

**ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

YOU OKAY, DOC?

(Charitable Incorporated Organisation)

CHARITY REGISTRATION No: 1184832

Castle View Accounting Ltd
Ground Floor Offices
53 High Street
Arundel
West Sussex
BN18 9AJ

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(Charitable Incorporated Organisation)

CONTENTS

Page 3	Legal and Administrative Information
Pages 4 to 6	Trustees' Report
Page 7	Statement of Financial Activities
Page 8	Balance Sheet
Pages 9 to 14	Notes to the Financial Statements
Page 15	Independent Examiner's Report

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1184832
DATE OF REGISTRATION	9th August 2019
START OF FINANCIAL YEAR	1st April 2023
END OF FINANCIAL YEAR	31st March 2024
TRUSTEES AT 31ST MARCH 2024	Lucinda Kopala Dr Meenal Galal Dr Jonathan Mutch Dr Jeremy Sizer (Appointed 20th April 2023) Dr Layla Ettinghausen (Appointed 20th April 2023) Dr Natasha Binnie (Appointed 20th April 2023) Matthew Betts (Appointed 20th April 2023) Louisa Pau (Appointed 20th April 2023) Iain Shoolbred (Appointed 20th April 2023) Nicholas Stevens (Appointed 20th April 2023) Aalia Walker (Appointed 20th April 2023) Darren Lunz (Appointed 20th April 2023) Bjorn Ovar (Appointed 20th April 2023)
LEGAL STATUS	Charitable Incorporated Organisation
GOVERNING INSTRUMENT	CIO - Foundation Registered 9th August 2019
OBJECTS	<p>To relieve the need of medical practitioners and other in the medical profession who are suffering or who have suffered mental health problems or other distress for the benefit of the public including but not by way of limitation through the raising of awareness by dissemination of information about mental health issues within the medical profession and to help sufferers to obtain treatment and support in such ways and in such places as the Trustees may from time to time think fit.</p>
CORRESPONDENCE ADDRESS	87 The Belvedere Homerton Street Cambridge CB2 0NU
PRIMARY BANKERS	Barclays Bank Plc 1 Churchill Place London E14 5HP
INDEPENDENT EXAMINERS	Castle View Accounting Ltd Ground Floor Offices 53 High Street Arundel West Sussex BN18 9AJ

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2024**

Summary of the Main Activities

You Okay, Doc? (YOD) and You Okay, Nurse? (YON) were founded in loving memory of Dr Liz Sizer. The charity continued to support doctors, nurses and other healthcare workers during the period. Our mission is to change the perceptions of mental health for those working in the medical sector and to develop bespoke mental health support for healthcare professionals.

The charity provides its support via its three main pillars, being (1) Community activation and advocacy (2) Educational resources and (3) Services provision.

A new trustee board, comprising a diverse skillset from across medical leadership, entrepreneurship, marketing, PR and accountancy, were on-boarded during the period with several meetings held to devise and implement YOD's growth strategy.

Contribution Made by Volunteers

The charity is immensely grateful to the support provided by its volunteers – without which the charity could not help doctors, nurses and other healthcare professionals.

The YOD Ambassadors continued to help spread awareness about the mental health and wellbeing issues faced by healthcare professionals – and promoted YOD in their communities / hospitals / practices including the services and support offered. They also executed awareness and education initiatives such as The Student Dose podcast for medical students and provided helpful insight and advice for healthcare workers' mental health which was used within the charity's social media to support and guide other healthcare professionals.

The charity's patron board continued to provide invaluable support to its beneficiaries. During the period YOD patron Tom Mitchell (silver medallist Olympian and former GB Rugby 7s captain) hosted a new season of The YOD Pod podcast, hosting fellow YOD Patron Julia Samuel MBE amongst other similarly distinguished guests.

Volunteers and ambassadors for the charity helped launch the charity's first Gala in loving memory of Dr Liz Sizer (The Liz Sizer Gala) and the Hike in July campaign, raising critical funds and awareness for the charity's cause.

Community Activation

The charity continued its ambassador programme, made up of doctors, nurses and medical students who help raise awareness and grow the YOD community.

The charity, via its ambassadors and trustees, was represented at important events attended by healthcare workers.

YOD continued its educational partnerships and collaborations, including Pastest and Unique Expeditions – both providing invaluable support to support doctors' and nurses' mental health.

The charity hosted its first charity Gala, The Liz Sizer Gala, bringing together the YOD and YON community to celebrate their achievements in healthcare workers' mental health as well as critical awareness raising.

