



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1st November 2022

To 31st Oct 2023

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>Jonathan's Voice was established in 2018 after Jonathan McCartney tragically took his own life in October 2017 at the age of 35.</p> <p>We provide expert mental health training and resources and support research into a better understanding of suicidal behaviour. We provide training and resources that are free of charge. We undertake the following activities:</p> <ul style="list-style-type: none">• Raising awareness of mental health and wellbeing in workplaces throughout the UK, with a particular focus on the business sector concerned with intellectual property, by researching, collating, producing and disseminating resources and providing in-person and videoconference-based talks.• Raising awareness of mental health and wellbeing with the chartered institutes and related organisations for the intellectual property profession, by providing talks, presentations and exhibitor stands at their professional conferences and training events.• Providing expert training in the workplace to recognise and address mental health issues in individuals, teams and organisations by delivering workshops and training events both in person and online.• Addressing the specific mental health challenges of early career professionals by delivering talks at induction events for trainees and new students on

		<p>professional postgraduate courses and delivering webinars to this group.</p> <ul style="list-style-type: none"> 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. Increasing community engagement and awareness of mental health and wellbeing through: our website (www.jonathansvoice.org.uk), talks to community organisations, podcasts, articles in professional journals, social media communications on LinkedIn (https://www.linkedin.com/company/jonathan-s-voice/) and on X (formerly Twitter) @jonathans_voice. <p>We have established processes to ensure clarity of activity, consistency of delivery, and good governance in all areas of work that we do and support.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>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.</p>

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	
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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

Introduction

In 2022-2023 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 principally in partnership with businesses and other organisations to develop a mentally healthy environment where all may thrive. We provide all training activities and materials free at the point of delivery. Overall, we have delivered ten general mental health awareness sessions in-person and on-line to an estimated 1500 individuals working in firms. There have been five joint webinars with IP Inclusive for some 275 people and our conference talks have reached some 280 attendees. Our longer and more in-depth bespoke line-manager training events are consistently highly rated. The following sections give more detailed information concerning our different areas of work.

Improving mental health in workplaces – *publications, talks and related activities*

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, in many workplaces stigma remains, and many organisations fail to give mental wellbeing sufficient priority.

Our main goal over the year was to provide high-quality talks, training events 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 organisations to provide the necessary support structures. In 2022/2023, we were pleased to be able to release our first fully digital resource on our website entitled, "*Looking after your mental wellbeing at work - A guide for paralegals, business support staff in the Intellectual Property profession*". This has many innovative features such as relevant scenarios and was created with the support of volunteers from the IP profession. The Trustees are very grateful for the funding from supporters that allows us to continue to offer these activities free of charge.

We expanded our training and consultation offer, details of which are on our website.

<https://jonathansvoice.org.uk/training-consultancy>. Approaches come from reading the website or our LinkedIn posts, hearing about our work or a previous engagement. Our LinkedIn page, <https://www.linkedin.com/company/jonathan-s-voice>, is an increasingly important way of communicating information on our activities and events to a wider audience. Our training is bespoke and, before a talk or workshop 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 event. This results in consistently positive feedback.

Over the course of the year, the charity has delivered 10 talks or webinars to firms in the IP sector, including to firms in Australia and the USA. Mostly the demand from firms has been

