

DOCTORS IN DISTRESS

England & Wales · Charity number 1184953

Details

Status Registered

Legal form CIO

Registered 2019-08-19

Register [View on the Charity Commission register](#)

Contact

Address 28 Stratford Way
Watford
WD17 3DJ

Phone 07766461221

Email contact@doctors-in-distress.org.uk

Website www.doctors-in-distress.org.uk

Activities

Objects: TO PROMOTE AND PROTECT THE MENTAL HEALTH OF THOSE WORKING IN THE MEDICAL PROFESSION, AND THEIR FAMILIES, THROUGHOUT ENGLAND AND WALES, PRIMARILY (BUT NOT EXCLUSIVELY) BY: A) PROVIDING INFORMATION TO DOCTORS, HEALTH CARE PROFESSIONALS, MEMBERS OF THE PUBLIC AND ORGANISATIONAL LEADERS TO RAISE AWARENESS AND ENCOURAGE MEASURES THAT MIGHT PREVENT WORK PLACE STRESS, BURNOUT AND SUICIDE. B) PROVIDING INFORMATION ON AVAILABLE SUPPORT AND RESOURCES TO HELP THOSE AFFECT BY WORK PLACE STRESS, BURNOUT AND SUICIDE.

Activities: To promote the value of positive mental health for doctors and all those in the medical profession

Classification

- **How:** Other Charitable Activities
- **What:** Other Charitable Purposes
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£227,820	£302,748	-	-
2024-06-30	£293,704	£265,426	-	-
2023-06-30	£203,348	£251,983	-	-
2022-06-30	£225,628	£259,157	-	-
2021-06-30	£219,266	£129,284	-	-

Trustees

Name	Role	Appointed
Amandip Sidhu		2020-04-17
Dr Ali Esmaeili		2023-03-27
Dr Ananta Dave		2020-11-10
Dr Chaand Nagpaul		2023-03-27
Dr Jonathan Osborn		2023-03-27
Dr Nishma Shah		2020-04-17
Leon Ronald Atkins		2024-03-05
Oliver Phillips		2025-07-01
PROFESSOR SUBODH DAVE		2020-11-10

DOCTORS IN DISTRESS

England & Wales - Charity number 1184953

Accounts

Doctors in Distress

Trustees Annual Report and
Financial Statements
Year ended 30th June 2025

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Welcome

Welcome to our annual report for 2025 – another year of putting the mental health of those who care for us centre stage.

It has been another year of recovery for the workforce from the many shocks to the system that have included COVID-19, cost pressures and related organisational change, and changes to the expectations of many professionals about what their career was likely to include.

The bigger picture is not improving. The ONS statistics on death by suicide by occupation continue to tell us that a healthcare worker loses their life by suicide once every 3 weeks. The need for our services is undiminished across the whole UK healthcare ecosystem.

Doctors in Distress' past year of campaigning culminated in a special event hosted at Westminster Palace and attended by a large number of Parliamentarians, senior leaders from across the NHS and professional groups. It was a sincere moment of recognition and a powerful statement of the importance of mental health care for healthcare professionals.

We wish to particularly thank our volunteers. Ambassadors, as they are known, have been remarkable this year fundraising through activities such as expeditions, runs, and nominations of the charity as their beneficiary for the organisations and membership groups they operate in. Your verve and dedication match the need we face and we are truly grateful.

Our banner for the year resonates through our work: [there is no healthcare without self-care](#).

Sincerely

Signed by:

AAEF5AD784F74F9...

Signed by:

ACF0B480266C4A0...

Dr Chaand Nagpaul and Dr Jonathan Osborn
Co-Chairs of Trustee Board

Trustees' annual report

The Board of Trustees submit the annual report and financial statements of Doctors in Distress for the year ended 30th June 2025.

The Board of Trustees confirms that the annual report and financial statements of the Charity comply with current statutory requirements, including:

- the Charity Act 2011;
- the Charity's governing document; and
- the provisions of the Charities SORP (FRS 102) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Objectives

Doctors in Distress is a Registered Charity registered with the Charity Commission for England and Wales (Charity number: 1184953) and Scotland (Charity Number: SC04971).

The objects of Doctors in Distress are to promote and protect the mental health of those working in the medical profession and their families through England and Wales primarily (but not exclusively) by:

- a) providing information to Doctors, health care professionals, members of the public and organisational leaders to raise awareness and encourage measures that might prevent work place stress, burnout and suicide
- b) providing information on available support and resources to help those affected by work place stress, burnout and suicide.

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's objectives and activities.

Activities and Impact

Over the past year, Doctors in Distress has made a meaningful impact and expanded its reach and influence as a charity. Most notably, our National Memorial Tree Campaign has seen remarkable growth.

Key achievements this year include:

- Launch of the UK's first National Suicide Memorial Day for Health and Care Workers with NHS Practitioner Health
- Launched our charity's services in Northern Ireland
- 226% increase in sign ups for groups compared to last year
- 2,200 individuals supported by Doctors in Distress Groups
- 32 talks given by Trustees, staff and Ambassadors
- 20 trees planted
- 6 conference attendances including conferences of the British Medical Association and Acute and General Medicine

World Suicide Prevention Day and allied campaign

Our work on World Suicide Prevention Day 10th September and our related campaign included:

- Partnership with 4MentalHealth to offer 100 free places to their Suicide Awareness Course for health professionals. All places were filled and following the course, 96% of participants said they learnt the tools needed to talk to someone in emotional distress.
- Published and promoted a blog by one of our Ambassadors, Caroline Roodhouse, who has lived experience of suicide, which received positive engagement.
- Partnered with NHS Practitioner Health to host the UK's first National Suicide Memorial Day for Health and Care Workers. Through our social media and networks, we encouraged healthcare workers to

take a moment out of their day and remember those colleagues who have died by suicide.

- Our Patrons Professor Dame Clare Gerada and Dr Adam Kay unveiled a new memorial plaque dedicated to healthcare workers who have died by suicide at a ceremony at NHS Practitioner Health's headquarters in London.
- Across the country, various memorial tree ceremonies also took place as part of our National Memorial Tree Campaign, with new plantings in Glenfield Hospital in Leicester, Salford Royal Hospital and The Christie Foundation in Manchester.
- Regional radio and TV covered the events, reaching more than 4 million people.
- Engagement on social media was strong too, with our posts gaining 25,000 views, including some high-profile accounts reposting.
- Published a paper by two high profile doctors in the wellbeing space on top priorities for the wellbeing of healthcare staff. This received widespread engagement and was endorsed by our Patron Dr. Adam Kay



Tree Planting at the British Medical Association House, London on World Mental Health Day to honour the memory of healthcare professionals who have died by suicide with BMA Chair of Council Professor Phil Banfield and Doctors in Distress Trustee Dr Jonathan Osborn.

Beat Burnout

Burnout has continued to be a core issue for Doctors in Distress. To address this need in 2024-5 we have:

- worked with Solutions Evaluations to conduct a survey and a focus group on healthcare workers attendance at support groups.
- Added a new programme specifically on burnout completed in the individuals' own time but still helping them to connect with like-minded individuals and feel part of a group.
- Dr Claire Ashley delivered a six month Beat Burnout course offering a compassionate, evidence-based approach to recovering from burnout, with the aim of enabling and empowering participants to rebuild a fulfilling career and life.
- 792 doctors attended the live webinar and 281 completed the six month course.

“The course empowers doctors with practical tools to identify burnout risks, implement recovery strategies, and rebuild fulfilling careers.”

Dr Claire Ashley, Creator of the Beat Burnout Course

Our Funders

We are deeply grateful for the generous support of our funders, including:

- Wesleyan Foundation
- British Medical Association Giving
- KPMG through a corporate sponsorship
- Donors to the Every Minute of Every Day Appeal
- Medical Defence Union
- APNA South Asian Heritage NHS Leaders Staff Network Charity
- Core Prescribing Solutions
- Poetry Pharmacy
- EU Medica Pharma Limited
- Pinner Rotary Club
- Charities Trust
- Elysium Healthcare Limited
- Nottingham Medico Chirurgical Society
- The Point of Care Foundation
- Mersey Anaesthetic Ball
- Badgemaster Limited
- Hospital Saturday Fund
- Ilkley Youth

“It's a privilege to collaborate with Doctors in Distress, an organisation making a real difference. We're proud to support their mission to expand their reach and impact.

A highlight has been supporting the launch of Doctors in Distress' programmes in Northern Ireland. Hosted at KPMG Belfast, the event brought together leaders from healthcare and government to celebrate the arrival of this crucial support for clinicians in a region where mental health resources are limited.”

Kate Hardy, Manager, People Consulting –Infrastructure,
Government and Healthcare KPMG

Financial review

During the current financial year the charity achieved a deficit of £74,928.36 (2024: surplus of £28,278) decreasing total reserves at year end to £31,190 (2024: £75,470).

Of the reserves held at year end £7,781 (2024: £48,738) were unrestricted in nature.

Reserves policy

The Trustee's aim and policy is to build up the reserves sufficient to cover 3 months' running costs of day-to-day operation. At the end of the financial year the charity had £31,190 cash available (roughly half of as at the end of Financial Years 2023 and 2024) although some £23,409 (2024: £28,000) of that cash is ear-marked for delivery of programmes or activities where the grant money has already been received but the programme or activities have still to be delivered. Since the charity operates a cost recovery model for programmes these funds can be released to meet the day-to-day running costs as programmes are delivered.

The charity typically requests payment of grants in advance of delivery of programmes. This is a prudent approach. The charity accounts for money received in advance of delivery as "Income in Advance". At the year end the "Income in Advance" balance was just over £23,000. This is similar to 2024 levels (£28,000) reflecting a steady pace of delivery of programmes.

Historically the charity has made a loss (after cost recovery) on restricted activities, which has been supported by unrestricted fundraising. We were less successful during 2025 in bringing in unrestricted funding and managing the costs of restricted activities so that we significantly reduced the net asset position of the charity in the financial year.

Although the unrestricted net asset balance still remains below the three month's running cost total the Trustees are comfortable that the ongoing delivery of programmes means that the charities running costs are appropriately covered and that there is at least 3 months' cash available.

A priority for 2025 will be to build up the unrestricted funds to ensure greater reserves.

January 2025 Review

The charity appointed new co-Chairs who initiated and led a review of finances which resulted in a redundancy process for the reduction of two staff roles.

Structure, governance and management

Governing document

The Charity was registered on 19th August 2019 as a charitable incorporated organisation (CIO) governed by its constitution and whose only voting members are the Trustees.

Recruitment and appointment of Trustees

Trustees are elected onto the Board through nomination by the current Trustee Board, in line with criteria specified in the Constitution.. New Trustees are provided with an induction by the current members, and are provided with a copy of the current version of the CIO's Constitution, the latest Trustees' Annual Report and statement of accounts.

Under the Constitution of the CIO, the number of Trustees shall not be less than three with a maximum of 12. Decisions may be reached either at a meeting of the trustees or in written form. Quoracy is defined as two trustees, or the number closest to a third of the total number of trustees, whichever is the greater. All decisions are made by the Trustees.

Risk management

The Trustees review, on an annual basis, the major risks which the charity faces to ensure that it has sufficient resources in the event of adverse conditions. The Trustees have examined the operational and business risks which the charity faces and confirm they are satisfied that systems and controls are established over key financial systems to mitigate any significant risks.

The main risks facing the charity are as follows:

Financial sustainability

The charity received a large number of donations soon after being set up due to the timing of COVID-19 and the scale of the national focus on

healthcare workers' mental health at that time. These included one off donations and a significant level of donations under emergency grant systems and the public.

The current phase of the charity is moving from an emergency context brought about by COVID-19 to addressing the sustained pressures on healthcare workers. This requires us to establish a format and sources of income that meet this need. The Trustees agree that the organisation needs to be an appropriate size to operate in the current environment and so actions have been taken to balance expenditure with income. To this end, the Charity has this year trialled a Fundraising role, made two staff redundant and is conducting a significant cost cutting exercise. Securing new sources of funding, including a focus on funding that will support systemic activity addressing healthcare environments as workplaces, is an objective for the Board of Trustees.

