



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