

Jonathan's Voice
(Registered charity, number 1180424)
Financial statements
for the year ended 31 October 2025

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**Jonathan's Voice
Trustees' annual report
for the year ended 31 October 2025**

Full name Jonathan's Voice

Registered charity number 1180424

Principal address 35 Ramsay Road, Headington, Oxford, OX3 8AY

Trustees

David Edward McCartney, Chair

Eleanor Lesley McCartney, Secretary

David Cox

Keven Bader

Valerie June McCartney

David Graham McCartney

Paul Meller

Edward Belknap, from 01/12/25

Independent examiner

Eva Stevens, employee of Community Accounting Plus, Units 1 & 2 North West, 41 Talbot Street, Nottingham, NG1 5GL

Governance and management

The charity is constituted as a Charitable Trust (Unincorporated Charity) with a Trust Deed dated 18th October 2018 and entered onto the Charity Commission Register on 24th October 2018 with the number 1180424.

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 for a period of 3 years.

Objectives and activities

To advance health by:

1. 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.
2. Educating organisations, particularly 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.

Public benefit statement

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'.

Jonathan's Voice

Summary of the main activities undertaken for the public benefit

Jonathan's Voice was established in 2018 after Jonathan McCartney tragically took his own life in October 2017 at the age of 35.

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:

- 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, including self-help videos and podcasts.
- Addressing the specific mental health challenges of men and early career professionals by delivering talks and delivering webinars to these groups.
- Supporting Dr S Bennett from the University of Glasgow 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 and social media communications on LinkedIn (<https://www.linkedin.com/company/jonathan-s-voice/>).

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.

Summary of the main achievements during the period

In 2024-2025 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 encouraged.

Jonathan's Voice

Particular highlights were as follows:

- Our key new project for this year was to develop successfully and launch a new resource in the form of an online library of short (5-10 mins) self-help videos. This makes high-quality, accessible mental health and wellbeing support available to IP professionals when they need it most. Eight videos were made available by the end of our year (31st October 2025) and more are in preparation for 2025-2026.
- In October 2025, we were proud to be recognised by Appleyard Lees LLP for our contributions to and impact on mental health and wellbeing in the intellectual property (IP) profession. Three people within the firm were recognised for their contributions to mental health and wellbeing and were each presented with "Jonathan's Voice" award.
- In April 2025, our lead mental health consultant was invited to speak at the Norwegian Association of Intellectual Property Administrators (NAIPA) Annual Conference in Oslo. Her presentation, "Time to Nurture your Workplace Wellbeing" was well received by over 90 delegates from European countries. This invitation recognises the impact of our work in the UK in the IP profession.
- In November 2025, we were invited to record a series of three podcasts on the theme, "Mental Health and the Patent Profession" by the European Patent Institute (epi) which is the professional body that represents all European patent attorneys. This invitation also reflects the high esteem in which our work is held and the impact it is having on the mental health landscape in the profession.

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.

We have continued our work to improve mental health in work places and this has involved both short workshops and longer training events. There was a particular focus on training, through both on-line and in-person activities, for the following groups: (i) those at the early stages of their careers and (ii) line manager training. This training is 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 was piloted in November with a large IP firm and now forms the basis of our current training and consultation offer (details of which are on our website <https://jonathansvoice.org.uk/training-consultancy>).

Jonathan's Voice

Our work is beginning to have a significant impact on organisations in the IP sector. For example, one firm said, *"It's important to us to create an environment where our people feel safe and confident in talking about their mental health. Equipping our people to be able to provide the right support for their team member and colleagues is just as important"*.

Our major new project for this year was to successfully develop and launch a new resource in the form of an online library of short (5-10 mins) self-help videos (<https://jonathansvoice.org.uk/self-help-videos>). The videos are delivered by a range of people with particular areas of expertise. Topics covered so far include: "Getting to Grips with Stress" (4 videos), "Mindfulness for Working Minds" (3 videos) and "The Power of Mastermind Groups for IP Professionals". These videos provide high-quality, accessible mental health and wellbeing support which is available to IP professionals when they need it; it is a 24/7 resource.