There are opportunities to consolidate funding streams through seeking grants. We are actively engaged in grant application processes, particularly for multi-year grants. We have additionally had increasing success in corporate partnerships and donations and are actively pursuing further income from these sources.

Workforce costs

Increasing employment costs and tax changes are impacting charities of our size and particularly those that are facing reduced income. Increased costs mean we will be adjusting staffing levels.

Technology, safeguarding and data protection

Many of our services are provided online and the charity needs to remain aware of the risks to individuals' privacy and the safeguarding needs of an online group. Operations, including data processing, are regularly reviewed and improvements provided by technology companies (e.g. ability to remove chat function in online forums) are being adopted.

Legal and administrative information

Charity name

Doctors in Distress

Charity registration no.

1184953

Registered office

28 Stratford Way
Watford
WD173DJ

Trustees

Dr Chaand Nagpaul	Co-Chair (appointment to role 1st January 2025)
Dr Jonathan Osborne	Co-Chair (appointment to role 1 st January 2025)
Mr Darren Cockburn	Treasurer (resigned from Chair role 31 st December 2025, Resigned as Trustee 30 th June 2025)
Amandip Sidhu	
Dr Anata Dave	
Dr Nishma Shah	
Mr Leon Atkins	
Mr Stephen Cohen	
Professor Subodh Dave	
Dr Ali Esmaeili	
Ms Frances Griffiths	(Resigned as Trustee 16 th June 2025)

Accountant

Balance Books Ltd.
5 Greenwich View Place
London, England,
E14 9NN

Independent Examiner

Henrietta Nwulu Oladipupo FCCA

Statement of Board of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice) including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under charity law the Trustees must not approve the financial statements unless they are satisfied that they give a 'true and fair' view of the state of affairs of the Charity and of the excess of income over expenditure for that period. In preparing these financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue its activities.

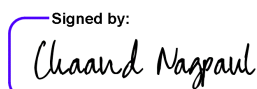
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Charity and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website.

Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions. In addition, the Trustees confirm that they are happy that the content of the Annual Review in pages 4-13 meet the requirements of the Trustees Annual Report under charity law.

They also confirm that the financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the Charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16th July 2014.

This report was approved and authorised for issue by the Board of Trustees on 18th March 2026 and signed on its behalf by:

Signed by:

AAEF5AD784F74F9...
09/04/2026

Signed by:

ACF0B480266C4A0...
07/04/2026

Dr Chaand Nagpaul
Dr Jonathan Osborn
Co-Chairs of Trustee Board

Independent examiner's report

CHARITY COMMISSION
FOR ENGLAND AND WALESIndependent examiner's report on the
accounts

Section A

Independent Examiner's Report

Report to the trustees

Doctors in Distress

On accounts for the year
ended

30 June 2025

Charity no
(if any)

1184953

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30/06/2025.

Responsibilities and
basis of report

As the charity's trustees, 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 Trust'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

The charity's gross income exceeded £200,000 and I am qualified to undertake the examination of the accounts.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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.

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

27/03/2026

Name:

Henrietta Nwulu Oladipupo

Relevant professional
qualification(s) or body
(if any):

ACCA, CPA, CFE

Address:

63 Augustine Road

Orpington

Doctors In Distress
Annual Report and financial statements

Statement of financial activities

Doctors in Distress								
Financial Statements for the year ended 30 June 2024								
Statement of Financial Activities								
	Notes	Unrestricted funds	Restricted Funds	Total Funds		Unrestricted funds	Restricted Funds	Total Funds
		2024/25	2024/25	2024/25		2023/24	2023/24	2023/24
		£	£	£		£	£	£
Income and donations								
Donations and Grants		117,662.22	69,322.55	186,984.77		123,917.63	101,048.22	224,965.85
Fees for services		19,999.98	19,999.98	39,999.96		-	68,666.65	68,666.65
Book sales		-	-	-		-	-	-
Other receipts		834.74	-	834.74		71.06	-	71.06
Total Income	(3)	138,496.94	89,322.53	227,819.47		123,988.69	169,714.87	293,703.56
Expenditure on								
Raising funds		1,897.17	-	1,897.17		2,391.50	-	2,391.50
Book & Badge purchases		3,003.56	-	3,003.56		-	-	-
Subcontractors for programmes and similar		520.00	14,879.70	15,399.70		-	14,337.00	14,337.00
Restricted Charitable activities		83,740.69	97,851.47	181,592.16		10,317.35	155,377.87	165,695.22
Unrestricted Charitable activities		100,855.24	-	100,855.24		83,001.98	-	83,001.98
Total Expenditure	(4)	190,016.66	112,731.17	302,747.83		95,710.83	169,714.87	265,425.70
Net movement in funds		(51,519.72)	(23,408.64)	(74,928.36)		28,277.86	0.00	28,277.86
Reconciliation of funds								
Total funds brought forward		43,738.25	0.00	43,738.25		15,460.39	0.00	15,460.39
Surplus for the year		(51,519.72)	(23,408.64)	(74,928.36)		28,277.86	0.00	28,277.86
Total funds carried forward		- 7,781.47	- 23,408.64	- 31,190.11		43,738.25	-	43,738.25
Cash held on balance sheet against restricted activities		-	35,632.38	35,632.38		10,000.00	18,163.33	28,163.33
Charity Funds per Balance Sheet		- 7,781.47	- 23,408.64	- 31,190.11				

Balance Sheet

Doctors in Distress								
Financial Statements for the year ended 30 June 2024								
Balance Sheet								
	Notes	Unrestricted funds 2024/25 £	Restricted Funds 2024/25 £	Total Funds 2024/25 £		Unrestricted funds 2023/24 £	Restricted Funds 2023/24 £	Total Funds 2023/24 £
Fixed assets								
Tangible assets	(10)	-	-	-		-	-	-
Total Fixed Assets		-	-	-		-	-	-
Current Assets								
Cash at bank and in hand		-	35,632.38	35,632.38		57,306.87	18,163.33	75,470.20
Other current assets	(11)	2,470.00	-	2,470.00		5,800.10	-	5,800.10
Total Current Assets		2,470.00	35,632.38	38,102.38		63,106.97	18,163.33	81,270.30
Total Current Liabilities	(12)	10,251.47	59,041.02	69,292.49		19,368.72	18,163.33	37,532.05
Net Current Assets		- 7,781.47	- 23,408.64	- 31,190.11		43,738.25	-	43,738.25
Total Assets Less Current Liabilities		- 7,781.47	- 23,408.64	- 31,190.11		43,738.25	-	43,738.25
Total Net Assets		- 7,781.47	- 23,408.64	- 31,190.11		43,738.25	-	43,738.25
The Funds of the Charity								
Restricted funds		-	23,408.64	23,408.64		-	-	-
Unrestricted funds								
General Funds		- 7,781.47	-	7,781.47		43,738.25	-	43,738.25
Designated Funds		-	-	-		-	-	-
Total Charity Funds		- 7,781.47	- 23,408.64	- 31,190.11		43,738.25	-	43,738.25

The notes on pages 19 to 24 form part of the financial statements.

All the above results arise from continuing activities.

There were no other recognised gains or losses other than those stated above.

These financial statements were approved and authorised for issue by the Board of Trustees on 18th March 2026 and signed on their behalf by:

Dr Chaand Nagpaul
Dr Jonathan Osborne
Co-Chairs of Trustees

Notes to the financial statements

1. Accounting policies

Charity information

Doctors in distress is constituted as a charity with a board of trustees. It is an unincorporated body.

1.1. Accounting convention:

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn. The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £. The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2. Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3. Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. Restricted funds are subject to specific conditions by donors as to how they may be used.

1.4. Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5. Expenditure

Expenditure is recognised as soon as there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

1.6. Tangible fixed assets

The Charity has no tangible fixed assets. The Charity expenses items such as computer equipment on purchase.

1.7. Cash and cash equivalents

Cash and cash equivalents include cash in hand, bank deposits and similar liquid resources. Bank overdrafts are shown within borrowings in current liabilities.

1.8. Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9. Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Analysis of income

The table below provides an analysis of income. The charity received no grants from government during the year.

	Unrestricted funds	Restricted Funds	Total Funds		Unrestricted funds	Restricted Funds	Total Funds
	2024/25	2024/25	2024/25		2023/24	2023/24	2023/24
	£	£	£		£	£	£
Income and donations							
Donations and Grants	117,662.22	69,322.55	186,984.77		123,917.63	101,048.22	224,965.85
Fees for services	19,999.98	19,999.98	39,999.96		-	68,666.65	68,666.65
Book sales	-	-	-		-	-	-
Other receipts	834.74	-	834.74		71.06	-	71.06
Total Income	138,496.94	89,322.53	227,819.47		123,988.69	169,714.87	293,703.56

4. Analysis of expenditure

The table below provides an analysis of expenditure:

Summary of Expenditure		
	2024/25	2023/24
Books and badges purchased	£ 3,003.56	£ -
Fundraising Fees	£ 1,897.17	£ 2,391.50
Sub-Contractors - Other	£ 15,399.70	£ 14,337.00
Administration (including accountancy, bookkeeping, bank fees and insurance)	£ 16,368.18	£ 12,065.00
Advertising & Marketing (including events and website)	£ 10,184.68	£ 14,815.99
Consulting	£ 1,933.80	£ -
Employers National Insurance	£ 17,844.85	£ 13,132.22
IT Software and Consumables	£ 9,551.68	£ 12,166.49
Pensions Costs	£ 8,761.52	£ 6,843.81
Rent of Office Space	£ 608.40	£ 2,290.80
Salaries	£ 208,250.09	£ 183,178.73
Recruitment Fees	£ 4,124.94	
Other costs	£ 4,819.26	£ 4,204.16
TOTAL	£ 302,747.83	£ 265,425.70

Analysed by fund		
	2024/5	2023/4
Unrestricted funds	190,017	95,711
Restricted funds	112,731	169,715
Total	302,748	265,425

5. Extraordinary items

There were no extraordinary items in the year.

6. Fees for examination of accounts

Fees of £950 were incurred for the examination of the accounts (2023/24: £2,100).

7. Trustees

No trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2023/24: £510).

8. Employees

The average monthly number of employees during the year was 5 (2023/24: 4).

The cost of employees is set out below:

	2024/5	2023/4
Salaries	208,250.09	183,179
Employers National Insurance	17,845.00	13,132
Pension	8,761.52	6,844
	234,857	203,155

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

9. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10. Tangible fixed assets

The Charity has no tangible fixed assets.

11. Debtors

Amounts falling due within one year:

	2024/5	2023/4
Accrued Income	643.88	1,699.99
Other Debtors	0.00	0.00
Prepayments	1,826.12	4,100.11
	2,470.00	5,800.10

12. Creditors:

Amounts falling due within one year:

Creditors: amounts falling due within one year	2024/5	2023/4
Accruals	5,672.08	4,158.98
Income in Advance	59,041.02	28,163.33
Other Creditors	0.00	0.00
PAYE Payable	3,274.49	4,016.13
Pensions Payable	1,304.90	1,193.61
Total Creditors: amounts falling due within one year	69,292.49	37,532.05

13. Deferred income

	2024/5	2023/4
Deferred income is included within:		
Current liabilities	£59,041	£28,163
Movements in the year:		
Deferred income at 1 July	£28,163	£59,990
Released from previous periods	(£21,333)	(£59,990)
Resources deferred in the year	£52,211	£28,163
Deferred income at 30 June	£59,041	£28,163

14. Related party transactions

There were no disclosable related party transactions during the year (2023/24: none).

