

VOYAGE

England & Wales · Charity number 1068108

Details

Other names	BLACK POLICE ASSOCIATION CHARITABLE TRUST
Status	Registered
Legal form	Other
Registered	1998-02-12
Register	View on the Charity Commission register

Contact

Address	New City College Falkirk Street London N1 6HQ
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Website	www.voyageyouth.com

Activities

Objects: (1) TO PROMOTE GOOD CITIZENSHIP PARTICULARLY AMONGST MEMBERS OF THE PUBLIC WHO ARE BLACK OR WHO ARE FROM OTHER MINORITY ETHNIC GROUPS (2) TO PROMOTE RACIAL HARMONY BY WORKING TOWARDS THE MAINTENANCE AND IMPROVEMENT OF GOOD RELATIONS BETWEEN THE POLICE SERVICE AND MEMBERS OF THE PUBLIC WHO ARE BLACK OR WHO ARE FROM OTHER MINORITY ETHNIC GROUPS

Activities: To promote education and training and build an environment of greater trust and confidence between young people in the BAME communities, the criminal justice and educational systems. To nurture young people who in turn will help their communities combat crime, improve environments within schools and assist in the improvement of the services delivered to communities and public sector.

Classification

- **How:** Sponsors Or Undertakes Research
- **What:** Education/training, Economic/community Development/employment
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£223,896	£264,886	-	-
2024-03-31	£191,434	£399,578	-	-
2023-03-31	£422,660	£430,069	-	-
2022-03-31	£418,056	£328,985	-	-
2021-03-31	£370,433	£236,138	-	-

Trustees

Name	Role	Appointed
Donata Elizabeth Natalie Miller		2021-07-30
James Joseph Whittle		2024-01-18
Siobhan Nichol O'Garro		2024-01-18
Toby John Williams		2024-01-18
Toheeb Olasunkanmi Mobolaji Okuwobi-Dabiri		2024-01-18

VOYAGE

England & Wales - Charity number 1068108

Accounts

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st March 2025
for
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E.)

Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Contents of the Financial Statements
for the Year Ended 31st March 2025

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Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Chair's Foreword
for the Year Ended 31st March 2025

It has been an honour and a profound privilege to serve as Voyage's first female Chair during a year that has called for reflection, recalibration and renewed purpose. Stepping into this role at a time of transition has deepened my appreciation for the organisation's strength, adaptability and enduring commitment to empowering young people.

In a challenging climate for the charity sector, Voyage has not only held firm - it has evolved. We have extended our reach across London, forged meaningful new partnerships, and continued to nurture the next generation of changemakers. I have been particularly inspired by our alumni, many of whom have returned to contribute as youth leaders, ambassadors and mentors. Their ongoing engagement speaks volumes about the transformative and lasting impact of Voyage's programmes.

This progress has been underpinned by a collective resilience - from our remarkable staff and dedicated trustees to our steadfast partners and supporters. I extend my sincere gratitude to the entire Voyage team whose professionalism, creativity and compassion have sustained the heartbeat of our mission.

As Chair, I have been especially committed to championing strong governance and enhancing our ways of working. We have laid the groundwork for a more transparent, agile and accountable organisation - one that continues to centre young people while equipping itself for sustainable growth and impact.

Looking ahead, I am confident that Voyage's best chapters are yet to be written. We are shaping a future that is inclusive, collaborative and future-facing - a Voyage defined not just by endurance, but by boldness of vision and purpose.

Siobhán N. O'Garro - Voyage Chairperson

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2025

CEO Report

The year 2024/25 has tested Voyage's resilience and adaptability more than ever. It is therefore with both pride and humility that I present this year's annual report and accounts.

Pride, because despite the deep challenges we faced, our team's determination ensured that Voyage continued to reach and empower 1,226 young people across London. Many of these young people joined us through new partnerships, innovative programmes, and extended work into new inner London boroughs. I also take great joy in the continued engagement of our graduate young leaders those who have grown with us, returned as youth board members, ambassadors and mentors, shaping Voyage's evolving future.

Humility, because our survival and progress in these testing times have come at great personal sacrifice. Our extraordinary staff gave more than could ever be expected reducing their paid hours yet continuing to work beyond their roles to sustain our mission. Their solidarity, passion and sense of shared purpose have been nothing short of remarkable.

I want to pay special tribute to our Trustees, who have continued to safeguard our charity through disciplined governance and the introduction of a strong regulatory framework to ensure 80% deficit reduction for the year. And to our dedicated staff, whose tireless efforts have resulted in a 17% rise in our charitable incomes this year. These achievements represent not only financial progress, but the courage and creativity of a team that refuses to give up on the young people they serve.

I also wish to give heartfelt thanks to our newly appointed Chair Voyage's first female Chair whose leadership, courage and compassion have steered us through this period of profound transition. Her presence has been historic and transformative, inspiring a more diverse, forward-looking and responsive organisation.

Securing Voyage's future against a backdrop of shrinking charitable resources has forced us to think creatively and act boldly. Rather than discouraging us, these pressures sparked innovation, motivating us to explore new income-generating pathways that will underpin a stronger, more resilient Voyage in the years ahead.

Finally, my deepest thanks go to our partners and supporters such as the Museum of the Home, New City College, FROG, Cap Gemini, Slaughter and May and the Fireflies Business Coach team. Their unwavering support has been a huge lifeline financially, strategically and emotionally. You stood with us through uncertainty, offering steadfast belief in our purpose and people. That belief has lifted me personally and has served to fortify the very core of our charity.

This year has been one of endurance, reflection and renewal. I close it with immense gratitude, a renewed spirit, and steadfast hope. Voyage stands ready to lead with purpose, ensuring young people remain at the heart of all we do today, tomorrow and hopefully in the years to come.

