



# **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**

## **Trustees' Annual Report & Financial Statements**

### **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

##### **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.

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

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

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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

|                                                             |                                                          |                    |                  |             |                      |
|-------------------------------------------------------------|----------------------------------------------------------|--------------------|------------------|-------------|----------------------|
| <b>Doctors in Distress</b>                                  |                                                          |                    |                  |             |                      |
| <b>Financial Statements for the year ended 30 June 2021</b> |                                                          |                    |                  |             |                      |
| <b>Statement of Financial Activities</b>                    |                                                          |                    |                  |             |                      |
|                                                             |                                                          | Unrestricted funds | Restricted Funds | Total Funds | Restated Total Funds |
|                                                             |                                                          | 2020/21            | 2020/21          | 2020/21     | 2019/20 (15 months)  |
|                                                             |                                                          | £                  | £                | £           | £                    |
| <b>Income and donations</b>                                 |                                                          |                    |                  |             |                      |
|                                                             | 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               |
| <b>Total Income</b>                                         |                                                          |                    |                  |             |                      |
|                                                             |                                                          | 84,265.66          | 135,000.00       | 219,265.66  | 17,309.73            |
| <b>Expenditure on</b>                                       |                                                          |                    |                  |             |                      |
|                                                             | 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             |
| <b>Total Expenditure</b>                                    |                                                          |                    |                  |             |                      |
|                                                             |                                                          | 43,782.78          | 85,501.39        | 129,284.17  | 5,947.53             |
| <b>Net movement in funds</b>                                |                                                          |                    |                  |             |                      |
|                                                             |                                                          | 40,482.88          | 49,498.61        | 89,981.49   | 11,362.20            |
| <b>Reconciliation of funds</b>                              |                                                          |                    |                  |             |                      |
|                                                             | 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            |

|                                                             |                    |                  |             |       |                      |  |
|-------------------------------------------------------------|--------------------|------------------|-------------|-------|----------------------|--|
| <b>Doctors in Distress</b>                                  |                    |                  |             |       |                      |  |
| <b>Financial Statements for the year ended 30 June 2021</b> |                    |                  |             |       |                      |  |
| <b>Balance Sheet</b>                                        |                    |                  |             |       |                      |  |
|                                                             | 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.