DOCTORS IN DISTRESS

England & Wales - Charity number 1184953

Accounts



Doctors in Distress

Charity Numbers: England & Wales (1184953) Scotland (SC049715)

Trustees' Annual Report & Financial Statements for the Year to 30 June 2024

**Prepared by Darren Cockburn, Susannah
Basile and Ann Paul (on behalf of the
trustees)**

(25 March 2025)

Doctors in Distress

Trustees' Annual Report & Financial Statements

for the period from 01 July 2023 to 30 June 2024

Reference & Administration Details

Charity Details:

The Charity is constituted as a Charitable Incorporated Organisation (CIO in England & Wales, SCIO in Scotland)

Registered Numbers: England & Wales (1184953) Scotland (SC049715)

Address: 28 Stratford Way, Watford, Herts, WD17 3DJ

Type of Governing Document:

Foundation model constitution

Trustees during the Year

Mr Darren Cockburn (Interim Chair and Treasurer)

Mr Amandip Sidhu (Vice-Chair)

Mr Leon Atkins (Appointed 05 March 2024)

Mr Stephen Cohen

Dr Ananta Dave

Professor Subodh Dave

Dr Ali Esmaeili

Ms Frances Griffiths (Appointed 05 March 2024)

Dr Chaand Nagpaul

Dr Gavin McColl (Resigned 18 December 2023)

Dr Jonathan Osborn

Dr Nishma Shah

Rt. Hon. Anna Soubry (Resigned 14 June 2024)

Senior Staff with Delegated Responsibilities

Ms Ann Paul – Chief Executive Officer

Mrs Susannah Basile – Interim Chief Executive Officer (from 1 November 2024)

Trustee Selection Methods:

By voting method among existing Trustees

How New Trustees are Inducted and Trained:

Doctors in Distress has a number of experienced individuals as members of the Trustee Board. They have received a copy of the charity's Articles and Memorandum of Association, Trustee terms of reference together with the latest update of charitable activities. Declarations of Conflict of Interest are completed and are regularly updated. The Trustee Policy has been written and a skills audit undertaken.

Objectives and activities

Objectives

Our mission is to promote the value of positive mental health for doctors and all those in the medical profession.

Our objectives are to promote and protect the mental health of those working in the medical profession, throughout England and Wales, primarily (but not exclusively) by providing information to doctors, health care professionals, members of the public and organisational leaders to raise awareness and encourage measures that might prevent work place stress, burnout and suicide and by providing information on available support and resources to help those affect by workplace stress, burnout and suicide.

These objectives can be summarised as:

1. To promote and protect the mental health of health professionals
2. To eliminate stigma around mental health in the health sector
3. To promote a duty of care by employers for the mental health of health workers
4. To develop and provide initiatives and interventions to promote and protect the mental health of health professionals

Activities and impact for the year

In October 2023, the Trustees approved a revised strategic plan presented to them at an awayday with the executive team. it was agreed that the vision of **Doctors in Distress** is to ***promote and protect the mental health of all healthcare workers, and to prevent suicide.***

We achieve this through our four strategic pillars

- 1) Provide Mental Health Leadership: **Doctors in Distress** continues to lead in demonstrating what needs to be done to improve the mental wellbeing of all healthcare workers. We will continue to enhance this work by delivering research papers, collecting data from our programmes and enhancing our engagement with senior stakeholders within the NHS, the healthcare sector and government.
- 2) Stigma Reduction: A principal barrier to healthcare workers seeking support is stigma. Doctors in particular are told in medical school that if they seek mental health support this will preclude them from promotion. Nurses are fearful of seeking support as they will be perceived as incapable of providing care. Our interventions reduce stigma by showing healthcare workers are not alone. Our campaigning work is focused on raising awareness about the barriers to support and providing solutions to reducing stigma.
- 3) Suicide Prevention: One doctor dies by suicide every three weeks in the UK. This rises to 1 nurse every week. Our long term goal is to see the suicide rate significantly reduce in healthcare.
- 4) Push for Culture Change: Healthcare staff work in a system that does not prioritise their mental wellbeing. There is much more that can be done to support them as they come to terms with the emotional impact of their work. Through our campaigning, programmes and engagement with senior leaders in the NHS, **Doctors in Distress** is helping healthcare workers to create positive cultural change in their workplace.

Activities throughout 2023 – 2024

Programmes:

Doctors in Distress has delivered a wide range of support programmes across the UK offering support for a number of different professions.

Throughout the entire year, the charity has provided a weekly drop in support group, including during the Festive Season. We are very grateful to The Balcombe Trust who provided the seed funding to establish this service. As the group has become more established, we have seen numbers increasing week on week. Our average per week has now risen to 11 with our highest session seeing 15 participants. A core group of attendees has now established and we regularly have a number of new people each week. We look forward to continuing this group as it goes from strength to strength.

During this financial year, we delivered the remaining three in-person sessions for the **Countess of Chester** hospital, the contract for which was established in 2022/23. The team finalised our support group for paramedics who were burned out. Thank you to the **College of Paramedics** for their funding of these groups.

Doctors in Distress was delighted to form a partnership with the **Medical Defence Union**. Support over the year included support programmes for Foundation Doctors, Dr1in4 for students and support for GPs in Training. We also worked closely with their team to raise awareness of issues facing GPs through articles and media.

The **GMC** provided funding for a pilot programme for International Medical Graduates which began in the previous year and was concluded this year. There has been a theme around the need to provide groups for IMGs due to the additional emotional burden they face working in a new country. The programme highlighted that support was needed for this group and we look forward to exploring innovative ways to ensure IMGs can find time to attend the sessions.

The Cencora Impact foundation funded the first ever UK bereavement support group for those who had been bereaved by the suicide of a nurse. The first iteration was called 'Growth After Grief,'. While initial sign-ups were promising, attendance was sporadic. In response, we launched a second iteration, 'Space to Think,' incorporating pre-session calls to enhance participant engagement. Although attendance remained lower than anticipated, those who participated reported significant benefits, expressing gratitude for the safe and supportive environment. This iteration saw higher engagement and meaningful impact on participants' grief journeys, underscoring the programme's value. The concept behind this programme is still very new and we will continue to look at ways to encourage people impacted by suicide to process their grief.

We were privileged to receive funding from **The Hospital Saturday Fund (HSF)** which enabled us to continue our provision of support for nurses and midwives. In this time frame, we provided 3 lived experience webinars for each profession. We saw the biggest increase in engagement and attendance in these groups, with 359 people registering between November 2023 and March 2024, a vast increase on our previous figures. We are delighted that we are making more of an impact in these groups and look forward to continuing this support.

Yet again, **The Wesleyan Foundation** has proven to be a very steadfast supporter of the charity, providing funding which allowed us to run 4 weeks of Photography for Doctors and Dentists and a further 4 weeks of Expressive Writing for Doctors and Dentists. These sessions have always been keenly awaited and helped healthcare workers who are not as comfortable with talking groups to express themselves in a different way.

Awareness Raising:

2023 – 2024 has been a crucial year for growing the awareness of our work.

Memorial Tree Campaign: Our National Memorial Campaign continues to grow with the ongoing support of our Patron, Dr Adam Kay. At the time of writing, 12 Memorial Trees have been planted across the country, with several more planned for the coming months. We have created a film with Dr Kay which is being launched later in the year to show the impact of this campaign. The tree is the start of further collaboration between the Trust and the charity. We continue to place a focus on commissioning as a core part of the campaign.

To diversify our Income Generation activities **Doctors in Distress** devised Eatober, a challenge for people to organise an event based around food in the month of October. We saw Halloween parties, coffee mornings and dinner parties. We look forward to seeing how we could develop this in the coming years.

In December 2023, the charity partnered with **Havas Lynx**, an international healthcare communications company in their 'Shining Lights on the Darkest Nights campaign. The campaign called on members of the public to share their messages of thanks with healthcare workers which were then projected on the side of Waterloo Bridge, St Thomas's hospital and major commuter routes in Manchester. We are grateful for the ongoing support of Havas Lynx.

In February 2024, **Doctors in Distress** held an event at **No 11 Downing Street**, hosted by Jeremy Hunt and his family. The room was filled with senior leaders in the NHS and in the wider healthcare sector. Dr Ananta Dave, Trustee of **Doctors in Distress** gave an impassioned speech about the current challenges within the NHS. The executive team followed up with meetings with leaders of ICBs as well as representatives from the Royal Medical Colleges. The meetings held with senior leaders in the NHSE have been encouraging but will be slow to reach any action due to the extreme lack of funds experience in the health sector. Nonetheless, **Doctors in Distress's name** has grown in recognition, which we hope will result in collaboration in the future.

International Women's Day saw the launch of our #StampoutSexism campaign. Following the publication of the horrifying statistics around sexual harassment and sexual abuse in surgery, we were compelled to launch this campaign which ran alongside a webinar with Surviving in Scrubs. We look forward to seeing this area of our work develop.

Finally, we were delighted that our founder, Amandip Sidhu, won the Sun Who Cares Wins award for Mental Health Hero. This is a testament his dedication and hard work in setting up the charity.

Income Generating Activities:

The Strategic plan agreed in October is underpinned by a renewed focus on income generation. This has led to a total income for the year of £293,704 which, while not the £400,000 we had hoped to raise, was still greater than the expenses of £265,426. Raising funds from the NHS for programmes is particularly challenging as the NHS budgets have been severely cut and were not finalised until May 2024. This is an ongoing and serious challenge for the income generation of the charity as we have relied on some Trusts paying for the work they commission, rather than having to raise income from Trusts and Foundations or individuals.

Both the Wesleyan Foundation and the MDU have been steadfast supporters of our work. We have a list of donors as *Appendix 1 and 2* whom we thank most sincerely for their support, without which we would be unable to help those who have been helping us over the past 5 years.

Finally, we held our 5k in May campaign with people joining us from across the UK to raise funds for the charity. Thank you to individuals, corporates and teams who gave up their time to take 'One Step Forward' and support the mental health of healthcare workers. A particular thank you goes to Cygnet Healthcare who raised £20,000 climbing Mount Snowdon.

Recruitment of new Trustee Board Members

During 2023-2023, two new Trustees were appointed, Frances Griffiths and Leon Atkins. They bring skills and experience to the organisation which have augmented those of the existing board. Darren Cockburn has kindly continued in his role as Interim Chair until the recruitment of a permanent Chair.

Dr Gavin McColl and the Right Hon. Anna Soubry stood down during this financial year and we thank them most sincerely for all their hard work and commitment to the charity.

We have agreed that the Trustees and the team will meet in person at least once a year for a strategy update. This is in addition to the regular board meetings held four times per year. To ensure that all the Trustees are kept fully updated, an informal meeting is held once a month.

Internal Operations

We were pleased to recruit an experienced communications specialist in Naomi Gornall who joined the team in January 2024 as our External Affairs Manager. She has made a marked difference to the caliber of our comms and is largely responsible for the uptick in the impact of our social media. Cath Breen was responsible for the excellent creative work and administration of our programmes.

At the very end of this financial year, we welcomed Sarah Jones as our new Fundraising Manager, and we look forward to Sarah making a difference to our income generation. Both Susannah Basile and Carolyn Peers have worked above and beyond in the past 12 months and should be sincerely thanked for their contribution.

Subsequent to the end of the financial year, our founding CEO, Ann Paul, decided to step down from her role and to focus her enviable energies and expertise on new endeavours outside of the organisation. There are very few people that could take us from a set of ideas to a fully formed team, £300k in annual revenues and an incredible public profile. We celebrate Ann's incredible legacy and her huge dedication to our work.

Conclusion:

As with 2022/23 this has been a very busy and eventful year. We continue to strive to achieve the charity's aim to eliminate the pervasive stigma around mental health in the medical professions. This continues to be very challenging but very important, and the Darzi report published by the government in late 2024 recognised some of these issues. The Trustee Board, together with the executive team, will continue to promote and protect the mental health of our national medical workforce in order to reduce suicides in the profession.

We believe that there needs to be a national centre of excellence to support the mental health of medical professionals and during 2024/25 and beyond we will focus on influencing decision makers and generating income to show that our programmes are effective, building a tool kit and proof of concept to inform the creation of the centre.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

One trustee (Frances Griffiths) received £510 in professional fees for her work in running support groups. No other trustee received any remuneration or benefits in kind during the year.

Financial Review

Statement of the Charity's Policy on Reserves

The Trustee's aim and policy is to build up the reserves sufficient to cover 3 months' running costs of day-to-day operation. At the end of the financial year the charity had £75,470 cash available (roughly the same as at the end of FY2023 and equivalent to over 3 months running costs), although some £28,000 of that cash is ear-marked for delivery of programmes or activities where the grant money has already been received but the programme or activities have still to be delivered. Since the charity operates a cost recovery model for programmes these funds can be released to meet the day-to-day running costs as programmes are delivered.