Paul Anderson MBE CEO

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2025

Voyage Youth Impact Report: April 2024 - March 2025

Financial position

As disclosed in the financial statements on page 14 a net movement in funds (Income of £223,896 against expenditure of £264,886) for the financial year resulted in an overall deficit of £40,990 (2024 deficit of £208,144). As mentioned above the challenging fundraising environment continued to impact our operation during the financial year in question. A lot of efforts are being made to reverse this downward trend of our income in the coming year. Our operations have already been curtailed to keep the charity going. There have also been some considerable registered and secured fundings during the start of 2025/2026 financial year and we hope this will continue into the future.

Summary

This year, Voyage operated with greater efficiency: an 80% reduction in deficit and a 17% increase in income. Our reserves are stable, and, with new funding decisions pending, we anticipate the opportunity to further grow our budget and outreach in 2025.

Achievements and Performance 2024/25

Voyage Youth is proud to report a year of significant achievement and innovation in 2024/25, despite ongoing sector-wide challenges and the necessity of rebuilding after a historic deficit. Our delivery has continued apace with a total of over 1,200 young people engaged in high-impact programmes, workshops, leadership opportunities and mentoring across Hackney, Tower Hamlets, Haringey and wider London.

Our offer remained inclusive and representative 60% of our participants were young women, 40% young men and fully 25% identified as Muslim. This diversity reflects our determination to ensure accessible and relevant pathways for every young person, whatever their background or starting point.

Project / Activity	Total Engaged	Male	Women
Horizons Youth Project	120	48	72
Aim for Success (Employability)	180	72	108
HYPE & Environmental Outreach	106	40	66
Peer Mentoring & Youth Board	90	36	54
Corporate Work Experience	70	28	42
Summer Scheme	60	24	36
Windrush Book / Heritage Project	240	102	138
Black History Month/Impact Days	80	32	48
In-house Work Experience Pilots	100	40	60
Voyage Voices Campaigns	80	32	48
Other / Community Events	100	42	58
Total Unique Young People	1,226	496	730

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Report of the Trustees
for the Year Ended 31st March 2025

Each year, Voyage reviews its impact across all core and special projects the table below gives an at-a-glance summary of our reach in 2024/25, with a breakdown by gender. (Detailed tables for ethnicity, faith, borough, and other demographics are available upon request.)

Summary of Impact by Activity, 2024/25

Diversity Profile

- 60% Young Women (730 participants)
- 40% Young Men (496 participants)
- 25% identified as Muslim (300 participants)

Voyage's performance in 2024/25 once again demonstrates the unique value of sustained youth empowerment, intersectional mentoring, and culturally responsive delivery models. All of this is made possible by the commitment of our staff, trustees, youth board and ambassadors, and our partner networks.

Key Projects

Core Activities Delivered During the Year

In 2024, financial constraints meant Voyage was unable to deliver its flagship Young Leaders for Sustainable and Safer Cities (YLFSC) course. This had a direct impact on the recruitment of 14 - 15-year-olds into our wider programmes. Despite this challenge we delivered a range of impactful initiatives for older cohorts and alumni, maintaining our focus on leadership, employability, and personal development.

Aim for Success (A4S) Employability Programme - Now a well-established feature of Voyage's annual calendar, A4S supports 16–18-year-olds to prepare for the world of work. In 2024, over 55 young people joined the program, with a significant number securing high-quality work placements across three partner companies. Participants received employability training, CV and personal statement support, and guidance from employers and professional mentors. After completing a program of evening workshops focused on soft skills, communication, and business awareness, participants progressed to paid work placements, often at London Living Wage rates.

Peer-to-Peer Mentoring - Voyage-trained mentors aged 18 to 21 worked with under-15s to improve academic engagement, build confidence, and promote wellbeing. This model continues to foster positive role modelling and strengthen community connections.

Graduate Opportunities & Support - We continued to support alumni through university guidance, professional work placements, and volunteering opportunities. This year, several graduates took on ambassadorial roles, contributing to program of delivery and representing Voyage at partner events.

Creative & Environmental Partnerships - Our ongoing collaboration with Repowering London enabled us to deliver elements of the Horizons Youth Project for the Environment (HyPE), expanding environmental education and skills training to young people outside our core cohorts.

Summary of Programme Outcomes and Impact

- **1,226+** young people engaged across Hackney, Tower Hamlets, Haringey, and London-wide initiatives.
- **45+** young people progressed into further education or training, with at least 7 securing long-term employment.

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Report of the Trustees
for the Year Ended 31st March 2025

- Young people accessed paid work experience for the first time, often earning London Living Wage rates.
- Recorded improvements in confidence, resilience, and ambition among programme participants.
- Partnerships with digital, creative, and environmental organisations opened new career pathways for participants.

Key Partnerships

Our partners work alongside us in the delivery of programmes, co-designing initiatives, sharing expertise, and engaging directly with the young people and communities we serve. These relationships are built on shared goals, trust, and a commitment to lasting social impact.

Greig City Academy - Honoured to support this school through teacher training and targeted interventions for at-risk young people, as part of a three-year programme of collaboration and impact.

Museum of the Home - A valued partner in delivering Saturday youth and community activities, playing a vital role in our heritage projects and the growth of our ambassadorial team.

Hackney Council - Grateful for ongoing support that underpins initiatives for at-risk young people and champions our emerging HEALS service.

New City College (NCC) - As the home of Voyage, NCC provides an invaluable base and ongoing support that enables us to remain a consistent force for good in the community.

Repowering London (RP) - A meaningful partnership that created the innovative Voyage to Repower project, delivering pilots in Lambeth and West London and inspiring our upcoming Horizons Youth Project for the Environment, set to launch in early 2026.

Young Entrepreneurz Scheme (YES), USA - A three-year collaboration empowering young business leaders and fostering cross-cultural exchange. In March 2026, we will take four business plan winners to St. Croix to expand their learning and networks.