		<p>a general mental health awareness session but some have been customised to cover issues such as managing anxiety, procrastination and digital wellbeing. We also delivered Line Manager training extending over several sessions to specific firms which is also highly regarded. Of note, was the invitation to provide training to a regulatory body on the impact of the disciplinary process on people's mental health. We also delivered a workshop with a focus on talking about mental health for a group within a government department and this received excellent feedback from attendees. Our work with the Intellectual Property Office (IPO), the official UK government body responsible for intellectual property rights, continued with online workshops covering, for example, "Procrastination and Frustration".</p> <p>IP (Intellectual Property) Inclusive is an award-winning network of intellectual property professionals working to make their professional community more equal, diverse and inclusive. This organisation recognises Jonathan's Voice as being the principal mental health arm of the organisation and we collaborate especially closely on delivering webinars. During the year we held five events with average attendances of approximately 55. Their Annual Report stated, "<i>Our mental health-related webinars with Jonathan's Voice have proved particularly popular</i>".</p> <p>One of our key objectives is to engage with early career professionals. In 2022/23 we gave webinars to students at Queen Mary University London and, for the first time, students who were enrolled at Bournemouth University on postgraduate certificate courses related to intellectual property law. We also provided webinars to early career groups on topics such as, "<i>Looking at Perfection and Imposter Syndrome</i>".</p> <p>We continue to be highly regarded by the professional organisations for those who work in the Intellectual Property (IP) profession. The Chartered Institute of Patent Attorneys (CIPA) and the Chartered Institute of Trade Mark Attorneys (CITMA) both recognize the quality and importance of the work that Jonathan's Voice is doing. The trustees were very pleased to welcome the Chief Executive of CITMA as a new member of the Trustee Board in 2022. We gave talks and/or had an exhibitor's stand at several of CIPA and CITMA organised conferences during the year. "Managing stress in the workplace" is an example of topics that were covered.</p> <p>Although the primary focus of our work is with the intellectual property profession, the charity responds to other invitations where they meet our objectives. These have come from, for example, Nottingham Trent University Legal Advice Centre, Oxford University Mathematical Physical and Life Sciences Division, and a Doctoral Training Centre at Sheffield University.</p> <p>Raising awareness of mental health issues – website, blogs, social media newsletters</p> <p>This year we reviewed our social media strategy and now focus our activities on X (formerly known as Twitter) and on LinkedIn. Our reach on social media increased significantly during 2022/2023. We now have over 520 followers on X (a 10%</p>
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		<p>increase), and over 670 on LinkedIn (a 40% increase). Posts about forthcoming webinars or events and new or updated resources always perform well as do summaries of those events with links to recordings of webinars. Posts about important days in the mental health calendar are also commented on, liked and shared. We made around 40 posts per month on X and had around 100 impression per post. On LinkedIn we made around 6 posts per month with an average of 400 impressions per post; an increase of around 30% on the previous year.</p> <p>Our website continues to attract a significant number of visitors. We have made extensive developments to our website in the past year to include a new section which hosts a digital wellbeing guide entitled, "Looking after your mental wellbeing at work - A guide for paralegals, business support staff in the Intellectual Property profession". This has many innovative features and has been well received. The website also hosts our three (free to download) mental health guides and our quarterly Newsletters. We post blogs on our website (www.jonathansvoice.org.uk) 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 for significant days in the mental health calendar such as World Mental Health Awareness Day and World Suicide Prevention Day. The charity uses social media posts on X (formerly known as Twitter) about each blog to alert followers to new blogs. 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>Over the year we had more than 16,000 visits to our posts, on average 530 visits to each post. The posts with the highest number of visits (960 and 1200) focussed on the Mental Health Awareness Week theme of "anxiety" and introduced our webinar to be delivered during the week entitled, <i>"An experiential introduction to mindfulness at work"</i>.</p> <p>Our quarterly newsletters, distributed electronically using the Mailchimp platform, reach a wide audience which has grown over the year. We now have over 300 individuals who subscribe, and each Newsletter is also made available for free download on our website. We provide information about the people who work with us, the work of the charity on mental health support, fundraising activities and updates on the progress of the research we support at the Suicidal Behaviour Research Laboratory at the University of Glasgow. During the year we have been pleased to receive several complimentary comments about their content.</p> <p>In the past year we have begun to use podcasts as a means of communicating about the charity and about the mental health and wellbeing issues. These are available on the award-winning CIPA Podcast Archive on Apple and the ManagingIP (MIP) archive on Spotify. The Trustees are very grateful to the editors and journalists for assisting with these podcasts which enabled us to reach a wider audience and increase our impact.</p>
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	<p>Supporting research - Suicidal Behaviour Research Laboratory, University of Glasgow</p> <p>From November 2022 to October 2023, Jonathan’s Voice has continued its support for a research project at the Suicidal Behaviour Research Laboratory (SBRL), University of Glasgow. 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, policymakers 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.</p> <p>During the period of reporting, two papers were published with Ms Bennett as first author in international peer-reviewed journals. One is entitled, “<i>Male suicide risk and recovery factors: A systematic review and qualitative metasynthesis of two decades of research</i>”. This paper, in the highly esteemed journal Psychological Bulletin published by the American Psychological Association, was selected as the journal editor’s choice for the June 2023 issue. In their letter of acceptance the editor stated, “I consider the latest version of your manuscript to be a masterpiece!”.</p> <p>The other paper, “<u>Male suicide and barriers to accessing professional support: a qualitative thematic analysis</u>” appears in the journal Current Psychology. Additionally, two further papers were completed and submitted to academic journals for peer-review. One study explores the barriers men who are suicidal experience around accessing professional support. The second study explores the psychosocial differences between men who have attempted suicide, men with thoughts of suicide, and men with no suicidal history. Ms Bennett also completed the write-up of her PhD thesis in this time and submitted her PhD for examination.</p> <p>Fundraising</p> <p>We depend on the generous support from individuals and businesses to carry out our vital charitable work. The Trustees are especially grateful this year to the intellectual property firm Mewburn Ellis. As part of their community programme, their inclusion and diversity collaboration group chose to support our work with a £20,000 donation for a second year. We are also grateful to the firm HLK (Haseltine Lake Kempner) LLP for their continued financial support through regular fundraising events. Several activities contributed significantly to our income, including support from Mapperley Golf Club who chose us as their charity of the year, Trevelyan College Durham through their fundraising Charity Ball, staff at HLK for raising money via the Bristol 10K and other events, and staff from the IP firm GJE for a sponsored workout on World Suicide Prevention Day and matching company donation. There were many other individual fundraising efforts, and we continue to be most grateful to all those who have donated, raised money and supported the charity over the past 12 months.</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 01/11/22 to 31/10/23 were £49,319 and total payments were £46,644. Of the donations received, 88% was used to support our charitable work, 2% was used to raise funds and 10% covered administrative and governance costs. At 31/10/2023 the charity had reserves and cash in the bank of £137,622 with liabilities of £4,082. 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 2023-2024 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 approximately £16,000 and the charity currently holds free reserves in excess of this
Amount of reserves held	Para 1.22	As at 31/10/2023 the charity had reserves of £133,540.
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	Para 1.46	Charitable work through face-to-face as opposed to webinar meetings and workshops has continued to increase during the 2022-2023 year. We are now

