



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1st November 2023

To 31st Oct 2024

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 at the point of delivery. 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 video conference-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 men and early career professionals by delivering talks and delivering webinars to these groups.

		<ul style="list-style-type: none"> Supporting Dr S Bennett to communicate and widely disseminate her research 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 engagement with, and awareness of, mental health and wellbeing through: our website (www.jonathansvoice.org.uk), podcasts in collaboration with professional bodies that are available on Spotify, articles in professional journals, social media communications on LinkedIn (https://www.linkedin.com/company/jonathan-s-voice/) and on X @jonathans_voice. <p>We have well 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	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>Introduction</p> <p>In 2023-2024 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 but donations to support delivery and development costs of materials are welcomed.</p> <p>In December 2023 we were proud to receive an award as one of the most influential people in the Intellectual Property (IP) profession in 2023 from Managing IP (a UK media group behind the publication and analysis of IP news and information).</p> <p>Overall highlights are as follows:</p> <ul style="list-style-type: none"> • delivered general mental health awareness sessions in-person and on-line to an estimated 1100 individuals working in firms including five joint webinars with IP Inclusive for some 220 people • conference talks have reached some 320 delegates • longer and more in-depth bespoke line-manager training events are consistently highly rated • initiated a program of in-person men's mental health events – two events in London attracted over 70 attendees <p>The following sections give more detailed information concerning our different areas of work.</p> <p>Improving mental health in workplaces – <i>publications, talks and related activities</i></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, in many workplaces stigma remains, and many organisations fail to give mental wellbeing sufficient priority.</p> <p>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 2023/2024, we developed a new approach to mental health training for line managers which will be piloted in November 2024 with a large IP firm and will form the basis of our future training and consultation offer (details of which are on our website https://jonathansvoice.org.uk/training-consultancy). We also added audio content to our highly regarded Digital Guide for Paralegals, and Business Support Staff in the Intellectual Property profession. This ensures improved accessibility to this highly regarded online material.</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 recognise the quality and importance of the work that Jonathan's Voice is doing. We gave talks and/or had an exhibitor's stand at several of CIPA and CITMA organised conferences during the year.</p> <p>IP (Intellectual Property) Inclusive is an award-winning network</p>

	<p>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. They promoted our activities and resources via their newsletters and social media communications, and joined forces with us to deliver webinars. We also led the revision and updating of the Mental Health Hub on their website.</p> <p>One of our key objectives is to engage with early career professionals. In 2023/24 we gave a webinar to students at Queen Mary University London who were enrolled on postgraduate certificate courses related to intellectual property law. We also provided webinars to early career groups of the CIPA including a talk at their annual Student Conference in April 2024 with the title "<i>Starting out in patents: don't journey alone!</i>". Practical coping strategies for adjusting to the challenges that many trainees face were presented. This session signposted the important support systems that are available.</p> <p>Men's mental health in the workplace is a topic that demands attention and understanding as men often face unique challenges and barriers when it comes to seeking support and maintaining their wellbeing in the professional realm. Another of our key objectives has been to engage in more work with this in mind. In collaboration with IP Inclusive, we organised two highly successful in-person men's mental health events with external speakers bringing expert insights. Nick Bloy of Wellbeing Republic covered topics including the barriers that exist for men in speaking up or seeking support. James McFarlane (an IP solicitor involved with men's mental health projects, and also a LawCare Champion) spoke about fostering openness in men's mental wellbeing. It was encouraging that these events attracted in total over 70 attendees and we are continuing to emphasise this theme into 2024-2025.</p> <p>The Trustees are very grateful for the generous donations from companies, groups and individual supporters that allows us to continue to offer these activities free of charge.</p> <p>Raising awareness of mental health issues – social media, website, blogs, podcasts, newsletters, articles in the press and in journals</p> <p>Our website continues to attract a significant number of visitors. We continue to actively maintain our website and post regular blogs as well as providing links to recordings of our webinars or podcasts, our three (free to download) mental health guides and our Newsletters that are published every four months. We post blogs on our website (www.jonathansvoice.org.uk) and the content ranges from looking after yourself and looking after other people to information about recent research and reports and advertising forthcoming webinars. The charity uses social media posts about each blog to alert followers to newly uploaded 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 posted approximately 3 blogs per month and had just over 20,000 views of our posts; an average of around 600 views per blog and an increase of 25% over the previous year. Posts on the Mental Health Awareness Week theme for 2023-24 and on the national Time to Talk Day theme were especially well read.</p> <p>We continue to keep our social media strategy under review and in 2023-2024 focused our activities on X (formerly known as Twitter) and on LinkedIn. Our reach on LinkedIn increased significantly during the year. We now have around 820 followers on LinkedIn (an approximately 20% increase on the previous year). Posts about</p>
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forthcoming webinars or events, and new or updated resources always receive many impressions as do summaries of those events with links to recordings of webinars. On LinkedIn we made around 5-6 posts per month with an average of around 450 impressions per post; the most popular post had 1466 impressions.

