wider community by further developing effective communications via our website (<a href="http://www.jonathansvoice.org.uk">www.jonathansvoice.org.uk</a>) our Twitter account (@jonathans_voice) and our presence on LinkedIn (<a href="https://www.linkedin.com/company/jonathan-s-voice/">https://www.linkedin.com/company/jonathan-s-voice/</a>) and on Facebook. <a href="https://www.facebook.com/jonathansvoice/">https://www.facebook.com/jonathansvoice/</a></p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees confirm that they have adhered to the statutory requirements issued by the Charity Commission relating to charitable trusts and their public benefit responsibilities. They further confirm that all current and planned activities of Jonathan's Voice are aligned with these requirements and with the Trust Deed of Jonathan's Voice.

#### **Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	
Other		

## Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p><b>Introduction</b></p> <p>In 2021-2022 Jonathan's Voice has continued to open up the conversation about mental health in the workplace and to provide resources to organisations and individuals in order to support good mental health. We aim to make a positive impact by working in partnership with businesses, educational institutions and other groups to develop a mentally healthy environment where all may thrive. We provide all training activities and materials free at the point of delivery.</p> <p><b>Improving mental health in workplaces – publications, talks and related activities</b></p> <p>Mental health awareness appears to have reached a turning point over the past few years with people in the public eye being prepared to talk more openly about their mental health challenges. Whilst these stories help break down stigma and may encourage people to seek support, it is clear that in many workplaces stigma remains and many organizations fail to give mental wellbeing sufficient priority.</p> <p>Our main goal over the year was to provide high-quality talks and webinars, supported by evidence-based resources. These talks and webinars are designed to help individuals to better look after their mental health and wellbeing and to equip organizations to provide the necessary support structures. The resources are available to download free of charge from our website and from the Mental Health at Work where all material is curated by MIND  <a href="https://www.mentalhealthatwork.org.uk/?s=jonathan%27s+voice">https://www.mentalhealthatwork.org.uk/?s=jonathan%27s+voice</a></p> <p>We have expanded our training and consultation offer. The details of which are on our website.  <a href="https://jonathansvoice.org.uk/training-consultancy">https://jonathansvoice.org.uk/training-consultancy</a> Approaches come from reading the website, recommendations, hearing about the work or a previous engagement. The training is intended to be bespoke and before a talk is provided the mental health consultant for Jonathan's Voice will discuss with the organisation what they wish to see as the impact of the training. This results in positive feedback</p> <p><i>"Best webinar I have watched in ages ..... this webinar honestly made me feel its ok to not be ok,. We need more webinars like this" "The session generated lots of conversation which is great".</i></p> <p>During the year, Jonathan's Voice became increasingly well known for the quality of its talks and presentations. One of the charity's key objects is early career professionals. The group of patent attorneys in training conducted a survey of mental health and wellbeing. It found that</p> <p><i>"100% of respondents were aware of IP Inclusive and Jonathan's Voice. 50% of them have accessed the resources available and the majority of the rest were aware of the</i></p>