In total, ten videos were made available on our website by the end of our charity year (31st October 2025) and more are in preparation for 2025-2026. We promote the release of videos on our LinkedIn page and also by email campaigns to selected groups. We have used Google Analytics to track and analyse website traffic, user behaviour, and other metrics such as which pages they view. Since the release of the first video in July 2025 the page for the self-help videos is consistently ranked as the 2nd most frequently visited. The most frequently visited page is the home page of our website. It is also notable that after beginning to release videos our website visitor numbers have increased by around 75%. We can conclude that the self-help videos are being viewed by the community will be having an impact. They are attracting an increase in users to our website.

We also updated our published guide aimed at senior leaders, previously called *"Advancing the Mental Health Agenda"*. It is now aimed at line managers as well as senior leaders and the new title is, *"Supporting mental health and wellbeing in your company: a guide for senior leaders and managers"* (<https://jonathansvoice.org.uk/guide-for-senior-leaders>).

We have found that small pocket size Z-cards have proved immensely popular and we distribute them on request to firms or at conferences. One firm ordered one hundred cards last year and so we extended the range available and created one entitled, *"Taking the conversation further"*, giving clear simple guidance on how to have a conversation about wellbeing. There is a digital version on our website (<https://heyzine.com/flip-book/4ccda3bf8c.html>) and hard copies are supplied on request.

We continued to have a programme of joint lunchtime webinars with Intellectual Property Inclusive (a UK-based, professional initiative dedicated to promoting equality, diversity, inclusion, and mental wellbeing within the intellectual property (IP) sector). Over the year, seven one-hour webinars were held with an average online attendance of around fifty. Some of these focussed on important dates in the mental health calendar such as World Suicide Prevention Day. IP Inclusive also promoted our activities and resources through their newsletters and social media communications.

Jonathan's Voice

We gave talks and/or had an exhibitor's stand at conferences organised by the key intellectual property professional bodies for in the UK namely the Chartered Institute of Patent Attorneys and the Chartered Institute of Trade Mark Attorneys. Through these activities we have reached some 500 delegates including early careers attorneys and paralegal/business support staff.

One of our key objectives is to engage with early career professionals. In 2024-2025, 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 held a joint webinar with IP Inclusive with the title, *"Getting off to a Good Start for trainees"* and were represented at the CIPA student conference in April 2025.

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 a highly successful in-person men's mental health event in London entitled, "Men and Suicide" with guest speaker Dr S Bennett from the University of Glasgow whose PhD research we part-funded in previous years. As described below, we continue to contribute to the work she is doing to share key findings from her research, shedding light on crucial aspects of male suicide.

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.

Raising awareness of mental health issues – *social media, website, blogs, podcasts, newsletters, articles in the press and in journals*

Our website (www.jonathansvoice.org.uk) continues to attract a significant number of users which has increased by over 75% since we have made available online our self-help videos. 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.

The content of the blogs ranges from looking after yourself and looking after other people to information about recent research and reports and advertising forthcoming webinars. We use LinkedIn posts about each blog to alert followers to newly uploaded blogs. The impact of this is that they increase knowledge and awareness of mental health issues and provide helpful and well-evidenced information and guidance for individuals and organisations. Over the year we posted approximately 3 blogs per month and had just over 20,000 views of these; an average of around 600 views per blog and an increase of 25% over the previous year.

Jonathan's Voice

Podcasts have also played an important part in our activities to support mental health and wellbeing and to provide 24/7 access. Notably we recorded three podcasts on the theme "*Mental Health and the Patent Profession*" (<https://www.epi-learning.org/course/view.php?id=129>) for the European Patent Institute (epi) which is the professional body that represents all European patent attorneys. These are available to a wider audience on Spotify and Apple Podcasts platforms.

Articles written by our trainers "*How to play your Part in the Mental Health Conversation*" and "*Why we should train managers in mental health awareness*" have been published by Managing IP, a global media outlet for the intellectual property community which is recognised as a leading publication in the field.

We continue to keep our social media strategy under review and 2024-2025 we discontinued our use of X (formerly Twitter) and focused our activities on LinkedIn. Our reach on LinkedIn increased significantly during the year from by around 25% from 820 to just over 1000 followers. Posts about 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. We made around 8-10 posts per month with an average of around 450 impressions per post; the most popular post had 1466 impressions.

Our quarterly newsletters, distributed electronically using the Mailchimp platform and also released on LinkedIn, reach a wide audience of over 600 subscribers. 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 on the dissemination of the research we funded at the University of Glasgow.