Hackney Council for Voluntary Service (HCVS) - For over 11 years, a trusted partner on community agendas including policing, environmental action, and youth sector cohesion. We look forward to deepening our work with new CEO Bejal Shah.

16 Plus Network – A vital collaboration ensuring coordinated support for young people aged 16 and over, reducing the risk of them falling through the cracks while maximising opportunities for success.

FROG CapGemini - For the past three years, FROG CapGemini has provided vital pro bono support to Voyage Youth, helping shape our strategic direction and strengthen our graduate programmes. In 2024, this partnership expanded to include communications and social media support, and in 2025, FROG will guide our adoption of a new Salesforce CRM a key step in enhancing our operational efficiency and long-term impact.

Fireflies Coaching - Fireflies Coaching has supported our CEO through a senior leadership coaching programme, enabling the development of new projects, programmes and policies while strengthening collaboration between our Youth Board and Board of Trustees.

Key Funders & Supporters

Our funders and supporters provide the essential financial resources, grants, and donations that allow us to design, deliver, and grow our programmes. Their generosity fuels innovation, sustains core operations, and opens new opportunities for young people.

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Report of the Trustees
for the Year Ended 31st March 2025

Paul Hamlyn Foundation (PHF) – Now in our third year of transformational support, PHF has strengthened our core operations, built corporate partnerships, enabled innovative programmes, and supported national discourse connecting Black and global majority youth workers. Special thanks to Jane Tanner for her unwavering support.

East End Community Foundation (EECF) – Supported the growth of our graduate and ambassador programmes, extending our reach and impact whilst deepening our ties with our corporate partners who continue to provide industry insight, pro bono support and valuable work experience for our young.

Near Neighbours Church Urban Fund – Enabled the creation of Voyage's second Windrush book, celebrating over 40 elders, 25 young participants, and hundreds of global majority community members.

Jack Petchey Foundation – Proud supporter of our annual awards recognising the leadership contributions of young people. We are deeply grateful for Jack Petchey's legacy following his passing last year.

Tallow Chandlers Benevolent Fund – Strengthened partnerships with schools beyond Hackney, supporting Safe in the City and teacher training at Greig City Academy as part of a three-year commitment.

Go London - Supported the introduction of non-traditional sports activities into our youth programmes, providing a welcome balance alongside workshops on policing, mental health, and other challenging topics.

Field Family Charitable Trust – Provided a valued donation in support of our youth programmes underpinning our weekend and evening program.

Souter Charitable Trust – Made a generous contribution to help sustain our work with young people.

Worshipful Company of Chartered Secretaries and Administrators – Provided a valued donation towards our youth and community programmes.

London Borough of Hackney – Offered a welcome grant to support expanded youth engagement plans, marking only the second successful Council grant application in over a decade.

Slaughter and May (S&M) - are Voyages Legal pro bono partner supporting our expanded plans to transform our charity from a trust deed into a Charity Incorporated Organisation (CIO).

Quadrature Capital - Offers a year on year grant to Voyage to support its work at the core of its operations assisting its CEO and youth Board.

Recruitment and Appointment of the Management Board

The recruitment and appointment of trustees is overseen by the Chair and the Governance Committee, with a focus on ensuring the board reflects the diversity, skills, and lived experiences of the communities Voyage serves. Potential trustees are identified through a combination of open recruitment, professional networks, and recommendations from partners. Selection criteria include relevant expertise in education, youth justice, finance, safeguarding, fundraising, and community development, as well as a demonstrable commitment to Voyage's mission and values.

New trustees are appointed following an application and interview process, with final approval given at a formal board meeting. This process ensures that all appointments meet our governance needs and comply with the requirements of the Charity Commission.

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Report of the Trustees
for the Year Ended 31st March 2025

Trustee Induction and Training

All new trustees receive a comprehensive induction pack, including Voyage's governing documents, strategic plan, recent financial statements, key policies, and an overview of current programmes. Induction also includes one-to-one meetings with the CEO, the Chair, and relevant committee leads to provide deeper insight into Voyage's operations, challenges, and opportunities.

Ongoing training is provided through a combination of in-house workshops, sector briefings, and external training opportunities, including safeguarding updates, charity finance, risk management, and emerging youth sector issues. Trustees are also encouraged to attend Voyage events and programme sessions to maintain a close understanding of the charity's work and the communities we support.

Organisational Structure and Risk Management

Voyage operates under the guidance and oversight of its Board of Trustees. The board brings together a wide breadth of professional expertise spanning education, criminal justice, finance, youth engagement, corporate governance, and community leadership. Trustees are collectively responsible for setting strategic direction, ensuring compliance with all statutory and regulatory requirements, and maintaining high standards of governance.

Risk management is embedded into Voyage's governance framework. The board maintains a comprehensive risk register, reviewed quarterly at both committee and full board level. This register identifies, assesses, and mitigates risks across safeguarding, financial stability, programme delivery, compliance, and reputational matters. Safeguarding remains a standing agenda item, with the welfare of beneficiaries and staff regularly reviewed.

Budgeting and financial monitoring are supervised by the Finance Committee, with regular reporting to the full board. Voyage also ensures that all operational policies including data protection, health and safety, and equality and diversity are regularly reviewed and updated in line with legal requirements and best practice.

Staff Recruitment, Remuneration, and Organisational Structure

Voyage's operational delivery is led by the Chief Executive Officer, supported by a dedicated core team responsible for programme management, youth engagement, administration, and communications. Specialist staff and sessional workers are engaged for specific projects, ensuring flexibility and responsiveness to emerging needs.

Staff recruitment follows transparent and inclusive processes, with all vacancies advertised publicly or through targeted outreach to ensure diverse candidate pools. Selection is based on merit, relevant skills, and alignment with Voyage's mission and values. Enhanced DBS checks are carried out for all roles involving direct work with young people.