		<p><i>resources available but hadn't felt the need to use them yet"</i></p> <p>One of the webinars that was delivered to this group was shared by JDD, a recognised IP training provider, indicating the high quality of the material and having a wider impact.</p> <p>The professional organisations for those who work in Intellectual Property (IP), Chartered Institute of Patent Attorneys (CIPA) and CITMA (Chartered Institute of Trade Mark Attorneys) recognize the quality and importance of the work Jonathan's Voice does. This is reflected in invitations to conferences, either to make a presentation and/or have an exhibitor's stand. IP (Intellectual Property) Inclusive recognizes Jonathan's Voice as the mental health arm of the organization and calls upon us to share in or to deliver webinars which have average audiences of approximately 55. Our webinars are delivered by very experienced and well qualified trainers. Such is their impact that they are invited to return for other webinars.</p> <p>Over the course of the year, the charity has delivered 18 talks or webinars, including to organizations in Australia and the Netherlands. Although the primary focus of our work is with the intellectual property profession, the charity responds to other invitations where they meet our objects. These have come from Perceptive Education, post graduate researchers at UK Centre for Ecology &amp; Hydrology and Cambridge Law Society, reaching 360 people in these three groups.</p> <p><b>Raising awareness of mental health issues – website, blogs, social media newsletters</b></p> <p>We have had articles about our work and about the importance of mental health and wellbeing in the workplace published in the following: The Law Society Gazette, Managing IP journal and the University and College Counselling Journal. We are very grateful to the editors and journalists for assisting with these publications which enable us to reach a wider audience and increase our impact. We also participated in a podcast, part of a series for software engineers in universities.</p> <p>The charity posts blogs on its website (<a href="http://www.jonathansvoice.org.uk">www.jonathansvoice.org.uk</a>) at a frequency of two to three per month. The content ranges from looking after yourself and looking after other people to information about recent research and reports. Blogs are created specifically for this site and for significant days such as World Mental Health Awareness Day. Blogs that relate to specific dates in the mental health calendar are created in advance and shared with those organisations with whom we work before "the day" so that they can be posted on their websites and extend the readership. The charity tweets about each blog to alert readers and some are posted on LinkedIn. On average, blogs have 600 to 700 reads. Those that presently have the highest number are "Darkness to Hope" (1,098) to mark World Suicide Prevention Day and "Junior Lawyers in the City at risk of burnout" (1,295); these exemplify the variety of the content and the aims of the charity.</p> <p>The impact of the variety of blogs is that they increase knowledge and awareness of mental health issues and provide helpful and well-evidenced information and guidance for individuals and organisations.</p> <p>The website also hosts three (free to download) mental health</p>
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		<p>guides and our quarterly Newsletters which provide updates on the work of the charity. We have made extensive developments to our website in the past year to include a new section giving detailed information on the bespoke training and consultancy we offer that is delivered by accredited and experienced mental health professionals and is provided free at the point of delivery. Approaches have come from individuals and organizations who have read about our work in the newly created training and consultancy pages.</p> <p>Our quarterly newsletters, distributed electronically using the Mailchimp platform, have continued to reach a wide audience which has grown by around 20% over year. We now have over nearly 300 individuals who have asked to receive them and each Newsletter is also made available for free download on our website. During the year we have been pleased to receive several complimentary comments about their content.</p> <p>In the past year, we have refined our social media strategy, ensuring that there is appropriate attention to diversity and inclusion. LinkedIn now has a more specific focus on businesses whilst Twitter and Facebook continue to reach out to a wider public audience and they continue to address issues of mental health and suicide prevention that are of public concern.</p> <p>Our Twitter page has retained its range of followers and now numbers around 450. It had typically 3500 impressions (the number of times users saw the tweet on Twitter) and on average 700 profile visits per month. Our LinkedIn page increased its followers by over 200 bringing the total to 460. We typically received 300 impressions per post</p> <p>We also established a presence on Facebook where engagement has grown steadily.