

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 1st January 2025)
Mr Darren Cockburn	Treasurer (resigned from Chair role 31st December 2025, Resigned as Trustee 30th 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 16th 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 WALES**

Independent 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

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	208250.09	183,179
Employers National Insurance	17,845.00	13,132
Pension	8,761.52	6844
	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).