Remuneration is benchmarked against comparable roles within the youth and voluntary sectors to ensure fairness and competitiveness, while remaining mindful of the charity's resources. The CEO's salary is reviewed and approved by the board, in line with Charity sector guidelines.

The organisational structure ensures clear lines of accountability, with programme leads reporting to the CEO and the CEO reporting directly to the Board of Trustees. Staff meet regularly for operational planning, and cross-team working is encouraged to foster innovation and maximise impact.

Voice of Youth and Genuine Empowerment
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Report of the Trustees
for the Year Ended 31st March 2025

OBJECTIVES AND ACTIVITIES

Voyage's charitable objects are:

1. To advance education and life opportunities for young people, especially those from Black, Asian and minority ethnic backgrounds, or affected by exclusion, disadvantage, or exploitation.
2. To increase aspirations, employability, and civic responsibility among participants.
3. To deliver evidence-based programmes focused on leadership, mentoring, employability, community safety, and environmental sustainability.
4. Voyage's mission remains to empower marginalised young people and support their progression.

ACHIEVEMENTS AND PERFORMANCE

Introduction

Working to support our young people in this financial year has been the toughest on record at Voyage. Overcoming the challenges for 2024–2025 has been a year of significant adaptation and achievement under these financial circumstances. Operating under the shadow of a substantial legacy deficit following the loss of major donors, we prioritised financial resilience and the sustainability of our core programmes.

Despite these challenges, through persistent cost management, robust fundraising, and the dedication of staff, trustees, funders and alumni, Voyage reduced its deficit by 80% and grew its income by 17% on the previous year.

We are proud to have continued delivery of high-impact services for more than 1,200 young people across all our programmes of work in Hackney, Haringey and Tower hamlets supported by one off and much shorter programmes offered to schools and national bodies.

Youth Board and Ambassadors

A highlight of the year was the role of the Youth Board, an empowered group of young graduates and ambassadors who keep Voyage focused on progression and youth voice in all core activities. The Youth Board led thematic work streams and, this year, launched an ambitious youth-led consultancy initiative designed to offer consulting services to companies and position young people as peer consultants. This work expands the reach and legacy of the Youth Investigator Network and is a key element of Voyage's business strategy for the coming year.

KEY CASE STUDY

For the first time, Voyage's annual report includes a direct case study, illustrating the transformative power of our work:

Edem Bobie, aged 17, joined the Aim for Success programme and secured a work placement with Gallagher, gaining vital business and professional experience. Edem's involvement in the Windrush Project deepened his connection with London's Caribbean elders, highlighting social history and resilience. Recognised with two Jack Petchey Awards, Edem now serves as a Voyage Ambassador and Youth Board member representing peer aspiration and the power of opportunity.

OUR BENEFICIARIES

Voyage's primary beneficiaries are young people (ages 13–21) from Black, Asian, and minority ethnic backgrounds, but our work increasingly impacts young people from a range of communities and neighbourhoods. Our delivery model ensures accessibility across Hackney, Tower Hamlets, Haringey, and further afield.

Voice of Youth and Genuine Empowerment
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Report of the Trustees
for the Year Ended 31st March 2025

FUTURE PLANS

Building on our renewed financial confidence, 2025–2026 will see plans to:

Secure new funds to support our third accredited Young Leaders course called Smart Cities (YLFSC) BTEC with Pearson over a 10-weeks.

- Run the first Horizons Youth Project a flagship environmental/social action and work experience scheme.
- Extend our employability work, expanding in-house and external work experience pathways for university and employment readiness.
- Grow the youth-led consultancy arm, boosting the reach of our Youth Investigator Network and embedding this as part of our work experience schemes.
- Proactively fundraise and diversify income sources to secure trajectory for further growth and impact.
- Continue to grow and progress the charities CIO status.

Trustees' Activities and Support

During the 2024–2025 period, the trustees of Voyage Youth continued to play an active and vital role in steering the charity through a time of financial recovery and robust programme development. Trustees met regularly throughout the year, providing critical oversight on governance, compliance, safeguarding, and risk management. Emphasis was placed on ensuring strong lines of communication between trustees, CEO, and staff team particularly through the lens of the experiences and aspirations of our young people.

In addition to statutory duties, trustees have supported the CEO not only in strategic planning and fundraising efforts but also by being present at key youth board gatherings and major programme launches. Trustees have championed a culture of listening attentively to the voices of our young people, ensuring that board discussions reflect the lived experience and creative vision of our beneficiaries.

This year, particular priority was given by trustees to

- Supporting the CEO through the financial turnaround period, including development of the new Horizons Youth Project.
- Overseeing the maintenance of high standards for safeguarding, inclusion, and youth voice across all activities.
- Enabling youth board representation at board and committee meetings, in line with ongoing governance reforms promoting youth leadership within the organisation.

The board is grateful for the dedication of both CEO and Youth Board, recognising the collaborative achievement as Voyage's offer continued to grow in reach and impact during this financial year.

Voice of Youth and Genuine Empowerment
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Report of the Trustees
for the Year Ended 31st March 2025

YOUTH BOARD REPORT

From the Voyage Youth Board

This year the Youth Board has been proud to work in close collaboration with the CEO, providing ongoing advice and guidance and helping ensure that young people's perspectives shape Voyage's planning and delivery at every level. We have prioritised and supported the implementation of the new Horizons Youth Project, which we believe is key to offering meaningful, socially and environmentally conscious experiences to young people across Hackney and beyond.

A particular highlight has been partnering on the development and production of Voyage's second Windrush Book Hackney Windrush Elders, which drew on intergenerational perspectives and celebrated local heritage through stories, interviews, and creative projects.

We are especially proud to have influenced the organisational response to growing barriers to work experience for young people. As corporate placements became less accessible, we have worked to help shape in-house programmes designed to fill this gap. By developing Voyage Voices, we successfully piloted work experience in the campaign and advocacy space, giving young people an opportunity to gain practical skills, confidence, and a platform for their ideas.