The charity typically requests payment of grants in advance of delivery of programmes. This is a prudent approach. The charity accounts for money received in advance of delivery as "Income in Advance". At the year end the "Income in Advance" balance was just over £28,000. This is down from nearly £60,000 at the end of FY2023 reflecting the successful delivery of programmes.

Historically the charity has made a loss (after cost recovery) on restricted activities, which has been supported by unrestricted fundraising. We were successful during 2023/24 in bringing in unrestricted funding and managing the costs of restricted activities so that we modestly rebuilt the net asset position of the charity, which rose from £15,460 to £43,738 in the financial year.

Although the unrestricted net asset balance still remains below the three month's running cost total, despite the improvement during the year, the Trustees are comfortable that the ongoing delivery of programmes means that the charities running costs are appropriately covered and that there is at least 3 months' cash available.

A priority for 2024/25 will be to continue to build up the unrestricted funds to ensure greater reserves.

Details of Any Funds Materially in Deficit

There were no funds materially in deficit at the year end.

State of the Charity's Finances

On an accruals basis, in the period ended 30 June 2024 the Charity received £293,633 (2022/23: £203,348) in donations and other funding (including restricted funding) plus £71 interest income and spent £265,426 (2022/23: £251,983) on expenses related to its charitable activities. These costs were primarily staff and subcontractor related.

On a cash basis, the charity was able to broadly balance cash inflows and spend, leading to the cash balance remaining stable. As previously discussed, the charity had a total cash at bank and in hand of £75,470 as of 30 June 2024, representing over 3 months of running costs.

The Trustees are satisfied that the Charity has sufficient funds to carry out its objectives.

Restricted Funds

The Trustees declare that in the period to 30 June 2024 Restricted Donations and Grants of £169,715 were received. These restricted funds were provided to deliver programmes of group discussion sessions, webinars and similar activities for specific groups of health professionals as well as a grant to support the marketing efforts of the Charity. The majority of the activities

associated with this funding were delivered within the year, with outstanding restricted cash funding already received of £18,163 to be delivered in the period from 1 July 2024 to 30 June 2025. The significant costs associated with the restricted activities meant that there was once again a deficit on the activities completed during the year using restricted funding, which was covered by the use of unrestricted funding.

Designated Funds

The Charity did not set aside any unrestricted funds for any specific purposes during the year.

Risk Register

The charity has a risk register, to record risks identified, and management's analysis of the likelihood and the consequences of those risks, along with the mitigations and the residual likelihood and consequences of those risks. The risk register is kept up to date a by the management and treasurer and is periodically reviewed by the trustees. The trustees are satisfied that the risks of the charity are being well managed.

Gifted Services

During the year the Charity received pro-bono support from Impact Privacy, in respect of certain legal services.

Trustees Expenses

During the year the charity did not reimburse any Trustees for expenses.

Outstanding Guarantees

The Trustees declare that the charity gave no financial guarantees during the year and that it had no potential liability outstanding at the date of this statement.

Outstanding Debts

The Trustees declare that the charity had no outstanding debts, secured or unsecured as at 30 June 2024 and that it had no such debts at the date of this statement.

Declaration

The Trustees declare that they have approved the above report and authorised that it be signed on their behalf.

On Behalf of the Trustees,

A handwritten signature in black ink, appearing to read 'D Cockburn', written over a horizontal line.

Signed by Darren Cockburn

Date: 20 March 2025

DOCTORS IN DISTRESS INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DOCTORS IN DISTRESS

I report to the trustees on my examination of the financial statements of Doctors in Distress (the charity) for the year ended 30 June 2024.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice.

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 2011 Act: or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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 financial statements to be reached.

DocuSigned by:


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Graham Speck ACA

Clarkson Hyde LLP

3rd Floor

Chancery House

St Nicholas Way

Sutton

Surrey

SM1 1JB

Dated: 25/3/2025

Financial statements for the year ended 30 June 2024

Doctors in Distress								
Financial Statements for the year ended 30 June 2024								
Statement of Financial Activities								
	Notes	Unrestricted funds	Restricted Funds	Total Funds		Unrestricted funds	Restricted Funds	Total Funds
		2023/24	2023/24	2023/24		2022/23	2022/23	2022/23
		£	£	£		£	£	£
Income and donations								
Donations and Grants		123,917.63	101,048.22	224,965.85		77,576.55	74,100.00	151,676.55
Fees for services		-	68,666.65	68,666.65		1,075.00	49,146.29	50,221.29
Book sales		-	-	-		-	1,250.00	1,250.00
Other receipts		71.06	-	71.06		200.00	-	200.00
Total Income	(3)	123,988.69	169,714.87	293,703.56		78,851.55	124,496.29	203,347.84
Expenditure on								
Raising funds		2,391.50	-	2,391.50		1,191.46	-	1,191.46
Book purchases		-	-	-		-	920.65	920.65
Subcontractors for programmes and similar		-	14,337.00	14,337.00		85.00	17,892.50	17,977.50
Restricted Charitable activities		10,317.35	155,377.87	165,695.22		47,271.76	105,683.14	152,954.90
Unrestricted Charitable activities		83,001.98	-	83,001.98		78,938.09	-	78,938.09
Total Expenditure	(4)	95,710.83	169,714.87	265,425.70		127,486.31	124,496.29	251,982.60
Net movement in funds		28,277.86	0.00	28,277.86		(48,634.76)	0.00	(48,634.76)
Reconciliation of funds								
Total funds brought forward		15,460.39	0.00	15,460.39		64,095.15	0.00	64,095.15
Surplus for the year		28,277.86	0.00	28,277.86		(48,634.76)	0.00	(48,634.76)
Total funds carried forward		43,738.25	-	43,738.25		15,460.39	-	15,460.39
Cash held on balance sheet against future activities		10,000.00	18,163.33	28,163.33		-	59,990.02	59,990.02
Balance Sheet								
	Notes	Unrestricted funds	Restricted Funds	Total Funds		Unrestricted funds	Restricted Funds	Total Funds
		2023/24	2023/24	2023/24		2022/23	2022/23	2022/23
		£	£	£		£	£	£
Fixed assets								
Tangible assets	(10)	-	-	-		-	-	-
Total Fixed Assets		-	-	-		-	-	-
Current Assets								
Cash at bank and in hand		57,306.87	18,163.33	75,470.20		16,790.19	59,990.02	76,780.21
Other current assets	(11)	5,800.10	-	5,800.10		12,910.30	2,604.75	15,515.05
Total Current Assets		63,106.97	18,163.33	81,270.30		29,700.49	62,594.77	92,295.26
Total Current Liabilities	(12)	19,368.72	18,163.33	37,532.05		14,240.10	62,594.77	76,834.87
Net Current Assets		43,738.25	-	43,738.25		15,460.39	-	15,460.39
Total Assets Less Current Liabilities		43,738.25	-	43,738.25		15,460.39	-	15,460.39
Total Net Assets		43,738.25	-	43,738.25		15,460.39	-	15,460.39
The Funds of the Charity								
Restricted funds		-	-	-		-	-	-
Unrestricted funds								
General Funds		43,738.25	-	43,738.25		15,460.39	-	15,460.39
Designated Funds		-	-	-		-	-	-
Total Charity Funds		43,738.25	-	43,738.25		15,460.39	-	15,460.39

Notes to the Accounts

1. Accounting policies

Charity information

Doctors in distress is constituted as a charity with a board of trustees. It is an unincorporated body.

1.1. Accounting convention:

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2. Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3. Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. Restricted funds are subject to specific conditions by donors as to how they may be used.

1.4. Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5. Expenditure

Expenditure is recognised as soon as there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs

attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

1.6. Tangible fixed assets

The Charity has no tangible fixed assets. The Charity expenses items such as computer equipment on purchase.

1.7. Cash and cash equivalents

Cash and cash equivalents include cash in hand, bank deposits and similar liquid resources. Bank overdrafts are shown within borrowings in current liabilities.

1.8. Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.9. Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Analysis of income

The table below provides an analysis of income. The charity received no grants from government during the year.

	Notes	Unrestricted funds 2023/24	Restricted Funds 2023/24	Total Funds 2023/24	Unrestricted funds 2022/23	Restricted Funds 2022/23	Total Funds 2022/23
		£	£	£	£	£	£
Income and donations							
Donations and Grants		123,917.63	101,048.22	224,965.85	77,576.55	74,100.00	151,676.55
Fees for services		-	68,666.65	68,666.65	1,075.00	49,146.29	50,221.29
Book sales		-	-	-	-	1,250.00	1,250.00
Other receipts		71.06	-	71.06	200.00	-	200.00
Total Income	(3)	123,988.69	169,714.87	293,703.56	78,851.55	124,496.29	203,347.84

4. Analysis of expenditure

The table below provides an analysis of expenditure:

Summary of Expenditure	2023/24	2022/23
	£	£
Books purchased	-	920.65
Fundraising Fees	2,391.50	1,191.46
Sub-Contractors - Other	14,337.00	17,977.50
Administration (including accountancy, bookkeeping, bank fees and insurance)	12,065.00	10,759.48
Advertising & Marketing (including events and website)	14,815.99	9,002.49
Consulting	-	3,000.00
Employers National Insurance	13,132.22	14,320.73
IT Software and Consumables	12,166.49	10,634.61
Pensions Costs	6,843.81	6,742.06
Rent of Office Space	2,290.80	3,916.80
Salaries	183,178.73	171,199.82
Other costs	4,204.16	2,317.00
TOTAL	£ 265,425.70	£ 251,982.60

Analysed by fund	2023/24	2022/23
Unrestricted funds	95,710.83	£127,486.31
Restricted funds	169,714.87	£124,496.29
TOTAL	£265,425.70	£251,982.60

5. Extraordinary items

There were no extraordinary items in the year.

6. Fees for examination of accounts

Fees of £2,100 were incurred for the examination of the accounts (2022/23: £1,560).

7. Trustees

One trustee, Frances Griffiths, received professional fees of £510 for her work in running support groups. None of the other trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2022/23 – none).

8. Employees

The average monthly number of employees during the year was 4 (2022/23: 4). The cost of employees is set out below:

	2023/24	2022/23
Salaries:	£183,179	£171,200
Employers National Insurance:	£13,132	£14,321
Pensions:	<u>£6,844</u>	<u>£6,742</u>
TOTAL:	£203,155	£192,263

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

9. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10. Tangible fixed assets

The Charity has no tangible fixed assets.

11. Debtors**Amounts falling due within one year:**

	2023/24	2022/23
Accrued Income	£1,700	£12,228
Other Debtors	-	£2,567
Prepayments	<u>£4,100</u>	<u>£720</u>
	<u>£5,800</u>	<u>£15,515</u>

There were no amounts falling due after one year.

12. Creditors: Amounts falling due within one year:

	Note	2023/24	2022/23
Accruals		£4,159	£5,124
Deferred income	13	£28,163	£59,990
Other Creditors		-	£8,000
PAYE Payable		£4,016	£2,762
Pensions Payable		<u>£1,194</u>	<u>£959</u>
		<u>£37,532</u>	<u>£76,835</u>

There were no amounts falling due after one year.

13. Deferred income

Deferred income is included in the financial statements as follows:

	2023/24	2022/23
Deferred income is included within:		
Current liabilities	<u>£28,163</u>	<u>£59,990</u>
Movements in the year:		
Deferred income at 1 July	£59,990	£25,875
Released from previous periods	(£59,990)	(£25,875)
Resources deferred in the year	<u>£28,163</u>	<u>£59,990</u>
Deferred income at 30 June	<u>£28,163</u>	<u>£59,990</u>

14. Related party transactions

There were no disclosable related party transactions during the year (2022/23 – none).