Educational Resources

YOD released new episodes of its podcasts 'The YOD Pod' and 'The Student Dose', discussing key topics relevant to healthcare workers' mental health. This included Season 5 of The YOD Pod hosted by YOD Patron Tom Mitchell including YOD Patron Julia Samuel MBE, Greg O'Shea, Giles Yeo, Dr Sula Windgassen, YOD CEO and Co-Founder, Dr Dan Gearon and YOD co-founder / psychotherapist, Chris Cherry.

YOD hosted various IG lives and webinars, as well as offering advice and guidance through social media, on issues such as anxiety, burnout, depression, starting as a new doctor, suicide awareness, managing failure, tackling sexism, being a parent and a doctor and managing the doctor strikes.

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2024**

YOD launched its new website, creating a platform for its community to access its flagship Huddle sessions and 24/7 text support line, YOD webinars and blogs, donation platform, the YOD Shop as well as a directory of support services.

Services Provision

The charity continued to provide its weekly virtual support group hosted by an accredited psychotherapist called 'The Huddle', exclusively for doctors. We were proud to deliver a tailored Huddle programme funded by the British Medical Association.

The charity continued its partnership with Shout to provide 24 hour text support to its beneficiaries.

YOD trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Summary of the Main Achievements

During the period, YOD and YON provided critical mental health and wellbeing support to healthcare workers.

Through its webinars, podcasts, IG lives, presentations, attendance at events and social media advice, YOD and YON equipped healthcare workers with tailored mental health skills for a medical career as well as raising awareness about key mental health and wellbeing issues in the profession. The charity invited leaders in other high-pressure professions, such as Olympic sports, to host educational resources for healthcare workers such as The YODPod in order to take learnings from best practice in those industries.

Through its Huddle programme, YOD and YON have provided direct access for doctors and nurses to an accredited psychotherapist and peer support via others joining the Huddle programme.

Through its Shout text support service, YOD provided doctors and nurses with access to support including during unsociable hours which is important for NHS workers working both night and day shifts.

Through its ambassador programme and social media presence, YOD and YON grew its supportive and safe community for doctors and nurses to feel safe to open up about mental health struggles and access bespoke support and guidance.

Through its awareness raising events, such as The Liz Sizer Gala and the Hike in July campaign, YOD and YON helped break down stigma associated with healthcare workers' mental health whilst raising critical funds for the charity.

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(Charitable Incorporated Organisation)

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2024**

Trustees Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice GAAP).

The Law applicable to Charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations and the provisions of the Governing Document requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure of the charity for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue to operate.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Governing Document. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 03.09.2024

Signed on their behalf by Trustee 

Printed Name: **Lucinda Annabel Kopala**

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(Charitable Incorporated Organisation)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2023/24 £	TOTAL 2022/23 £
INCOMING RESOURCES					
Incoming Resources from Generated Funds					
Donations, Grants & Legacies	3a	3,865	-	3,865	11,252
Activities for Generating Funds	3b	71,942	-	71,942	-
Investment Income	3c	-	-	-	-
Other Incoming Resources	3d	72	-	72	1,573
TOTAL INCOMING RESOURCES		75,879	-	75,879	12,825
RESOURCES EXPENDED					
Costs of Generating Funds					
Cost of Charitable Activities	4a	60,180	-	60,180	34,603
Governance Costs	4b	2,097	-	2,097	700
TOTAL RESOURCES EXPENDED		62,277	-	62,277	35,303
NET INCOMING (OUTGOING) RESOURCES		13,601	-	13,601	(22,478)
Funds Brought Forward		2,539	-	2,539	25,017
TOTAL FUNDS CARRIED FORWARD		16,140	-	16,140	2,539

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

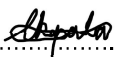
The notes on pages 8 to 13 form part of these financial statements.

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

**BALANCE SHEET
AS AT 31ST MARCH 2024**

	Note	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-24 £	Total 31-Mar-23 £
Fixed Assets					
Tangible Assets	2	-	-	-	-
Investments	6	-	-	-	-
Total Fixed Assets		-	-	-	-
Current Assets					
Debtors & Prepayments	8	-	-	-	-
Cash at Bank and in Hand	7	17,740	-	17,740	3,839
Total Current Assets		17,740	-	17,740	3,839
Creditors: Amounts falling due within one year	9	1,600	-	1,600	1,300
NET CURRENT ASSETS		16,140	-	16,140	2,539
TOTAL ASSETS less current liabilities		16,140	-	16,140	2,539
Creditors: Amounts falling due in more than one year	10	-	-	-	-
NET ASSETS		16,140	-	16,140	2,539
Funds of the Charity					
General Funds		16,140	-	16,140	2,539
Restricted Funds	5	-	-	-	-
Total Funds		16,140	-	16,140	2,539

Approved by the Trustees on 03.09.2024

Signed on their behalf by Trustee 

Printed Name: Lucinda Annabel Kopala

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2015) (Second Edition, effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Contractual Income and Performance Related Grants

This is only included in the SOFA once the related goods or services have been delivered.