Our work helped inform new plans to underpin an environmentally conscious work experience programme within the new HyPE At-Risk Project, progressing Voyage's aspirations to bolt on sustainable and heritage-focused opportunities for our peers.

We have also been clear that investing in the Voyage Ambassadors remains essential both to keep up the momentum and energy among the wider youth community and to provide specialist roles, such as a Heritage worker for our ongoing heritage and environmental programmes supporting our partnership with the Museum of the Home relocating the statue, Hackney council renaming of streets, digitising our Windrush books as well as supporting our work with 50 Fenchurch Street. We believe there is well over 3 years developmental work which we hope to use to garner and build employment pathways into.

Voyage Voices has been a real success, and young people across the Board and the wider network have reaffirmed their commitment to ensuring the Voices project continues, grows, and provides a strong model for future youth-led work experience initiatives.

We look forward to building on these achievements in the year ahead, driving forward youth participation, leadership, and new opportunities for all young people at Voyage.

Voice of Youth and Genuine Empowerment
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Report of the Trustees
for the Year Ended 31st March 2025

Structure, Governance and Management

Governing Document

Voyage was set up in 1998 by the Metropolitan Black Police Association to address issues of racial disproportionality following the MacPherson report. Voyage is based in Hackneys New City College to ensure young people under 16 understand the importance of sustaining their involvement in higher education beyond secondary school. Voyage's governing document is currently a Declaration of Trusts dated 27th October 1997 as amended on 28th April 2016.

The Charities Background

Voyage Youth (Voice of Youth and Genuine Empowerment) was established to tackle social and racial inequities impacting London's young people, particularly those from Black and minority ethnic backgrounds. Since its founding, Voyage has advocated for the empowerment and progression of vulnerable young people, helping them gain the skills, confidence and networks needed for positive futures in education, employment and community leadership.

Voyage is based at New City College, Hackney, with additional reach across Tower Hamlets, Haringey and wider London. In 2024–2025, Voyage remained steadfast in its commitment to providing transformative programmes, leadership pathways, employability skills and community-engaged projects.

REFERENCES AND ADMINISTRATIVE DETAILS

Registered Charity number

1068108

Principle address

New City College
D Block
Shoreditch Campus
Falkirk Street
London
N16HQ

Trustees

Nicholas Marshall	- resigned 6 th February 2025
Katrina Morris	- resigned 6 th February 2025
Kosi Okolo	-Vice Chair
Donata Miller	
Toby Williams	
Ola Dabiri	-Treasurer
James Whittle	-Board Secretary
Siobhán O'Garro	-Chair
Tanya Aumeer	

Independent examiner

Sean Hudson, ACA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Chief Executive Officer

Mr P Anderson, MBE

Charity's website address

<https://voyageyouth.com>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 28/11/2025 and signed on its behalf by:


.....
Siobhan O'Garro - Chair

Independent Examiner's Report to the Trustees of
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

I report to the trustees on my examination of the financial statements of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) ('the charity') for the year ended 31st March 2025 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

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 Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Sean Hudson, ACA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Date: 4 December 2025

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Statement of Financial Activities
for the Year Ended 31st March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	84,795	112,087	196,882	158,763
Other charitable activities	3	15,007	11,816	26,823	32,052
Other income		<u>191</u>	<u>-</u>	<u>191</u>	<u>619</u>
Total		<u>99,993</u>	<u>123,903</u>	<u>223,896</u>	<u>191,434</u>
 EXPENDITURE ON					
Cost of generating funds	4	59,949	-	59,949	70,593
Charitable activities	5				
Charitable activities		<u>75,454</u>	<u>129,483</u>	<u>204,937</u>	<u>328,985</u>
Total		<u>135,403</u>	<u>129,483</u>	<u>264,886</u>	<u>399,578</u>
 NET (EXPENDITURE) FOR YEAR		(35,410)	(5,580)	(40,990)	(208,144)
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>61,041</u>	<u>5,580</u>	<u>66,621</u>	<u>274,765</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>25,631</u></u>	<u><u>-</u></u>	<u><u>25,631</u></u>	<u><u>66,621</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

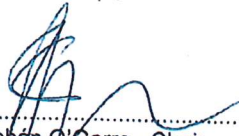
The notes form part of these financial statements

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Balance Sheet
31st March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
FIXED ASSETS					
Tangible assets	11	35,796	-	35,796	46,775
CURRENT ASSETS					
Debtors	12	489	1,190	1,679	10,018
Cash at bank		<u>17,456</u>	<u>-</u>	<u>17,456</u>	<u>44,514</u>
		17,945	1,190	19,135	54,532
CREDITORS					
Amounts falling due within one year	13	(28,110)	(1,190)	(29,300)	(34,686)
NET CURRENT ASSETS		<u>(10,165)</u>	<u>-</u>	<u>(10,165)</u>	<u>19,846</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>25,631</u>	<u>-</u>	<u>25,631</u>	<u>66,621</u>
NET ASSETS		<u>25,631</u>	<u>-</u>	<u>25,631</u>	<u>66,621</u>
FUNDS	14				
Unrestricted funds				25,631	61,041
Restricted funds				<u>-</u>	<u>5,580</u>
TOTAL FUNDS				<u>25,631</u>	<u>66,621</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 28/11/2025 and were signed on its behalf by:


Siobhán O'Garra - Chair

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Charity constitutes a public entity as defined by FRS102.

The financial statements have been prepared in sterling which is the functional currency of the charity under the historical cost convention.