APPENDIX 1 Individual Supporters

We would like to thank the many individual donors during the year, including but not limited to those listed below:

Benita Rayne
Victoria Paul
Lucie Fowler
Finbar Lynch
Patricia Walker
Amanda Kilsby
Sivakumar Lakshmanan
Subodh Dave and all the team who completed the Channel to Mediterranean Cycle
Emily Fulleylove
Catherine Fiddes
Barbara Lloyd
Ifat Ataullah
All individuals at Nottingham Medico-Chirurgical Society
Rachael Dempsey
Ed Hutchinson
Adeola Adetoki
Ella McDermott
Dr Philip Hammond
Cheryl Mooney
Barbara Dickinson
Laura Hipple
Alina Vaida
Naomi Gornall
Anna Winthrop
Dr Samantha Anthony
Samantha Wathen
Leo Datnow
Alison Pearson
Kirstie Chandler and Exeter University Care Under Pressure Team

APPENDIX 2 Corporate Supporters

Doctors in Distress wishes to acknowledge the support of the following **Companies** with our grateful thanks:

The Medical Defence Union
Havas Lynx
The Wesleyan Foundation
The Cencora Impact Foundation
The Michael and Betty Little Trust
The Balcombe Trust
The College of Paramedics
People's Postcode Lottery
Simon Mallinson
Cygnet Healthcare
Kogo
Coventry and Warwickshire Partnership NHS Trust

DOCTORS IN DISTRESS

England & Wales - Charity number 1184953

Accounts



Doctors in Distress

Charity Numbers: England & Wales (1184953) Scotland (SC049715)

Trustees' Annual Report & Financial Statements for the Year to 30 June 2023

**Prepared by Darren Cockburn and Ann Paul
(on behalf of the trustees)**

(26 March 2024)

Doctors in Distress

Trustees' Annual Report & Financial Statements

for the period from 01 July 2022 to 30 June 2023

Reference & Administration Details

Charity Details:

The Charity is constituted as a Charitable Incorporated Organisation (CIO in England & Wales, SCIO in Scotland)

Registered Numbers: England & Wales (1184953) Scotland (SC049715)

Address: 28 Stratford Way, Watford, Herts, WD17 3DJ

Type of Governing Document:

Foundation model constitution

Trustees during the Year

Dame Clare Gerada (Chair) (Resigned 1 July 2023)

Mr Amandip Sidhu (Vice-Chair)

Mr Darren Cockburn (Treasurer)

Mr Ali Esmaeili (Appointed 27 March 2023)

Mr Stephen Cohen

Dr Ananta Dave

Professor Subodh Dave

Dr Chaand Nagpaul (Appointed 27 March 2023)

Ms Fiorella Massey (Resigned 12 October 2022)

Dr Gavin McColl

Dr Jonathan Osborn (Appointed 27 March 2023)

Dr Nishma Shah

Rt. Hon. Anna Soubry

Senior Staff with Delegated Responsibilities

Ms Ann Paul – Chief Executive Officer

Trustee Selection Methods:

By voting method among existing Trustees

How New Trustees are Inducted and Trained:

Doctors in Distress has a number of experienced people as members of the Trustee Board. They have received a copy of the charity's Articles and Memorandum of Association, Trustee terms of reference together with the latest update of charitable activities. Declarations of Conflict of Interest are completed and are regularly updated. The Trustee Policy has been written and a skills audit undertaken.

Objects and activities

Objectives

Our objects are to promote and protect the mental health of those working in the medical profession, and their families, throughout England and Wales, primarily (but not exclusively) by providing information to doctors, health care professionals, members of the public and organisational leaders to raise awareness and encourage measures that might prevent work place stress, burnout and suicide and by providing information on available support and resources to help those affected by workplace stress, burnout and suicide.

These objectives can be summarised as:

1. To promote and protect the mental health of health professionals
2. To eliminate stigma around mental health in the health sector
3. To promote a duty of care by employers for the mental health of health workers
4. To develop and provide initiatives and interventions to promote and protect the mental health of health professionals

Our ultimate goal is to reduce the number of suicides throughout the medical workforce.

Activities and impact for the year

With the trustees, the team has agreed the charity vision as follows:

To promote and protect the mental health of all Healthworkers and to prevent suicide.

Programmes:

Throughout 2022/2023, **Doctors in Distress** ran 7 separate, fully funded programmes and 3 webinars, which meant that we had services running over 45 weeks (concurrently). In addition to this, we published articles in three publications and had speakers at a wide range of conferences and meetings, allowing us to influence and support nearly 3000 individuals. **Doctors in Distress** has a presence across all social media platforms and continues to build on these communication opportunities.

Several commissioning organisations requested repeated programmes, such as The Wesleyan Foundation and The Royal College of Nursing (through CHSA) and the College of Paramedics. The Royal Literary Fund and The Photographic Society have continued to work in partnership to deliver the creativity programmes. New and innovative programmes have been funded by the likes of The Balcombe Trust and the Surrey and Borders Partnership NHS Foundation Trust.

Awareness Raising and Influencing:

Doctors in Distress is pleased to announce the appointment of eleven new Ambassadors who are tasked with raising both awareness and funds for the charity. This brings the total number of Ambassadors to 35.

For the first time in their 30-year history, the European Musculo-Skeletal Oncology Conference included a session on the mental health of their workforces, provided by **Doctors in Distress**, with an exhibition at their Annual Conference.

Doctors in Distress was honoured to be the focus of two events hosted by Tortoise Media – a Think-In specifically focusing on medical mental health and several sessions at their Annual Kite Festival in June 2023.

In August 2022, **Doctors in Distress** was included in the planting of the first Memorial Tree to

honour the lives of all those medical professionals who have died by suicide. This initiative was started by Dr Adam Kay who has subsequently become a Patron of the charity. From that first tree-planting ceremony, **Doctors in Distress** has started a National Memorial Tree campaign with trees in Derby and at the Royal National Orthopaedic Hospital in Stanmore. Many more are being planned.

Several of our trustees and Ambassadors have included **Doctors in Distress** in presentations and speeches including on television and in print, enabling the reach for the charity to expand each time.

Income Generation:

We are so grateful to have the generous support of so many more individuals and organisations this year, both financial and advice, as well as pro-bono support. A list of our most generous supporters can be found below. On behalf of every doctor, nurse, and other healthcare professionals who has benefited from **Doctors in Distress** programmes, as well as the team, we cannot thank you enough. Without your help, none of this would have been possible. A list of our supporters can be found as Appendix 1

We held two specific fundraisings events during the year – January 2023 Support Those in Blue which was not well supported due to lack of marketing expertise within the team but 5km in May, held for the third year, has gained traction and is growing year on year. In May 2023 we raised over £20,000 with a number of individuals and companies joining in – Killik & Co and Cygnet participated as well as several Ambassadors and friends. We aim to build on this annual fundraiser and expect that it will continue to grow in volume and value.

Our Annual Winter Event at the end of November 2022 was held at the Royal Society of Medicine as in previous years. The play commissioned by **Doctors in Distress**, written by Brian Daniels and produced by Pluto Play productions was the central focus of this event, held largely to thank supporters. This was attended by 87 guests.

Internal organisation:

The **Doctors in Distress** team remained constant through this financial year with everyone working hard to maintain the momentum. We take this opportunity to thank them – Marie Searle, Susannah Basile and Eilean Crombie. We also thank Kuki Taylor and Catherine Breen for providing maternity cover for Susannah. None of the work would have been possible without them.

Our wider family includes an increasing group of Ambassadors, all of whom have joined this group to assist with our mission. We cannot thank them enough.

Conclusion:

This has been a very busy and eventful year of slow and steady growth. The charity's aim to eliminate the pervasive stigma around mental health continues to be very challenging but no less important. The Trustee Board, together with the executive team, will continue to promote and protect the mental health of our national medical workforce in order to stop suicides in the profession.

To do this, our focus in the coming year will include influencing decision makers and generating income to show that our programmes are effective as proof of concept in order to scale up to meet the need.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

No trustee received any remuneration or benefits in kind during the year other than reimbursement for out-of-pocket travel expenses.

Financial Review

Change in accounting approach

The charity has previously reported its financial position on a cash basis. During 2022/23 the cash receipts of the charity exceeded £250,000 and so the charity has moved from reporting its financial results on a cash basis to an accrual basis. This means that figures for previous years have had to be restated and also has implications for reserves and funds held, as discussed in more detail below. During the year the Charity took the decision that the existing computer equipment be fully depreciated to reflect its value and useful economic life more accurately.

Statement of the Charity's Policy on Reserves

The Trustee's aim and policy is to build up the reserves sufficient to cover 3 months' running costs of day-to-day operation. At the end of the financial year the charity had £76,780 cash available (equivalent to nearly 4 months running costs), although some £60,000 of that cash is ear-marked for delivery of programmes where the grant money has already been received but the programme has still to be delivered. Since the charity operates a cost recovery model for programmes these funds can be released to meet the day-to-day running costs as programmes are delivered. The restricted activities deficit balance is higher than planned due to unexpected delays in service delivery.

The charity typically requests payment of grants in advance of delivery of programmes. This is a prudent approach. The charity accounts for money received in advance of delivery as "Income in Advance". At the year end the "Income in Advance" balance was nearly £60,000.

Historically the charity has made a loss (after cost recovery) on restricted activities, which has been supported by unrestricted fundraising. During 2022/23 this effect was particularly marked (with a deficit of over £47,000 on programmes on a fully costed basis) and this was combined with lower-than-expected unrestricted fundraising, meaning that the unrestricted funds decreased materially during the year.

Although the unrestricted net asset balance is below the three month's running cost total, the Trustees are comfortable that the delivery of programmes through 2023/24 will release the £60,000 of restricted funds in a way that means that the charities running costs are appropriately covered and that there is at least 3 months' cash available.

A priority for 2023/24 is to both reduce the requirement for deficit funding of programmes as well build up the unrestricted funds to ensure greater reserves.

Details of Any Funds Materially in Deficit

There were no funds materially in deficit at the year end.

State of the Charity's Finances

On an accruals basis, in the period ended 30 June 2023 the Charity received £203,348 in donations and other funding (including restricted funding) and spent £251,983 on expenses related to its charitable activities. These costs were primarily staff and subcontractor related. A significant proportion of the deficit for the year relates to the delivery of programmes that were contracted (and cash received) in the previous financial year as well as a decision to continue activities despite a reduction in unrestricted funding (which, as discussed elsewhere part funds the programmes which overall run at a deficit against the restricted funding received for them).

On a cash basis, the charity received £263,893 in cash inflows and spent £251,450, leading to an increase in the cash balances, despite the income and expenditure deficit on an accruals basis. Although cash expenses were very similar to the expenses on an accruals basis, the fact that

several programmes were unexpectedly delayed beyond the financial year end meant that the income for those programmes could not be recognised in the year, leading to an increase in the "Income in Advance" balance.

As previously discussed, the charity had a total cash at bank and in hand of £76,780 as of 30 June 2023, representing over 3 months of running costs.

The Trustees are satisfied that the Charity has sufficient funds to carry out its objectives.

Restricted Funds

The Trustees declare that in the period to 30 June 2023 Restricted Donations and Grants of £124,496 were received (on an accruals basis, with the actual cash receipts in the financial year for restricted activities being £162,570) These restricted funds were provided to deliver programmes of group discussion sessions, webinars and similar activities for specific groups of health professionals. The majority of the activities associated with this funding were delivered within the year, with outstanding restricted cash funding already received of £59,990 to be delivered in the period from 1 July 2023 to 30 June 2024. The significant costs associated with the restricted activities as well as the ongoing delivery of programmes commissioned and paid for in the previous financial year meant that there was a significant deficit on the activities completed during the year using restricted funding, which was covered by the use of unrestricted funding.

Designated Funds

The Charity did not set aside any unrestricted funds for any specific purposes during the year.

Risk Register

A risk register, to record risks identified, and management's analysis of the likelihood and the consequences of those risks, along with the mitigations and the residual likelihood and consequences of those risks. The risk register is kept up to date a by the management and treasurer and is periodically reviewed by the trustees. The trustees are satisfied that the risks of the charity are being well managed.

Gifted Services

During the year the Charity received pro-bono support from Impact Privacy, in respect of certain legal services.

Trustees Expenses

During the year the charity did not reimburse any Trustees for expenses.

Outstanding Guarantees

The Trustees declare that the charity gave no financial guarantees during the year and that it had no potential liability outstanding at the date of this statement.

Outstanding Debts

The Trustees declare that the charity had no outstanding debts, secured or unsecured as at 30 June 2023 and that it had no such debts at the date of this statement.

Declaration

The Trustees declare that they have approved the above report and authorised that it be signed on their behalf.