risks facing the charity		planning 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 th October 2018 and entered onto the Charity Commission Register on 24 th 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	35 Ramsay Road, Oxford, OX3 8AY

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	Eleanor Lesley McCartney	Secretary		
5	David Cox			
6	Paul Meller			
7	Keven Bader		11/11/2022 - 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

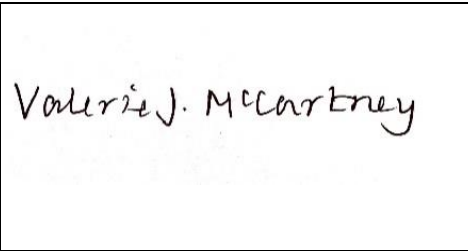
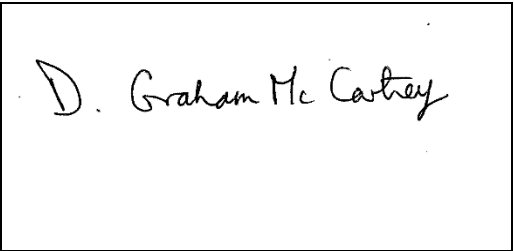

Reason for non-disclosure of key personnel details

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		

**Independent examiner's report to the trustees of
Jonathan's Voice
for the year ended 31 October 2023**

I report to the trustees on my examination of the accounts of Jonathan's Voice (the charity) for the year ended 31 October 2023.

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').

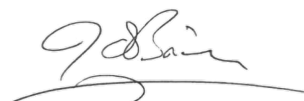
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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 28th May 2024
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-22

To

31-Oct-23

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 £
A1 Receipts					
Voluntary receipts: Other	46,316	-	-	46,316	96,817
Charitable activities	2,284	-	-	2,284	-
Interest	719	-	-	719	-
Sub total (Gross income for AR)	49,319	-	-	49,319	96,817
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	49,319	-	-	49,319	96,817
A3 Payments					
Costs of generating voluntary receipts	845	-	-	845	574
Costs of charitable activities	41,013	-	-	41,013	44,089
Governance & support costs	4,786	-	-	4,786	1,343
	-	-	-	-	-
	-	-	-	-	-
Sub total	46,644	-	-	46,644	46,006
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	46,644	-	-	46,644	46,006
Net of receipts/(payments)	2,675	-	-	2,675	50,811
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	134,947	-	-	134,947	84,136
Cash funds this year end	137,622	-	-	137,622	134,947

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 £
B1 Cash funds	Cash in bank	137,622	-	-
		-	-	-
	Total cash funds	137,622	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
	Trade creditors	Unrestricted	4,082	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	Valerie J. McCartney	Valerie J McCartney	06-Apr-24	
	D Graham McCartney	D Graham McCartney	06-Apr-24	