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 have adopted the going concern basis for the preparation of the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 a continuing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only to year, or in the year of the revision and future years if the revision affects both current and future years.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and grants are recognised when they have been communicated as receivable in writing with notification of both the amount and settlement date. In the event that a either type of income is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included upon notification of the interest paid or payable by the Bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 20% on reducing balance
Fixtures and fittings	- 20% on reducing balance
Computer equipment	- 33% on reducing balance
Website and Database	- 20% on reducing balance

Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discount due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk to changes in value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

2. VOLUNTARY INCOME

	31.3.25	31.3.24
	£	£
Donations	196,882	158,763
	<u>196,882</u>	<u>158,763</u>

3. OTHER CHARITABLE ACTIVITIES

	31.3.25	31.3.24
	£	£
Fundraising events	23,025	30,034
Grants receivable	3,798	2,018
	<u>26,823</u>	<u>32,052</u>

4. COST OF GENERATING FUNDS

Raising donations and legacies

	31.3.25	31.3.24
	£	£
Staff costs	16,854	28,461
Rent and rates	6,995	6,493
Fundraising costs	30,130	21,767
Professional fees	-	5,300
Website, IT and stationery	3,137	5,372
	<u>57,116</u>	<u>67,393</u>

Other trading activities

	31.3.25	31.3.24
	£	£
Depreciation	2,833	3,200
	<u>2,833</u>	<u>3,200</u>
Aggregate amounts	<u>59,949</u>	<u>70,593</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support costs (see note 7) £	Totals £
Charitable activities	<u>132,878</u>	<u>72,059</u>	<u>204,937</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.25 £	31.3.24 £
Staff costs	55,749	105,809
Rent and rates	6,995	10,135
Telephone	1,631	2,458
Postage and stationery	2,419	4,110
Tutors	17,218	61,785
Catering	4,878	17,840
Travel and Residential	32,124	30,639
Admin	444	17,570
Volunteer	7,350	7,266
Staff training	421	378
Depreciation	<u>3,647</u>	<u>4,014</u>
	<u>132,876</u>	<u>262,004</u>

7. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activities	<u>61,806</u>	<u>10,253</u>	<u>72,059</u>

Support costs, included in the above, are as follows:

Other

	31.3.25 Charitable activities £	31.3.24 Total activities £
Wages and related costs	39,230	32,985
Telephone	979	1,663
Postage & Stationeries	916	731
Rent and rates	13,988	12,987
Website IT and advertising	1,231	2,359
Bank charges and interest	120	217
Insurance	1,274	-
Staff training	<u>421</u>	<u>378</u>
Carried forward	58,159	51,320

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

7. SUPPORT COSTS - continued

Other - continued

	31.3.25	31.3.24
	Charitable	Total
	activities	activities
	£	£
Brought forward	58,159	51,320
Depreciation of tangible fixed assets	<u>3,647</u>	<u>4,014</u>
	<u>61,806</u>	<u>55,334</u>

Governance costs

	31.3.25	31.3.24
	Charitable	Total
	activities	activities
	£	£
Independent examination fees	5,000	5,280
Professional fees	-	5,300
Trustee meeting and other governance costs	4,400	-
Depreciation of tangible fixed assets & Website	<u>853</u>	<u>1,067</u>
	<u>10,253</u>	<u>11,647</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

Trustees expenses charged in the year ended 31 March 2025 amounted to £nil (2024 - £nil).

9. STAFF COSTS

Staff costs were as follows:

	31.3.25	31.3.24
	£	£
Salaries and wages	104,881	153,273
Social security	4,067	10,035
Pension	<u>2,886</u>	<u>3,947</u>
	<u>111,834</u>	<u>167,255</u>

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Administration and fundraising	2	3
Project officer	<u>3</u>	<u>3</u>
	<u>5</u>	<u>6</u>

During the year no employees earning in excess of £60,000 per annum, including taxable benefits fall into the following ranges:

	2025	2024
£70,000-£79,999	-	1

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	56,538	102,225	158,763
Other charitable activities	2,018	30,034	32,052
Other income	<u>619</u>	<u>-</u>	<u>619</u>
Total	<u>59,175</u>	<u>132,259</u>	<u>191,434</u>
 EXPENDITURE ON			
Cost of generating funds	70,593	-	70,593
 Charitable activities			
Charitable activities	<u>124,044</u>	<u>204,941</u>	<u>328,985</u>
Total	<u>194,637</u>	<u>204,941</u>	<u>399,578</u>
 NET INCOME	 (135,462)	 (72,682)	 (208,144)
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>196,503</u>	<u>78,262</u>	<u>274,765</u>
 TOTAL FUNDS CARRIED FORWARD	 <u>61,041</u>	 <u>5,580</u>	 <u>66,621</u>

11. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Website and Data Base £	Computer equipment £	Totals £
COST					
At 1st April 2024	10,980	2,452	63,978	12,523	89,933
Additions	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
At 31st March 2025	<u>10,980</u>	<u>2,452</u>	<u>63,978</u>	<u>12,523</u>	<u>89,933</u>
 DEPRECIATION					
At 1st April 2024	10,261	1,541	21,307	10,049	43,158
Charge for year	<u>718</u>	<u>910</u>	<u>8,534</u>	<u>817</u>	<u>10,979</u>
At 31st March 2025	<u>10,979</u>	<u>2,451</u>	<u>29,841</u>	<u>10,866</u>	<u>54,137</u>
 NET BOOK VALUE					
At 31st March 2025	<u>1</u>	<u>1</u>	<u>34,137</u>	<u>1,657</u>	<u>35,796</u>
At 31st March 2024	<u>719</u>	<u>911</u>	<u>42,671</u>	<u>2,474</u>	<u>46,775</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade debtors	489	9,479
Other debtors	<u>1,190</u>	<u>539</u>
	<u>1,679</u>	<u>10,018</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade creditors	22,746	3,589
Other creditors	1,544	2,759
Accruals and deferred income	<u>5,010</u>	<u>28,338</u>
	<u>29,300</u>	<u>34,686</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

14. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	61,041	(35,410)	25,631
Restricted funds			
Commission work - Including Greig City	5,580	(5,580)	-
Race 4 Nature - Kickstart			
Young Leaders for Sustainable Cities			
	<u>5,580</u>	<u>(5,580)</u>	<u>-</u>
TOTAL FUNDS	<u><u>66,621</u></u>	<u><u>(40,990)</u></u>	<u><u>25,631</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	99,993	(135,403)	(35,410)
Restricted funds			
Commission work - Including Greig City	11,816	(17,396)	(5,580)
Summer & Autumn Projects	25,000	(25,000)	-
Graduate Programmes	48,429	(48,429)	-
Windrush Project	<u>38,658</u>	<u>(38,658)</u>	<u>-</u>
	<u>123,903</u>	<u>(129,483)</u>	<u>(5,580)</u>
TOTAL FUNDS	<u><u>223,896</u></u>	<u><u>(264,886)</u></u>	<u><u>(40,990)</u></u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	196,503	(135,462)	61,041
Restricted funds			
Commission work- Including Greig City	-	5,580	5,580
Race 4 Nature Kickstart	2,238	(2,238)	-
Young Leaders For Sustainable Cities	<u>76,024</u>	<u>(76,024)</u>	<u>-</u>
	<u>78,262</u>	<u>(72,682)</u>	<u>5,580</u>
TOTAL FUNDS	<u>274,765</u>	<u>(208,144)</u>	<u>66,621</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	59,175	(194,637)	(135,462)
Restricted funds			
Commission work- Including Greig City	36,033	(30,453)	5,580
Race 4 Nature Kickstart	-	(2,239)	(2,239)
Young Leaders for Sustainable Cities	<u>96,226</u>	<u>(172,249)</u>	<u>(76,023)</u>
	<u>132,259</u>	<u>(204,941)</u>	<u>(72,682)</u>
TOTAL FUNDS	<u>191,434</u>	<u>(399,578)</u>	<u>(208,144)</u>

15. RELATED PARTY DISCLOSURES

During the year there were no related party transactions to disclose.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

16. FUNDS

The Windrush Project was developed to produce Voyage's second Windrush publication and celebrate the contributions of over 40 elders and 25 young participants from the original initiative. Focused on preserving the stories of the Windrush generation, especially the Caribbean migrants who arrived in Britain between the 1940s and 1970s. The project addressed their historical exclusion by connecting Hackney youth with elders through oral history interviews, shared meals, and cultural activities. These intergenerational exchanges fostered mutual understanding and respect, while also recognising the wider impact of the global majority community in shaping modern British society.

Voyage's Graduate Programme includes the Aim for Success (A4S) Employability Programme, which equips 16–18-year-olds with essential skills for entering the workforce. Participants receive training in employability, CV writing, and personal statements, alongside mentorship from professionals. Following a series of evening workshops on soft skills, communication, and business awareness, they transition into paid work placements, often at London Living Wage rates. Additionally, the Peer-to-Peer Mentoring scheme engages Voyage-trained mentors aged 18–21 to support younger peers under 15, enhancing academic engagement, confidence, and wellbeing while fostering strong community ties.

This is the project initiated to introduce a non-traditional sports activity into our youth programmes, providing a welcome balance alongside workshops on policing, mental health, and other challenging topics. 'Young Entrepreneur Scheme' (YES), USA, a three-year collaboration empowering young business leaders and fostering cross-cultural exchange. In March 2026, we will take two business plan winners to St. Croix to expand their learning and networks.

Greig City Academy Project was aimed at strengthening the partnerships with schools in and beyond Hackney. It is to support Safe in the City and Teacher Training Programmes in Greig City Academy as part of a three-year commitment. Designed to empower Year 8 students with essential skills through a series of workshops and mentoring, the programme has already made a powerful impact, boosting confidence, improving decision-making, and laying the foundations for long-term personal development.

17. FINANCIAL COMMITMENTS, GUARANTEES AND CONTINGENCIES

Minimum lease payments under non-cancellable operating leases fall due amount to £8,215 not later than one year (2024:£9,441).

VOYAGE

England & Wales - Charity number 1068108

Accounts



**Report of the Trustees and
Unaudited Financial Statements**

for the Year Ended 31st March 2024
for

Voice of Youth and
Genuine Empowerment
(V.O.Y.A.G.E)



Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

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CHAIRS FOREWARD

FOR THE YEAR ENDED 31ST MARCH 2024

As the Chair of VOYAGE, it brings me immense joy to pen this foreword for our Trustees Annual Report. Throughout the year, our journey has been marked by countless milestones, each one a testament to the unwavering dedication, passion, and resilience of our incredible team. I extend my heartfelt thanks to every member of the Voyage family you have turned challenges into opportunities and dreams into realities.

A special note of appreciation goes to our valued partners. Your steadfast support and collaboration have empowered us to expand our reach and impact, ensuring that our young people receive the guidance and resources they need to thrive. You have been more than allies; you have been champions of our mission.

To the young people of Voyage, you are the heart and soul of everything we do. Your stories of growth, courage, and achievement inspire us daily and remind us why our work is so vital. I am proud of each and every one of you and eagerly await to witness the heights you will reach in the future.

As I prepare to hand over my leadership as chair in 2024/25 financial year, I am filled with a mix of nostalgia and excitement. While my role may be changing, my commitment to Voyage remains unwavering. I will continue to support our mission from the side-lines, cheering on the extraordinary work that lies ahead.

N Marshall - Voyage Chairperson



CEO REPORT

As the CEO of Voyage Youth, I am filled with immense pride as I reflect on another year of remarkable resilience and unwavering dedication to our mission of supporting young people. In these challenging times, our ability to stay on track for growth and continue making a difference is a testament to the incredible efforts of our staff, trustees, partners, and most importantly, our young people who inspire us every day with their courage and determination.