Gifts in Kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when receivable.

Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024**

1. ACCOUNTING POLICIES (continued)

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the preparation and examination of statutory accounts, the costs of the trustees meetings and cost of any legal advice to trustees on governance or constitutional matters.

Grants with Performance Conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Investments

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

Unrestricted funds

These funds can be used for the general objectives of the charity as set out in the trustees report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

Restricted funds

These funds are where the donor has specified a purpose for the donation made. These restrictions often arise as a result of appeals for special offerings for specific purposes.

Designated funds

These funds are funds set aside by the trustees out of unrestricted general funds for particular purposes or projects.

Fixed Assets

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

Depreciation Expense

Depreciation is calculated at a rate to write off the cost of tangible fixed assets over their estimated useful lives. The rates applied are as follows:

Fixtures, Fittings and Equipment	25% - Reducing Balance Basis
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2. TANGIBLE FIXED ASSETS

The CIO held no fixed assets during this or the previous financial year.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

31st March 2024 : None

31st March 2023 : None

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

3. INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	TOTAL 2023/24 £	TOTAL 2022/23 £
a) Donations, Grants & Legacies				
Gift Aid Tax	865	-	865	-
Gifts & Donations	3,000	-	3,000	11,252
	3,865	-	3,865	11,252

b) Activities for Generating Funds

Fundraising Event	71,942	-	71,942	-
	71,942	-	71,942	-

c) Investment Income

Interest	-	-	-	-
	-	-	-	-

d) Other Incoming Resources

Sundry Income	72	-	72	1,573
	72	-	72	1,573

YOU OKAY, DOC?

(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued) FOR THE YEAR ENDED 31ST MARCH 2024

4. RESOURCES EXPENDED

	Unrestricted Funds £	Restricted Funds £	TOTAL 2023/24 £	TOTAL 2022/23 £
a) Cost of Charitable Activities				
Activities & Events	15,362	-	15,362	1,664
Bank Charges	16	-	16	198
Consultancy Fees	31,661	-	31,661	27,778
Office Costs	3,678	-	3,678	1,481
Shout Text Services	7,980	-	7,980	1,140
Sundry Expenses	1,123	-	1,123	-
Therapist Costs	360	-	360	2,343
	60,180	-	60,180	34,603
b) Governance Costs				
Independent Examiners Fees	900	-	900	700
Legal & Professional Fees	1,197	-	1,197	-
	2,097	-	2,097	700

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

5. RESTRICTED FUNDS

The CIO held no restricted funds during this or the previous financial year.

6. INVESTMENTS

The CIO held no fixed assets investments during this or the previous financial year.

7. CASH AT BANK AND IN HAND

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-24 £	Total 31-Mar-23 £
Cash at Bank & in Hand	17,740	-	17,740	3,839
	17,740	-	17,740	3,839

8. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-24 £	Total 31-Mar-23 £
Sundry Debtors	-	-	-	-
	-	-	-	-

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-24 £	Total 31-Mar-23 £
Independent Examiners Fees	900	-	900	700
Sundry Creditors	700	-	700	600
	1,600	-	1,600	1,300

10. CREDITORS: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR

The CIO held no long term liabilities during this or the previous financial year.

11. NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-24 £	Total 31-Mar-23 £
Fixed Asset Investments	-	-	-	-
Net Current Assets	16,140	-	16,140	2,539
Long Term Liabilities	-	-	-	-
	16,140	-	16,140	2,539

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024**

12. STAFF COSTS AND NUMBERS

The CIO employed no members of staff during this or the previous financial year.

13. TRUSTEES AND OTHER RELATED PARTIES

No payments were made to trustees or any persons connected with them during this financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

14. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

15. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The Trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

16. PUBLIC BENEFIT

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake.

YOU OKAY, DOC?
(Charitable Incorporated Organisation)

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees/ members of You Okay, Doc? on the accounts for the year ended 31st March 2024 set out on pages 7 to 14.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

K. Collaku MAAT
Castle View Accounting Ltd
Ground Floor Offices
53 High Street
Arundel
West Sussex
BN18 9AJ


Date: 5th September 2024