

**ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025**

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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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1184832
DATE OF REGISTRATION	9th August 2019
START OF FINANCIAL YEAR	1st April 2024
END OF FINANCIAL YEAR	31st March 2025
TRUSTEES AT 31ST MARCH 2025	Lucinda Kopala Dr Meenal Galal Dr Jonathan Mutch Dr Jeremy Sizer Dr Layla Ettinghausen Dr Natasha Binnie Matthew Betts Louisa Pau Iain Shoolbred Nicholas Stevens Aalia Walker Darren Lunz Bjorn Ovar Johansson
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

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**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

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.

The Trustees have had regard to the guidance issued by the Charity Commission on public benefit.

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 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. They attended mental health events on behalf of You Okay, Doc?

The charity's patron board continued to provide invaluable support to its beneficiaries. During the period YOD patron Tom Mitchell took part in the Yorkshire Peaks fundraiser. YOD Patron Manley Hopkinson hosted The Liz Sizer Gala. YOD Patron Mr Aman Coonar wrote a blog on The Liz Sizer Gala which he attended with his network.

Volunteers and ambassadors for the charity helped deliver The Liz Sizer Gala and the Hike in July campaigns, raising critical funds and awareness for the charity's cause.

The Trustee Board, comprising a diverse skillset from across medical leadership, entrepreneurship, marketing, PR and accountancy, continued to provide their skills, expertise and passion to support the charity's cause and growth.

Summary of the Main Achievements

Community Activation

The charity hosted its annual 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.

YOD hosted two community building, fundraising hikes – being the Yorkshire 3 Peaks in August 2024 and the Mount Toubkal hike in Morocco in March 2025.

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

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

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

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**TRUSTEES' REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

Educational Resources

YOD produced regular educational resources via its social media. This included self check-ins, women's rights, imposter syndrome, stress awareness and tips, physical health tips, suicide awareness, night shift tips, eating disorders and dealing with retraction of specialty offers.

YOD produced blogs regarding stress management and burnout.

Services Provision

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

YOD provided a virtual support group hosted by an accredited psychotherapist called 'The Huddle', exclusively for doctors.

YOD hosted coaching workshops to deal with stress and burnout.

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 16.07.2025



Signed on their behalf by Trustee

Printed Name: Lucinda Annabel Kopala

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**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
INCOMING RESOURCES					
Incoming Resources from Generated Funds					
Donations, Grants & Legacies	3a	11,546	-	11,546	3,865
Activities for Generating Funds	3b	73,696	-	73,696	71,942
Investment Income	3c	-	-	-	-
Other Incoming Resources	3d	135	-	135	72
TOTAL INCOMING RESOURCES		85,377	-	85,377	75,879
RESOURCES EXPENDED					
Costs of Generating Funds					
Cost of Charitable Activities	4a	59,255	-	59,255	60,180
Governance Costs	4b	960	-	960	2,097
TOTAL RESOURCES EXPENDED		60,215	-	60,215	62,277
NET INCOMING (OUTGOING) RESOURCES		25,162	-	25,162	13,601
Funds Brought Forward		16,140	-	16,140	2,539
TOTAL FUNDS CARRIED FORWARD		41,302	-	41,302	16,140

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.


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**BALANCE SHEET
AS AT 31ST MARCH 2025**

	Note	Unrestricted Funds £	Restricted Funds £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Fixed Assets					
Tangible Assets	2	-	-	-	-
Investments	6	-	-	-	-
Total Fixed Assets		-	-	-	-
Current Assets					
Debtors & Prepayments	8	-	-	-	-
Cash at Bank and in Hand	7	43,162	-	43,162	17,740
Total Current Assets		43,162	-	43,162	17,740
Creditors: Amounts falling due within one year	9	1,860	-	1,860	1,600
NET CURRENT ASSETS		41,302	-	41,302	16,140
TOTAL ASSETS less current liabilities		41,302	-	41,302	16,140
Creditors: Amounts falling due in more than one year	10	-	-	-	-
NET ASSETS		41,302	-	41,302	16,140
Funds of the Charity					
General Funds		41,302	-	41,302	16,140
Restricted Funds	5	-	-	-	-
Total Funds		41,302	-	41,302	16,140

Approved by the Trustees on 16.07.2025

Signed on their behalf by Trustee Lucinda Annabel Kopala

Printed Name: 

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025**

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.

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**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025**

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 2025 : None

31st March 2024 : None

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

3. INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
a) Donations, Grants & Legacies				
Gift Aid Tax	-	-	-	865
Gifts & Donations	11,546	-	11,546	3,000
	11,546	-	11,546	3,865
b) Activities for Generating Funds				
Fundraising Event	73,696	-	73,696	71,942
	73,696	-	73,696	71,942
c) Investment Income				
Interest	-	-	-	-
	-	-	-	-
d) Other Incoming Resources				
Sundry Income	135	-	135	72
	135	-	135	72

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NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

4. RESOURCES EXPENDED

	Note	Unrestricted Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
a) Cost of Charitable Activities					
Activities & Events		18,990	-	18,990	15,362
Bank Charges		16	-	16	16
Consultancy Fees		28,384	-	28,384	31,661
Office Costs		5,025	-	5,025	3,678
Shout Text Services		6,840	-	6,840	7,980
Sundry Expenses		-	-	-	1,123
Therapist Costs		-	-	-	360
		59,255	-	59,255	60,180
b) Governance Costs					
Independent Examiners Fees	9	960	-	960	900
Legal & Professional Fees		-	-	-	1,197
		960	-	960	2,097

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**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025**

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-25 £	TOTAL 31-Mar-24 £
Cash at Bank & in Hand	43,162	-	43,162	17,740
	43,162	-	43,162	17,740

8. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Sundry Debtors	-	-	-	-
	-	-	-	-

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Independent Examiners Fees	960	-	960	900
Sundry Creditors	900	-	900	700
	1,860	-	1,860	1,600

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-25 £	TOTAL 31-Mar-24 £
Fixed Asset Investments	-	-	-	-
Net Current Assets	41,302	-	41,302	16,140
Long Term Liabilities	-	-	-	-
	41,302	-	41,302	16,140

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**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025**

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.

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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 2025 set out on pages 6 to 13.

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

K. Collaku

Date: 16th July 2025