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 Susie 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 a PhD and several highly regarded papers in international peer-reviewed journals.

Dr. Bennett, supported principally by the charity MANUP?, is now widely sharing key findings from her research and shedding light on crucial aspects of male suicide. She has hosted many nationwide knowledge-sharing events. Dr Bennett maintains a dedicated website, <https://malesuicideresearch.com/resources/>, where she provides free public guides that translate complex research findings into accessible, practical information for the general public. These guides give an overview of her research into male suicide risk factors and discuss key points about working well with men who are suicidal and give research recommendations.

Jonathan's Voice

Dr Bennett writes, *"I am really proud that over the 18 months since finishing my PhD we have been able to share findings through events, webinars, and trainings with many members of the general public as well as public health and suicide prevention teams across the country, government departments, homeless and addiction charities, mental health groups, the police, NHS teams, therapist networks in the UK and North America, and integrated care boards"*.

We are delighted that the research that we supported is now having such a significant impact.

Fundraising

We depend on the generous support from individuals and businesses to carry out our vital charitable work. The Trustees are especially grateful again this year to the IP firm Mewburn Ellis LLP. 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.

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.

Financial review

Total receipts for the period were £30,320 and total payments were £50,697; a deficit for the year of £20,377. At 31/10/2025 the charity had reserves and cash in the bank of £110,578 with liabilities of £564. All income received in the period was unrestricted.

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 2025-2026 charity year.

The charity's policy on reserves

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.

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.

Signed on behalf of the charity's trustees:

Signed Valerie J. McCartney
Valerie June McCartney, Trustee

Date 31 March 2026

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

I report to the trustees on my examination of the accounts of Jonathan's Voice (the charity) for the year ended 31 October 2025.

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 31/03/2026
Eva Stevens BSc, CPFA
Employee of Community Accounting Plus


Jonathan's Voice
Receipts & payments account
for the year ended 31 October 2025

2024 £		Note	2025 £
	Receipts		
32228	Grants & donations	2	24486
3420	Charitable activities		4200
1732	Bank interest		1583
<u>37380</u>	Total receipts		<u>30269</u>
	Payments		
234	Bank charges		88
192	Conference and event fees		-
33718	Consultant fees		40280
4383	Contractor fees - Administration		5301
504	Fundraising subscriptions		216
905	Governance costs		609
121	Insurance		109
1200	IT Support		1960
45	Postage		32
191	Printing and design		468
-	Professional advice		48
190	Promotional materials		-
54	Room hire		-
725	Software subscriptions		499
103	Stationery and office supplies		115
939	Travel		355
543	Website		566
<u>44047</u>	Total payments		<u>50646</u>
(6667)	Net receipts/(payments)		(20377)
<u>137622</u>	Cash funds at start of this period		<u>130955</u>
<u>130955</u>	Cash funds at end of this period		<u>110578</u>

**Jonathan's Voice
Statement of assets and liabilities
at 31 October 2025**

2024		2025
£	Cash assets	£
130955	Bank accounts	110578
<u>130955</u>		<u>110578</u>
	Other monetary assets	
41	Prepayments - Insurance	37
<u>41</u>		<u>37</u>
	Assets retained for the charity's own use	
	General equipment.	
	Liabilities	
(540)	Creditors - Governance costs - IE fee	(564)
(2753)	Other creditors	-
<u>(3293)</u>		<u>(564)</u>

These financial statements are accepted on behalf of the charity by:

Signed  Date 31 March 2026
David Graham McCartney, Trustee

Jonathan's Voice
Notes to the accounts
for the year ended 31 October 2025

1. Receipts & payments accounts

Receipts and payments accounts contain a summary of money received and money spent during the period and a list of assets and liabilities at the end of the period. Usually, cash received and cash spent will include transactions through bank accounts and cash in hand.

2. Grants & donations

	£
Mewburn Ellis	20000
Gift aid	612
Sundry donations	3874
	<u>24486</u>

3. Trustees' remuneration

Trustees received no expenses, remuneration or benefits in this period.

4. Related party transactions

There were no related party transactions during the period.

5. Glossary of terms

Creditors: These are amounts owed by the charity, but not paid during the accounting period.

Prepayments: These are services that the charity has paid for in advance, but not used during the accounting period.