On X, our number of followers was around 520 and similar to the previous year. We have had around 50 to 100 views per post, again similar to the previous year. A notably successful post was "*Supporting colleagues who may be struggling with loss*" with 224 views.

Our quarterly newsletters, distributed electronically using the Mailchimp platform, reach a wide audience of over 300 subscribers. We now also make our Newsletter available on LinkedIn to reach a wider audience. An archive of Newsletters is also made available on our website. In Newsletters, 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 fund. During the year we have been pleased to receive several complimentary comments about the Newsletter content.

We are often approached for comments, to write articles or take part in podcasts. Articles included:

- *Materials World* journal of the Institute of Materials (IoM3) an article on working in STEM and mental health published in March 2024.
- An article on how to stop procrastinating for the *CITMA journal* <https://www.citma.org.uk/resources/citma-review-september-2024-review0924.html>
- For the *World Intellectual Property Review* an article on a talk at the CITMA conference <https://www.worldipreview.com/diversity/cut-yourself-some-slack-how-to-avoid-technostress>
- *Managing IP*; an article on the importance of taking a break, <https://www.managingip.com/article/2dk4dc7yyi1p46pd6xhc0/patents/weekly-take-why-lawyers-must-give-themselves-a-break>

In the past year we have begun to make more use of podcasts and other audio material as a means of communicating about the charity and about mental health and wellbeing issues. For example, to mark World Mental Health Day on October 10th, we recorded a podcast with Managing IPs editor-in-chief, Ed Conlon. (Part of the *MIP podcast series* on Spotify). We also contributed to a mental health podcast, part of the "*Two IPs in a Pod*" series from CIPA (also on Spotify), on the topic of Mental Health and Qualifying Exams.

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.

Supporting dissemination of research – Dr S Bennett

We part funded Dr. Bennett's 4-year PhD research at the University of Glasgow, exploring cultural and social factors affecting male suicide risk and recovery. Her work produced several papers in international peer-reviewed journals, with one selected as editor's choice in the prestigious *Psychological Bulletin*.

This year, building on this success, we funded Dr. Bennett to prepare a report to assess the need for a training resource that would share widely her findings with healthcare professionals. The recommendations show a strong demand among professionals for training that builds confidence in supporting suicidal men, and improves provision of compassionate care.