On Behalf of the Trustees,

A handwritten signature in black ink, appearing to read 'D Cockburn', written over a horizontal line.

Signed by Darren Cockburn

Date: 26 March 2024

DOCTORS IN DISTRESS

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF DOCTORS IN DISTRESS

I report to the trustees on my examination of the financial statements of Doctors in Distress (the charity) for the year ended 30 June 2023.

Responsibilities and basis of report

As the trustees of the charity, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

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

Independent examiner's statement

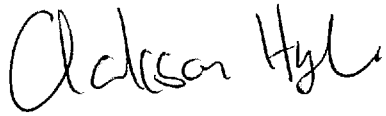
Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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 financial statements to be reached.

A handwritten signature in black ink, appearing to read 'Clarkson Hyde', written in a cursive style.

Clarkson Hyde LLP

3rd Floor
Chancery House
St Nicholas Way
Sutton
Surrey
SM1 1JB

Dated: 26 March 2024

Financial statements for the year ended 30 June 2023

Doctors in Distress

Financial Statements for the year ended 30 June 2023

Statement of Financial Activities

	Notes	Unrestricted funds 2022/23 £	Restricted Funds 2022/23 £	Total Funds 2022/23 £	Unrestricted funds 2021/22 £	Restricted Funds 2021/22 £	Total Funds 2021/22 £
Income and donations							
Donations and Grants		77,576.55	74,100.00	151,676.55	126,765.89	141,452.98	268,218.87
Fees for services		1,075.00	49,146.29	50,221.29	1,200.00	2,400.00	3,600.00
Book sales		-	1,250.00	1,250.00	-	6,000.00	6,000.00
Other receipts		200.00	-	200.00	300.00	-	300.00
Total Income	(3)	78,851.55	124,496.29	203,347.84	128,265.89	149,852.98	278,118.87
Expenditure on							
Raising funds		1,191.46	-	1,191.46	1,741.47	-	1,741.47
Book purchases		-	920.65	920.65	321.86	3,448.50	3,770.36
Subcontractors for programmes and similar		85.00	17,892.50	17,977.50	1,085.00	29,730.01	30,815.01
Restricted Charitable activities		47,271.76	105,683.14	152,954.90	38,881.39	116,674.47	155,555.86
Unrestricted Charitable activities		78,938.09	-	78,938.09	74,105.89	-	74,105.89
Total Expenditure	(4)	127,486.31	124,496.29	251,982.60	116,135.61	149,852.98	265,988.59
Net movement in funds		(48,634.76)	0.00	(48,634.76)	12,130.28	0.00	12,130.28
Reconciliation of funds							
Total funds brought forward		64,095.15	0.00	64,095.15	51,964.87	0.00	51,964.87
Surplus for the year		(48,634.76)	0.00	(48,634.76)	12,130.28	0.00	12,130.28
Total funds carried forward		15,460.39	-	15,460.39	64,095.15	-	64,095.15
Cash held on balance sheet against restricted activities		-	59,990.02	59,990.02	-	25,875.02	25,875.02

Doctors in Distress

Financial Statements for the year ended 30 June 2023

Balance Sheet

	Notes	Unrestricted funds 2022/23 £	Restricted Funds 2022/23 £	Total Funds 2022/23 £	Unrestricted funds 2021/22 £	Restricted Funds 2021/22 £	Total Funds 2021/22 £
Fixed assets							
Tangible assets	(10)	-	-	-	5,219.90	-	5,219.90
Total Fixed Assets		-	-	-	5,219.90	-	5,219.90
Current Assets							
Cash at bank and in hand		16,790.19	59,990.02	76,780.21	36,719.73	25,875.02	62,594.75
Other current assets	(11)	12,910.30	2,604.75	15,515.05	31,852.55	3,338.85	35,191.40
Total Current Assets		29,700.49	62,594.77	92,295.26	68,572.28	29,213.87	97,786.15
Total Current Liabilities	(12)	14,240.10	62,594.77	76,834.87	9,697.03	29,213.87	38,910.90
Net Current Assets		15,460.39	-	15,460.39	58,875.25	-	58,875.25
Total Assets Less Current Liabilities		15,460.39	-	15,460.39	64,095.15	-	64,095.15
Total Net Assets		15,460.39	-	15,460.39	64,095.15	-	64,095.15
The Funds of the Charity							
Restricted funds		-	-	-	-	-	-
Unrestricted funds							
General Funds		15,460.39	-	15,460.39	64,095.15	-	64,095.15
Designated Funds		-	-	-	-	-	-
Total Charity Funds		15,460.39	-	15,460.39	64,095.15	-	64,095.15

Notes to the Accounts

1. Accounting policies

Charity information

Doctors in distress is constituted as a charity with a board of trustees. It is an unincorporated body.

1.1. Accounting convention:

The accounts have been prepared in accordance with the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016).

The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention.

1.2. Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3. Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. Restricted funds are subject to specific conditions by donors as to how they may be used.

1.4. Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5. Expenditure

Expenditure is recognised as soon as there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

1.6. Tangible fixed assets

The tangible fixed assets consist of computer equipment which is expensed on purchase. During the year the Charity expensed computer equipment acquired historically by fully depreciating it in the year.

1.7. Cash and cash equivalents

Cash and cash equivalents include cash in hand, bank deposits and similar liquid resources. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.8. Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Analysis of income

The table below provides an analysis of income. The charity received no grants from government during the year.

	Unrestricted funds 2022/23 £	Restricted Funds 2022/23 £	Total Funds 2022/23 £	Unrestricted funds 2021/22 £	Restricted Funds 2021/22 £	Total Funds 2021/22 £
Income and donations						
Donations and Grants	77,576.65	74,100.00	151,676.55	126,765.89	141,452.98	268,218.87
Fees for services	1,075.00	49,146.29	50,221.29	1,200.00	2,400.00	3,600.00
Book sales	-	1,250.00	1,250.00	-	6,000.00	6,000.00
Other receipts	200.00	-	200.00	300.00	-	300.00
Total Income	78,851.55	124,496.29	203,347.84	128,265.89	149,852.98	278,118.87

4. Analysis of expenditure

The table below provides an analysis of expenditure:

Summary of expenditure

	2022/23	2021/22
Books Purchased	£ 920.65	£ 3,770.36
Fundraising Fees	£ 1,191.46	£ 1,741.47
Sub-Contractors - Other	£ 17,977.50	£ 30,815.01
Administration (including accountancy, bookkeeping, bank fees and insurance)	£ 10,759.48	£ 10,058.36
Advertising & Marketing (including events and website)	£ 9,002.49	£ 13,000.03
Consulting	£ 3,000.00	£ 250.00
Employers National Insurance	£ 14,320.73	£ 14,608.35
IT Software and Consumables	£ 10,634.61	£ 6,379.01
Pensions Costs	£ 6,742.06	£ 5,933.32
Rent of Office Space	£ 3,916.80	£ 3,755.41
Salaries	£ 171,199.82	£ 174,924.88
Other costs	£ 2,317.00	£ 752.39
TOTAL	£ 251,982.60	£ 265,988.59

5. Extraordinary items

There were no extraordinary items in the year.

6. Fees for examination of accounts

Fees of £1,560 were incurred for the examination of the accounts (2021/22: £300).

7. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2021/22 – none).

8. Employees

The average monthly number of employees during the year was 4 (2021/22 : 4). The cost of employees is set out below:

	2022/23	2021/22
Salaries:	£171,200	£174,925
Employers National Insurance:	£14,321	£14,608
Pensions:	<u>£6,742</u>	<u>£5,933</u>
TOTAL:	£192,263	£195,466

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

9. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10. Tangible fixed assets

Computer Equipment

Cost

At 1 July 2022	£5,220
At 30 June 2023	£5,220

Depreciation and impairment

At 1 July 2022	£0
Depreciation charged in the year	<u>£5,220</u>
At 30 June 2023	<u>£5,220</u>

Carrying amount

At 30 June 2022	£5,220
At 30 June 2023	£0

11. Debtors

Amounts falling due within one year:

	2022/23	2021/22
Accrued Income	£12,228	£34,117
Other Debtors	£2,567	-
Prepayments	<u>£720</u>	<u>£1,075</u>
	<u>£15,515</u>	<u>£35,192</u>

There were no amounts falling due after one year.

12. Creditors: Amounts falling due within one year:

	2022/23	2021/22
Accruals	£5,124	£7,286
Deferred income	£59,990	£25,875
Other Creditors	£8,000	£980
PAYE Payable	£2,762	£3,806
Pensions Payable	<u>£959</u>	<u>£964</u>
	<u>£76,835</u>	<u>£38,911</u>

There were no amounts falling due after one year.

13. Deferred income

Deferred income is included in the financial statements as follows:

	2022/23	2021/22
Deferred income is included within:		
Current liabilities	<u>£59,990</u>	<u>£25,875</u>
Movements in the year:		
Deferred income at 1 July	£25,875	£46,051
Released from previous periods	(£25,875)	(£46,051)
Resources deferred in the year	<u>£59,990</u>	<u>£25,875</u>
Deferred income at 30 June	<u>£59,990</u>	<u>£25,875</u>

14. Related party transactions

There were no disclosable related party transactions during the year (2021/22 – none).

APPENDIX 1 Supporters

Doctors in Distress wishes to acknowledge the support of the following **Individuals** with our grateful thanks

Adam Kay	Pete Checketts
Adrian James	Peter Hughes
Ahmed Aber	Phil Caplin
Allan Barton	Rob Pollock
Benjamin Holdsworth	Samantha Wathen
Brian Daniels	Sarah Hyman
Brian Fairchild	Stephen Firn
Carole Stone	Tony Romero
Caroline Fryar	Treveni Joshi
Caroline Roodhouse	Victoria Paul
Carolyn Peers	Will Beharrell
Claire Ashley	
Claire Bennett	
Claire Enders	
Costas Michael	
Ed Hutchinson	
Emma Wadey	
Gareth Williams	
Gordon Bailey	
Helen Garr	
Henrietta Bowden-Jones	
Henriette Lang	
James Harding	
Jenny Gibson	
Jer O'Mahony	
Jeremy Hunt	
Jess Morgan	
Jo Betterton	
Jon Van Niekerk	
Laura Ingenhaag	
Leel Bayliss	
Leon Atkins	
Lucy Scarborough	
Lucy Warner	
Madeleine Woodley	
Maria Papanastassiou	
Martin Bannister	
Mia Bains	
Michele Acton	
Nathan Wallis	
Nicola Morgan	

Doctors in Distress wishes to acknowledge the support of the following **Companies** with our grateful thanks:

Balance Books
Broadcast Revolution
Cavendish Medical
Cygnet Healthcare and the Snowdon Team
Derbyshire NHS Hospital Trust
Havas Lynx Group
Killik & Co, and the 5km in May team
Kogo Limited
NHS Practitioner Health
Royal College of GPs
Royal College of Psychiatrists
The Balcombe Trust
The Holiday Saturday Fund
The Medical Defence Union
The RCN Foundation
The Royal College of Psychiatrists
The Royal Literary Fund
The Royal National Orthopaedic Hospital
The Royal Photographic Society
The Royal Society of Medicine
The Wesleyan Foundation
Tortoise Media
Z Zurich Foundation

DOCTORS IN DISTRESS

England & Wales - Charity number 1184953

Accounts



Doctors in Distress

Charity Numbers: England & Wales (1184953) Scotland (SC049715)

Trustees' Annual Report & Financial Statements for the Year to 30 Jun 2022

**Prepared by Darren Cockburn and Ann Paul
(on behalf of the trustees)**

8 February 2023

Doctors in Distress

Trustees' Annual Report & Financial Statements

for the period from 01 July 2021 to 30 Jun 2022

Reference & Administration Details

Charity Details:

The Charity is constituted as a Charitable Incorporated Organisation (CIO in England & Wales, SCIO in Scotland)

Registered Numbers: England & Wales (1184953) Scotland (SC049715)

Address: 28 Stratford Way, Watford, Herts, WD17 3DJ

Type of Governing Document:

Foundation model constitution

Trustees during the Year

Dame Clare Gerada (Chair)

Mr Amandip Sidhu (Vice-Chair)

Mr Darren Cockburn (Treasurer)

Mr Stephen Cohen (appointed 17 May 2022)

Dr Ananta Dave

Professor Subodh Dave

Ms Fiorella Massey (resigned 12 October 2022)

Dr Gavin McColl

Dr Nishma Shah

Mr Richard Spooner (resigned 31 January 2022)

Rt. Hon. Anna Soubry

Senior Staff with Delegated Responsibilities

Ms Ann Paul – Chief Executive Officer

Trustee Selection Methods:

By voting method among existing Trustees

How New Trustees are Inducted and Trained:

[Doctors in Distress](#) has a number of experienced people as members of the Trustee Board. They have received a copy of the charity's Articles and Memorandum of Association, Trustee terms of reference together with the latest update of charitable activities. Declarations of Conflict of Interest are completed and are regularly updated. The Trustee Policy has been written and a skills audit undertaken.