</p> <p><b>Supporting research - Suicidal Behaviour Research Laboratory, University of Glasgow</b></p> <p>In 2021, Jonathan's Voice has continued its support for a research project at the Suicidal Behaviour Research Laboratory (SBRL), University of Glasgow with donation of £6000 in June 2022 and a further donation of £500 in August 2022. The SBRL, led by Professor R O'Connor, President of the International Association for Suicide Prevention, is one of the leading suicide and self-harm research groups internationally. Working in partnership with clinicians, policy-makers and people with lived experience the impact of the research at SBRL is to advance understanding and prevention of suicide. The PhD research project that is part-sponsored by Jonathan's Voice is being undertaken by Ms Susie Bennett. Her research explores male suicide, specifically the cultural and social factors that put men at risk of suicidal despair and the factors that can aid men to recover a meaningful life. During the period of reporting, a 22-point agenda of research priorities across 10 thematic domains was developed. This included 1. Relationships with others, 2. Relationship with self, 3. Relationship with emotions, 4. Mental Health, 5. Suicidal behaviours, 6. Early life experiences, 7. Structural challenges, 8. Cultural challenges, 9. At-risk groups, and 10. Support and recovery. The expectation is that this agenda will help global colleagues to strategically target resources to deepen our understanding of the male suicide crisis, to develop effective interventions, policies, public understanding and ultimately help more men at risk of suicide to access a dignified, meaningful, and purposeful life. This project</p>
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		<p>is continuing into 2023 when Ms Bennett is expected to complete her thesis and publish articles in prestigious academic journals, thus giving confidence to the trustees that the resources that the charity will develop to communicate the findings of the research to those beyond the academic community, particularly men, are soundly based and therefore have a significant and meaningful impact.</p> <p><b>Fundraising</b></p> <p>Jonathan's Voice relies on the generous support it receives from organised funding raising events and donations from individuals and businesses to carry out its charitable activities. There has been a significant increase in corporate donations this year which will allow us to plan a more extensive programme of work going forward. We continue to be most grateful to all those who have donated, raised money and supported the charity over the past 12 months. Fundraising events are an important means of raising awareness with the general public of mental health issues and the stark statistics about suicide. Our JustGiving page (<a href="https://www.justgiving.com/jonathansvoice">https://www.justgiving.com/jonathansvoice</a> ) gives an indication of the breadth of fundraisers and activities such as participation in the Bristol 10K and a sponsored workout on World Suicide Prevention Day amongst many other individual donations. The Jonathan's Voice JustGiving page provides an opportunity for the organizer to write about the charity, mental health and their reason for promoting the event, thus bringing peoples' attention to mental health and suicide in a very personal and impactful way.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>Total receipts for the period 01/11/21 to 31/10/22 were £96,817 and total payments were £46,006. 96% of our expenditure was on our charitable activities. At 31/10/2022 the charity had reserves and cash in the bank of £134,947. All income received in the period was unrestricted.</p> <p>This is a very positive position for the charity to be in and provides the opportunity to continue to scale up our charitable activities in the 2022-2023 charity year.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The Trustees aim to retain free reserves at a level sufficient to cover 3 months of expenditure. This will enable the charity to protect the continuity of its core activities during any periods of reduced income. The level of reserves required is therefore £15,000 and the charity currently holds free reserves in excess of this
Amount of reserves held	Para 1.22	As at 31/10/2022 the charity had reserves of £134,947.
Reasons for holding zero reserves	Para 1.22	n/a – the charity has reserves.
Details of fund materially in deficit	Para 1.24	n/a - there are no funds in deficit.
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	There are no uncertainties about the charity's ability to continue as a going concern. The charity incurs a low level of day-to-day costs and has sufficient funds to continue to operate for at least the next 12 months.

## Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The income received is from voluntary donations, from both individuals and corporate entities or charitable foundations. The income from individuals includes direct donations and fundraising carried out through participation in sponsored events of various kinds.
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	Charitable work through face-to-face as opposed to by webinar meetings and workshops has continued to increase during the 2021-2022 year. We are now planning for most talks and workshops in the foreseeable future to operate on a hybrid basis with in person attendees and also participants who join via video conferencing tools. However, we have

		sufficient funds available to cover the additional costs for our consultants to travel to in-person training events and workshops.
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Jonathan's Voice has a Trust Deed as its governing document.
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	The charity is constituted as a Charitable Trust (Unincorporated Charity) with a Trust Deed dated 18 <sup>th</sup> October 2018 and entered onto the Charity Commission Register on 24 <sup>th</sup> October 2018 with the number 1180424
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	There must be at least 5 trustees. Apart from the first trustees, every trustee must be appointed for a term of three years by a resolution of the existing trustees. Any eligible trustee may be re-appointed.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		



## Reference and Administrative details

Charity name	Jonathan's Voice
Other name the charity uses	None
Registered charity number	1180424
Charity's principal address	26 Holyoake Road, Oxford, OX3 8AE

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	David Graham McCartney			
2	Valerie June McCartney			
3	David Edward McCartney	Chair		
4	Helen Clare Rimington		1/11/21 to 30/09/2022	
5	Eleanor Lesley McCartney	Secretary		
6	David Cox			
7	Paul Meller		05/02/2022 to continuing	
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Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

### Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	None
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Mental health consultant	Ms Penelope Aspinall	21 Forrest Avenue, Huddersfield, HD1 4PL
Mental health adviser	Dr Katie Behrens	Longmeadow, Vernham Dean, Hampshire, SP11 0JY
Mental health adviser	Ms Barbara Lawton	23 Ravenscliffe Road, Calverley, Leeds LS28 5RZ
Mental health adviser	Mr Mark Fudge	48, Ravenscliffe Road, Kidsgrove, Staffordshire, ST7 4HX

**Name of chief executive or names of senior staff members (Optional information)**

**Exemptions from disclosure**

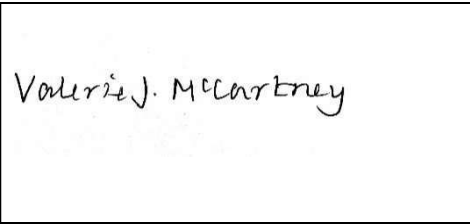
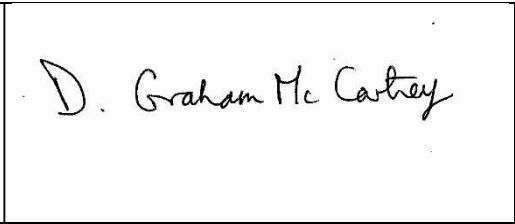
Reason for non-disclosure of key personnel details

**Other optional information**

## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Valerie June McCartney	David Graham McCartney
Position (eg Secretary, Chair, etc)	Trustee	Trustee

Date	6 <sup>th</sup> June 2023
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**Independent examiner's report to the trustees of  
Jonathan's Voice  
for the year ended 31 October 2022**

I report to the trustees on my examination of the accounts of Jonathan's Voice (the charity) for the year ended 31 October 2022.

**Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

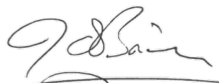
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed  Date 22/06/2023  
John O'Brien MSc, FAIA, FCCA, FCIE  
Employee of Community Accounting Plus



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Jonathan's Voice

1180424

## Receipts and payments accounts

CC16a

For the period  
from

01-Nov-21

To

31-Oct-22

### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Voluntary receipts: Other	96,317	500	-	96,817	37,789
Other receipts	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	96,317	500	-	96,817	37,789
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	96,317	500	-	96,817	37,789
<b>A3 Payments</b>					
Costs of generating voluntary receipts	574	-	-	574	1,502
Costs of charitable activities	43,589	500	-	44,089	26,389
Governance & support costs	1,343	-	-	1,343	254
	-	-	-	-	-
<b>Sub total</b>	45,506	500	-	46,006	28,145
<b>A4 Asset and investment purchases. (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	45,506	500	-	46,006	28,145
<b>Net of receipts/(payments)</b>	50,811	-	-	50,811	9,644
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	84,136	-	-	84,136	74,492
<b>Cash funds this year end</b>	134,947	-	-	134,947	84,136

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Cash in bank	134,947	-	-
		-	-	-
	<b>Total cash funds</b>	<b>134,947</b>	<b>-</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>	Details	-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
<b>B4 Assets retained for the charity's own use</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
<b>B5 Liabilities</b>	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Trade creditors	Unrestricted	400	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
		D. Graham McCartney	DG McCartney	6th June 2023
		Valerie J. McCartney	VJ McCartney	6th June 2023