		<p>The Trustees are now assessing the feasibility of implementing the recommendations. The men's mental health charity MANUP? (registered charity number 1195085) have already begun to fund a programme of extensive free knowledge-sharing events by Dr Bennett. Jonathan's Voice will explore the potential for appropriate collaborations in the future. The Trustees are proud to report that the funding from Jonathan's Voice over a period of 4 years of approximately £20,000 is now having a very significant impact on the men's mental health landscape in the UK.</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 IP 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 another year. We are also grateful to the firm HLK (Haseltine Lake Kempner) LLP for their continued financial support.</p> <p>Several fundraising activities contributed significantly to our income, including support from a group of PhD students from the University of Birmingham who undertook the "3 Peaks Challenge", students from Trevelyan College, Durham through their fundraising Charity Ball, staff at HLK for raising money via the several events, staff from the firm GJE for a sponsored workout on World Suicide Prevention Day and their matching company donation.</p> <p>There were many other individual fundraising efforts, and the Trustees continue to be most grateful to all those who have donated, raised money, made regular donations 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 01/11/23 to 31/10/24 were £37,380 and total payments were £44,047; a deficit for the year of £6,667. In the last year, 77% of our expenditure was on our charitable work, 3% was on fundraising, 10% on administrative costs and 10% on governance and other necessary expenses. At 31/10/2024 the charity had reserves and cash in the bank of £130,955 with liabilities of £3,293. All income received in the period was unrestricted.</p> <p>Although we had a deficit for the year, our reserves indicate a still very positive position for the charity to be in and provide the opportunity to continue to widen our charitable activities in the 2024-2025 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 minimum level sufficient to cover 6 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 £22,000 and the charity currently holds free reserves comfortably in excess of this
Amount of reserves held	Para 1.22	As at 31/10/2024 the charity had reserves of £130,955.
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 webinar meetings and workshops has continued to increase during the 2023-2024 year. We are now operating on a hybrid basis with in person events and also events where participants 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			
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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 trainer	Dr Katie Behrens	Longmeadow, Vernham Dean, Hampshire, SP11 0JY
Mental health trainer	Ms Barbara Lawton	23 Ravenscliffe Road, Calverley, Leeds LS28 5RZ
Mental health trainer	Mr Mark Fudge	48, Ravenscliffe Road, Kidsgrove, Staffordshire, ST7 4HX

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

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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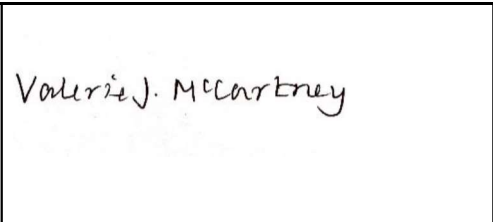
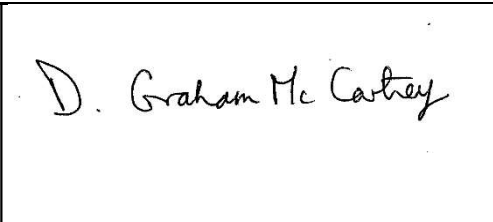
Other optional information

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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	21 st May 2025
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**Independent examiner's report to the trustees of
Jonathan's Voice
for the year ended 31 October 2024**

I report to the trustees on my examination of the accounts of Jonathan's Voice (the charity) for the year ended 31 October 2024.

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').

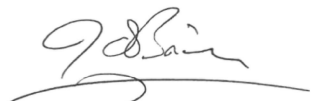
I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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 07/07/2025
John O'Brien MSc, FAIA, 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-23

To

31-Oct-24

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	32,228	-	-	32,228	44,266
Charitable activities	3,420	-	-	3,420	4,334
Interest	1,732	-	-	1,732	719
Sub total (Gross income for AR)	37,380	-	-	37,380	49,319
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	37,380	-	-	37,380	49,319
A3 Payments					
Costs of generating voluntary receipts	961	-	-	961	845
Costs of charitable activities	35,434	-	-	35,434	41,013
Governance & support costs	7,652	-	-	7,652	4,786
	-	-	-	-	-
Sub total	44,047	-	-	44,047	46,644
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	44,047	-	-	44,047	46,644
Net of receipts/(payments)	(6,667)	-	-	(6,667)	2,675
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	137,622	-	-	137,622	134,947
Cash funds this year end	130,955	-	-	130,955	137,622

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	130,955	-	-
		-	-	-
	Total cash funds	130,955	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
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	3,293	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
		Valerie J. McCartney	VALERIE JUNE MCCARTNEY	6th July 2025
		D. Graham McCarty	DAVID GRAHAM MCCARTNEY	6th July 2025