Objects and activities

Objectives

Our objects are to promote and protect the mental health of those working in the medical profession, and their families, throughout England and Wales, primarily (but not exclusively) by providing information to doctors, health care professionals, members of the public and organisational leaders to raise awareness and encourage measures that might prevent work place stress, burnout and suicide and by providing information on available support and resources to help those affected by workplace stress, burnout and suicide.

These objectives can be summarised as:

1. To promote and protect the mental health of health professionals
2. To eliminate stigma around mental health in the health sector
3. To promote a duty of care by employers for the mental health of health workers
4. To develop and provide initiatives and interventions to promote and protect the mental health of health professionals

Our ultimate goal is to reduce the number of suicides throughout the medical workforce.

Activities and impact for the year

The team has worked hard during this financial year to achieve our objectives and charitable aims. The changing pressures on medical professionals has meant that it has been more difficult to reach many individuals who might be most likely to benefit from these programmes.

Programmes:

Throughout 2021/2022, Doctors in Distress ran 15 separate programmes and 8 webinars. In addition to this, we published articles in three publications and had speakers at a wide range of conferences and meetings, allowing us to influence and support over 2500 individuals. Doctors in Distress has a presence across all social media platforms and continues to build on these communication opportunities.

Several commissioning organisations requested repeated programmes, such as The Wesleyan Foundation and The Royal College of Nursing (through CHSA) and the College of Paramedics. The Royal Literary Fund and The Photographic Society have continued to work in partnership to deliver the creativity programmes.

Awareness Raising and Influencing:

Doctors in Distress was honoured to be the charity chosen for the Wounded Healer Conference for NHS Practitioner Health. This presented an opportunity to engage with many individuals to increase awareness of the charity and work we do. We premiered a bespoke play written and performed by Brian Daniels and highlighting, through drama, scenarios which are only too common in Primary Care settings across the UK.

Doctors in Distress has been campaigning for the NHS to provide one hour per month for reflective practice for every member of staff. This is ambitious and has entailed several meetings with parliamentarians and their staff. An article in The House magazine, which goes to everyone in Parliament, was well received as were publications in Public Sector Focus and Public Policy Projects.

Furthermore, we submitted a report to the Health and Social Care Commission on Workforce which can be seen publicly on their website.

Doctors in Distress was co-host at a meeting of decision makers held at The Royal College of Psychiatrists which not only resulted in many individuals having a deeper understanding of the value of reflective practice, but a letter of the Chief Executive of the NHS and the Chief Medical Officer with many signatories all calling for changes within the NHS contracts.

In order to further our objective to eliminate stigma around mental health, our trustees have spoken at many conferences and other events, including Chelsea and Westminster Hospital, Surrey Psychiatrists, BAPIO Conference, This Can Happen Conferences.

By engaging with over 400 individuals, we are spreading the influence of Doctors in Distress and working to eradicate the stigma which persists in the medical professions around their own mental health.

Several of our trustees have included Doctors in Distress in presentations and speeches including on television and in print, enabling the reach for the charity to expand each time.

Income Generation:

We are so grateful to have the generous support of so many more individuals and organisations this year, both financial and advice, as well as pro-bono support. A list of our most generous supporters can be found below. On behalf of every doctor, nurse, and other healthcare professionals who has benefited from Doctors in Distress programmes, as well as the team, we cannot thank you enough. Without your help, none of this would have been possible. A list of our supporters can be found as Appendix 1

We held four fundraising events during the year, starting with a Garden Party in the home of our Trustee, The Rt. Hon. Anna Soubry. We were blessed with good weather and the garden was stunning.

In December, Gary Lineker joined Prof Sir Simon Wessely in conversation at The Royal Society of Medicine. It was fascinating to draw similarities between medics and footballers in terms of their attention to their own self care. It also gave us all an opportunity to celebrate our first Festive event in person which was kindly sponsored by Canaccord Genuity.

Being the chosen charity for The Wounded Healer Conference, where we had a prominent position for our stand, we were able to network with both medical professionals as well as others working in the field. This was the Premiere of our play, Beneath the White Coat, written by Brian Daniels.

In June, Baroness Dido Harding hosted a small dinner at The Bank of England, a stunning venue and Dido's gift from the Bank as she completed her two terms on the Bank's Council. Our thanks to Dido and the Bank of England team who ensured an excellent evening for all concerned.

Internal organisation:

The Doctors in Distress team remained constant through this financial year with everyone working hard to maintain the momentum. We take this opportunity to thank them – Marie Searle, Susannah Basile and Eilean Crombie. None of the work would have been possible without them.

Our wider family includes an increasing group of Ambassadors, all of whom have joined this group to assist with our mission. We cannot thank them enough.

Conclusion:

This has been a very busy and eventful year of slow and steady growth. The charity's aim to eliminate the pervasive stigma around mental health continues to be very challenging but no less important. The Trustee Board, together with the executive team, will continue to promote and protect the mental health of our national medical workforce in order to stop suicides in the profession.

To do this, our focus in the coming year will be on influencing decision makers and generating income to show that our programmes are effective as proof of concept in order to scale up to meet the need.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

No trustee received any remuneration or benefits in kind during the year other than reimbursement for out-of-pocket travel expenses.

Financial Review

Statement of the Charity's Policy on Reserves

The Trustees' policy is to build up the reserves sufficient to cover 3 months' running costs of day-to-day operations.

Details of Any Funds Materially in Deficit

The Trustees declare that the charity had no funds in deficit at the date of the statement.

State of the Charity's Finances

In the period ended 30 June 2021 the Charity received £224,648 in donations and other funding (including restricted funding) and spent £259,158 on expenses related to its charitable activities. These costs were primarily staff and subcontractor related. A significant proportion of the deficit for the year relates to the delivery of programmes that were contracted (and cash received) in the previous financial year.

The charity had a total cash at bank and in hand of £62,595 as of 30 June 2022, representing some 3 months of running costs. The charity also had a debtor of some £34,000 of unrestricted funding at the year end which is not reflected in our cash based accounts presented here. That money was received in July 2022 and substantially increased the cash balance.

The Trustees are satisfied that the Charity has sufficient funds to carry out its objectives.

Restricted Funds

The Trustees declare that in the period to 30 June 2022 Restricted Donations and Grants of £130,302 were received. These restricted funds were provided to deliver programmes of group discussion sessions, webinars and similar activities for specific groups of health professionals. The majority of the activities associated with this funding were delivered within the year, with outstanding restricted funding of £25,875 to be delivered in the period from 1 July 2022 to 30 June 2023. The significant costs associated with the restricted activities as well as the ongoing delivery of programmes commissioned and paid for in the previous financial year meant that there was a significant deficit on the activities completed during the year using restricted funding.

Designated Funds

The Charity did not set aside any unrestricted funds for any specific purposes during the year.

Gifted Services

During the year the Charity received pro-bono support from Impact Privacy, in respect of certain legal services.

Trustees Expenses

During the year the charity did not reimburse any Trustees for expenses.

Outstanding Guarantees

The Trustees declare that the charity gave no financial guarantees during the year and that it had no potential liability outstanding at the date of this statement.

Outstanding Debts

The Trustees declare that the charity had no outstanding debts, secured or unsecured as at 30 June 2022 and that it had no such debts at the date of this statement.

Declaration

The Trustees declare that they have approved the above report and authorised that it be signed on their behalf.

On Behalf of the trustees,

Signed by Dame Clare Gerada:



Date: 8 February 2023

Doctors in Distress

Independent Examiner's Report to the trustees of Doctors in Distress

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 June 2022 which are set out on page 8.

Respective responsibilities of trustees and examiner

As the trustees of Doctors in Distress 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 Doctor in Distress'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.

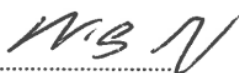
Independent examiner's statement

Your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 Doctors in Distress as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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.



I. C. F. S. Agar FCA

Chartered Accountants and Registered Auditors

Institute of Chartered Accountants in England and Wales

Westwood House

78 Loughborough Road

Quorn

Loughborough

Leicestershire

LE12 8DX

Date: 09/02/2023

Doctors in Distress							
Financial Statements for the year ended 30 June 2022							
Statement of Financial Activities							
	Unrestricted funds	Restricted Funds	Total Funds	Unrestricted funds	Restricted Funds	Total Funds	Notes
	2021/22	2021/22	2021/22	2020/21	2020/21	2020/21	
	£	£	£	£	£	£	
Income and donations							
Donations and Grants	92,546.36	121,902.00	214,448.36	82,115.66	135,000.00	217,115.66	
Fees for services	1,500.00	2,400.00	3,900.00	1,600.00	-	1,600.00	
Book sales	-	6,000.00	6,000.00	-	-	-	
Other receipts	300.00	980.40	1,280.40	550.00	-	550.00	(1)
Total Income	94,346.36	131,282.40	225,628.76	84,265.66	135,000.00	219,265.66	
Expenditure on							
Raising funds	1,058.53	-	1,058.53	495.05	-	495.05	
Subcontractors for programmes and similar	1,085.01	26,755.00	27,840.01	-	21,045.00	21,045.00	
Charitable activities	82,959.30	147,299.96	230,259.26	43,287.73	64,456.39	107,744.12	
Total Expenditure	85,102.84	174,054.96	259,157.80	43,782.78	85,501.39	129,284.17	
Net movement in funds	9,243.52	42,772.56	33,529.04	40,482.88	49,498.61	89,981.49	
Reconciliation of funds							
Total funds brought forward	51,845.08	49,498.61	101,343.69	11,362.20	-	11,362.20	
Surplus for the year	9,243.52	42,772.56	33,529.04	40,482.88	3,447.61	43,930.49	
Total funds carried forward	61,088.60	6,726.05	67,814.65	51,845.08	49,498.61	101,343.69	
Balance Sheet							
	Unrestricted funds	Restricted Funds	Total Funds	Unrestricted funds	Restricted Funds	Total Funds	
	2021/22	2021/22	2021/22	2020/21	2020/21	2020/21	
	£	£	£	£	£	£	
Fixed assets							
Tangible assets	5,219.90	-	5,219.90	3,779.07	-	3,779.07	
Total Fixed Assets	5,219.90	-	5,219.90	3,779.07	-	3,779.07	
Current Assets							
Cash at bank and in hand	55,868.70	6,726.05	62,594.75	51,513.62	46,051.00	97,564.62	
Total Current Assets	55,868.70	6,726.05	62,594.75	51,513.62	46,051.00	97,564.62	
Net Current Assets	55,868.70	6,726.05	62,594.75	51,513.62	46,051.00	97,564.62	
Total Assets Less Current Liabilities	61,088.60	6,726.05	67,814.65	55,292.69	46,051.00	101,343.69	
Total Net Assets	61,088.60	6,726.05	67,814.65	55,292.69	46,051.00	101,343.69	
The Funds of the Charity							
Restricted Funds	-	6,726.05	6,726.05	-	46,051.00	46,051.00	
Unrestricted Funds							
General Funds	61,088.60	-	61,088.60	55,292.69	-	55,292.69	
Designated Funds	-	-	-	-	-	-	
Total Charity Funds	61,088.60	6,726.05	67,814.65	55,292.69	46,051.00	101,343.69	

Notes:

- 1) The other income for 2021/22 include a £980.40 payment of VAT received in error from a programme funder that was returned after the financial year end
- 2) Fixed Assets: Fixed assets are primarily computers and similar equipment used in the running of the charity.



APPENDIX 1 Supporters

Doctors in Distress wishes to acknowledge the support of the following with our grateful thanks:

Individuals:

Ahmed Aber
Adam Kay
Adrian James
Allan Barton
Ananta Dave
Anna Soubry
Benjamin Holdsworth
Brian Daniels
Brian Fairchild
Carole Stone
Christopher Bischoff
Claire Enders
Clare Gerada
Costas Michael
Dido Harding
Fiorella and Stephen Massey
Gabbi Stopp
Helen Garr
Henrietta Bowden-Jones
Howard Calvert
Jer O'Mahony
Jeremy Hunt
Jess Dobson
Jonathan Osborn

Kato Wong
Keith Baddams
Kerry Young
Leon Atkins
Lucy Scarborough
Lucy Warner
Madeleine Woodley
Maria Papanastassiou
Mark Warmby
Michele Acton
Nathan Wallis
Neil Davidson
Paul Efthymiou
Peter Hughes
Phil Caplin
Rachel Clark
Roger Kirby
Samantha Anthony
Sigurd Reinton
Simon Wessely
Subodh Dave
Vincent Sai
Will Beharrell
Will Nicholson

Organisations:

Balance Books
BMR Foundation
NHS Practitioner Health
The Albert Hunt Trust
The Allen Lane Foundation
The Ardonagh Community Trust
The Bank of England
The Bright Future Trust

The London Leadership Academy
The Royal College of Nursing
The Royal College of Psychiatrists
The Holiday Saturday Fund
The Royal Literary Fund
The Royal Society of Medicine
The Wesleyan Foundation
University of West of England

DOCTORS IN DISTRESS

England & Wales - Charity number 1184953

Accounts



Doctors in Distress

Charity Numbers: England & Wales (1184953) Scotland (SC049715)

Trustees' Annual Report & Financial Statements for the Year to 30 Jun 2021

**Prepared by Darren Cockburn and Ann Paul
(on behalf of the trustees)**

9 December 2021

Doctors in Distress

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for the period from 01 July 2020 to 30 Jun 2021

Reference & Administration Details

Charity Details:

The Charity is constituted as a Charitable Incorporated Organisation (CIO in England & Wales, SCIO in Scotland)

Registered Numbers: England & Wales (1184953) Scotland (SC049715)

Address: 28 Stratford Way, Watford, Herts, WD17 3DJ

Type of Governing Document:

Foundation model constitution

Trustees during the Year

Dame Clare Gerada (Chair)

Mr Amandip Sidhu (Vice-Chair)

Mr Darren Cockburn (Treasurer - appointed 12 May 2021)

Dr Ananta Dave

Professor Subodh Dave

Dr Helen Garr (resigned 01 Jul 2020)

Ms Fiorella Massey (appointed 29 March 2021)

Dr Gavin McColl

Dr Nishma Shah

Mr Richard Spooner

Ms Anna Soubry

Senior Staff with Delegated Responsibilities

Ms Ann Paul – Chief Executive Officer

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How New Trustees are Inducted and Trained:

[Doctors in Distress](#) has a number of experienced people as members of the Trustee Board. They have received a copy of the charity's Articles and Memorandum of Association, Trustee terms of reference together with the latest update of charitable activities. Declarations of Conflict of Interest are completed and are regularly updated. The Trustee Policy has been written and a skills audit undertaken.

Objects and activities

Objectives

Our objects are to promote and protect the mental health of those working in the medical profession, and their families, throughout England and Wales, primarily (but not exclusively) by providing information to doctors, health care professionals, members of the public and organisational leaders to raise awareness and encourage measures that might prevent work place stress, burnout and suicide and by providing information on available support and resources to help those affected by workplace stress, burnout and suicide.

In order to deliver on these aims, **Doctors in Distress** works to eliminate the pervasive stigma which continues within the medical profession and to run programmes of confidential, facilitated and safe groups for those doctors and other medics in need of our support.

Our ultimate goal is to reduce the number of suicides throughout the medical workforce.

Activities and impact for the year

For obvious reasons, we are unable to measure the precise number of suicides our activities have prevented. We do know that the need has increased many-fold. The numbers of doctors presenting to the NHS Practitioner Health clinics in the last year is almost equal to the sum total of the past ten years. We also know that as many as 50% of doctors are considering either reducing their hours or even leaving medicine.

Doctors in Distress is helping to alleviate this pressure and enabling people to find ways to care for themselves. We believe that self-care is a fundamental part of healthcare and that by caring for themselves, our medical colleagues will be better able to care for their patients.

Doctors in Distress has offered free, confidential, facilitated support groups for people to share their experiences and to know that they are not alone. These groups help to relieve anxiety, stress and burnout, and prevent further deterioration into despair and distress. During the year we provided support programmes for Doctors with Long Covid (2 full programmes); Black Medics, Stranded Doctors (during the pandemic when unable to return to their home countries), Nurses with Long Covid and others who have been shielding. We were also able to support Primary Care staff in South-East London in collaboration with the Bromley Education and Training Hub

Doctors in Distress support programmes are all evaluated and monitored with pre-programme questionnaires as well as follow-up questionnaires on completion of each programme. This qualitative data has enabled us to build the knowledge that these programmes are proving to be very effective in supporting the workforce who are notoriously unwilling to seek help for themselves, preferring instead to continue to serve their patients.

Doctors in Distress has also delivered 16 webinars through the year where face-to-face meetings have not been possible. These webinars attracted a total of over 600 participants. We were privileged to welcome speakers including Professors Neil Greenberg, Kevin Fong and our Trustees, Dame Clare Gerada and Professor Subodh Dave. Drs Helen Garr and Lucy Henshall spoke on our behalf at a webinar hosted by the RCGP. These webinars have both been the launch and end of programmes of support groups as well as stand-alone events. We have been invited to speak at 16 events through the year as well as a number of television and radio interviews.

This has been an intense year of growth for **Doctors in Distress** and an important one in the development of the charity.

During the course of the year, **Doctors in Distress** received funding from the following individuals and organisations, who we wish to thank for their support:

Allan Barton of AB International

British Medical Association

Broadcast Revolution

Cavendish Medical Limited

CHSA (Covid Health Support Appeal), part of The Royal College of Nurses

Fiorella Massey

Martin Bannister and Kogo

Miss Samantha Anthony

NHS Practitioner Health

Paul Summerfield

South London and Maudsley Trust

The Camino Way Foundation

The Fathom Trust

The Healthcare Workers Foundation

The Royal College of Art

The Wesleyan Foundation

In early June 2021, The Earl and Countess of Shaftesbury welcomed the entire **Doctors in Distress** team of trustees, staff and volunteers for a weekend retreat facilitated by The Fathom Trust whom we wish to thank for their hospitality and for their guided reflection. We are delighted that the Earl and Countess have subsequently agreed to be Ambassadors for the charity.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

No trustee received any remuneration or benefits in kind during the year other than reimbursement for out-of-pocket travel expenses.

Financial Review

Statement of the Charity's Policy on Reserves

The Trustees' policy is to build up the reserves sufficient to cover 3 months' running costs of day-to-day operations.

Details of Any Funds Materially in Deficit

The Trustees declare that the charity had no funds in deficit at the date of the statement,

State of the Charity's Finances

In the period ended 30 June 2021 the Charity received £219,266 in donations and other funding (including restricted funding) and spent £129,284 on expenses related to its charitable activities. These costs were primarily staff and subcontractor related.

The charity had a total cash at bank and in hand of £97,565 as of 30 June 2021, of which £51,514 is unrestricted funding and the remainder is cash received for restricted activities in advance of delivery.

The Trustees are satisfied that the Charity has sufficient funds to carry out its objectives.

Restricted Funds

The Trustees declare that in the period to 30 June 2021 Restricted Donations and Grants of £135,000 were received. These restricted funds were provided to deliver programmes of group discussion sessions, webinars and similar activities for specific groups of health professionals. The majority of the activities associated with this funding were delivered within the year, with outstanding restricted funding of £46,051 to be delivered in the period from 1 July 2021 to 30 June 2022. The significant costs associated with the restricted activities meant that there was only a small surplus (£3,448) on the activities completed during the year using restricted funding.

Designated Funds

The Charity did not set aside any unrestricted funds for any specific purposes during the year.

Gifted Services

During the year the Charity received pro-bono support from Impact Privacy, in respect of certain legal services.

Trustees Expenses

During the year the charity reimbursed one Trustee (Dr. Nishma Shah) for travel expenses of £28.

Outstanding Guarantees

The Trustees declare that the charity gave no financial guarantees during the year and that it had no potential liability outstanding at the date of this statement.

Outstanding Debts

The Trustees declare that the charity had no outstanding debts, secured or unsecured as at 30 June 2021 and that it had no such debts at the date of this statement.

Declaration

The Trustees declare that they have approved the above report and authorised that it be signed on their behalf.

On Behalf of the trustees,

Signed by Dame Clare Gerada:



Date: 9 December 2021

Doctors in Distress

Independent Examiner's Report to the trustees of Doctors in Distress

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 June 2021 which are set out on pages 7 to 8.

Respective responsibilities of trustees and examiner

As the trustees of Doctors in Distress 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 Doctor in Distress'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

Your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 Doctors in Distress as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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.



I. C. F. S. Agar FCA

Chartered Accountants and Registered Auditors

Institute of Chartered Accountants in England and Wales

Westwood House

78 Loughborough Road

Quom Loughborough

Leicestershire LE128DX

Date: 9/12/21

Doctors in Distress					
Financial Statements for the year ended 30 June 2021					
Statement of Financial Activities					
		Unrestricted funds	Restricted Funds	Total Funds	Restated Total Funds
		2020/21	2020/21	2020/21	2019/20 (15 months)
		£	£	£	£
Income and donations					
	Donations and Grants	82,115.66	135,000.00	217,115.66	16,174.73
	Fees for services	1,600.00	-	1,600.00	560.00
	Other receipts	550.00	-	550.00	575.00
Total Income					
		84,265.66	135,000.00	219,265.66	17,309.73
Expenditure on					
	Raising funds	495.05	-	495.05	-
	Subcontractors for programmes	-	21,045.00	21,045.00	-
	Charitable activities	43,287.73	64,456.39	107,744.12	5,947.53
Total Expenditure					
		43,782.78	85,501.39	129,284.17	5,947.53
Net movement in funds					
		40,482.88	49,498.61	89,981.49	11,362.20
Reconciliation of funds					
	Total funds brought forward	11,362.20	-	11,362.20	-
	Cash held on balance sheet against restricted activities	-	46,051.00	46,051.00	-
	Surplus for the year	40,482.88	3,447.61	43,930.49	11,362.20
	Total funds carried forward	51,845.08	3,447.61	101,343.69	11,362.20

Doctors in Distress						
Financial Statements for the year ended 30 June 2021						
Balance Sheet						
	Unrestricted funds	Restricted Funds	Total Funds	Notes	Restated Total Funds	
	2020/21	2020/21	2020/21		2019/20 (15 months)	
	£	£	£		£	
Fixed assets						
Tangible assets	3,779.07	-	3,779.07	(1)	118.80	
Total Fixed Assets	3,779.07	-	3,779.07		118.80	
Current Assets						
Cash at bank and in hand	51,513.62	46,051.00	97,564.62		11,243.40	
Total Current Assets	51,513.62	46,051.00	97,564.62		11,243.40	
Total Current Liabilities	-	-	-		-	
Net Current Assets	51,513.62	46,051.00	97,564.62		11,243.40	
Total Assets Less Current Liabilities	55,292.69	46,051.00	101,343.69		11,362.20	
Total Net Assets	55,292.69	46,051.00	101,343.69		11,362.20	
The Funds of the Charity						
Restricted Funds	-	46,051.00	46,051.00		-	
Unrestricted Funds						
General Funds	55,292.69	-	55,292.69		11,362.30	
Designated Funds	-	-	-		-	
Total Charity Funds	55,292.69	46,051.00	101,343.69		11,362.30	

Notes:

- 1) Fixed Assets: Fixed assets are primarily computers and similar equipment used in the running of the charity.