Our heartfelt gratitude goes out to our courageous partners who have steadfastly supported Voyage. Your belief in our mission has been instrumental in allowing us to persist in our work. However, it is with a heavy heart that we acknowledge the decline in support from some partners who were initially galvanized by the focus on Black Lives Matter. While this support was crucial and deeply appreciated, its decline has forced us to reduce some of our programmes, impacting retention figures for 2024. We urge our partners to invest for longer periods and stay committed, as the work of transforming lives and creating opportunities for young people requires sustained support.

We must also consider the challenging financial environment, including the ongoing cost of living crisis and the increasing costs of our operations. These factors significantly impact our income targets and highlight the need for continuous, reliable funding.

We are particularly grateful for the in-kind support from the team at the Museum of the Home. Our collaboration on retelling the story of Robert Geoffrey has provided us with space to deliver our programme at no cost and offered two amazing work experience opportunities for our young people. These experiences are expected to have life-changing impacts, broadening their perspectives on the heritage sector and enhancing their ability to access it.

Despite these challenges, we are thrilled to report that we successfully validated, ran, and delivered our first Youth Leaders for Sustainable Cities (YLFSC) course. This new course has sparked a growing interest among our young people in the environment sector as a viable field for influence, engagement, and employment. The positive feedback and enthusiasm from our participants underscore the importance of our new course and its potential to create lasting change.

Furthermore, we are immensely grateful for the continued support from a diverse and expanding range of employers who offer unique and well-remunerated work experience opportunities to our young people. These partnerships provide invaluable real-world exposure and help our youth build the skills and confidence needed to excel as young professionals.

Looking ahead, we remain resolute in our commitment to overcoming the challenges we face. Our focus is on progressing Voyage towards a more regional presence in London and expanding our range of programmes. This includes enhancing our ambassador programmes to create a robust pipeline that channels our youth into sectors where diversity is poorly represented.

We are dedicated to fostering an inclusive environment where every young person, regardless of their background, can thrive and contribute meaningfully to society. Together, with the steadfast support of our partners and the unwavering determination of our youth, we will continue to drive positive change and create lasting impact.

Thank you for your ongoing support and belief in the boundless potential of our young people.

Paul Anderson MBE CEO

Voyage Youth Impact Report: April 2023 - March 2024

Financial position

As disclosed in the financial statements on page 12 a net movement in funds (Income of £191,434 against expenditure of £399,578) for the financial year resulted in an overall deficit of £208,144 (2023 deficit of £7,409). As mentioned above the challenging fundraising environment continued to impact our operation during the financial year in question. A lot of efforts are being made to reverse this downward trend of our income in the coming year. Our operations have already been curtailed to keep the charity going. There have also been some considerable registered and secured fundings during the start of 2024/2025 financial year and we hope this will continue into the future.

RESERVES POLICY

The Trustees recognise that they have an overriding duty to act and in the best interest of the charity as per our overall reserves policy, and that this extends to making sensible provision for the future in the form of retaining an appropriate level of reserves. The Board has examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets or otherwise committed. Reserve policy is in place whereby the unrestricted funds not committed should be held in reserve and maintained at a level which ensures that VOYAGE's core activity can continue during a period of unforeseen difficulty. This represents at least three months' (13 weeks) expenditure of about £36,000. This will be reviewed annually.

Impact in Real Terms

For our mainstream programme running annually from New City College Hackney Voyage typically aims to recruit 100 young people for its BTEC level 2 Leadership courses. Voyage began this journey with our first cohort of 86 Sustainable and Safer Cities young people recruited in March 2023. In line with its Theory of Change, all young people completed a baseline survey, sharing their responses to academic, leadership, and community engagement questions. Halfway through the course in May, they completed a follow-up survey to track progress, and upon their graduation event in August 2023, a final questionnaire.

The results we outline below are born from these evaluations.

Our report paints an awe-inspiring picture of our young people's remarkable ambitions and enthusiasm as they pursue academic success and meaningful roles within their communities.

We discovered that many of our students are on track for impressive GCSE results, with nearly 60% aiming for top grades of 7 and 8.

We are grateful to see this survey underscoring the high hopes parents have for their children's potential, with **70.4% envisioning grades of 8 or above**. Teachers share this optimism, though they often take a more tempered view, anticipating strong performances.

We are not surprised to note that mathematics has emerged as a critical area where our young people seek additional support, showcasing their commitment to mastering skills over level 4. This strong call for revision support and guidance on staying focused reflects their drive to excel academically.

We are proud to report that **almost 90% of our young people place immense value on education, with 70.4% expressing a deep sense of community commitment**. Nearly half of the survey participants feel inspired to take on leadership roles within their schools, community and an equally large proportion show interest in extracurricular qualifications, eager to seize any opportunity that will further their future goals.



REPORT OF THE TRUSTEES

for the Year Ended 31st March 2024

We are equally inspired to see that every respondent reports taking on responsibilities at home, demonstrating a strong sense of independence and teamwork. Our young people are keen to help others, especially those they know, indicating a compassionate and supportive mindset.

We understand the challenges in balancing school and home life, yet our young people remain optimistic and driven to achieve both personal and academic balance. With focused support in mathematics, English, and digital literacy, along with tools for time management and social media mindfulness, these young people are well-poised to make an inspiring impact on their schools, communities, and beyond.

Whilst we are always positive about these results, we understand our young people and know they are capable. We therefore remain steadfast in convincing employers, higher education institutions, as well as teachers and other related professionals to invest in and continue supporting young black communities.

Summary of Impact

Each year, Voyage assesses its impact across the totality of projects and programmes it delivers. For the period April 2023 to March 2024, we engaged a total of 610 young people. Of these, 241 were young men, and 369 were young women. 10% identified as Muslim, showing a reduction of involvement from Muslim young people. In order to capture the added value we have chosen to reflect an additional column showcasing our wider impact we have. Below is a breakdown of participation across each program we offered this year.

Project	Total Number	Male	Female	Wider community engagement
Voyage Summer Scheme	62	20	42	8 external delivery partners
Aim for Success	55	25	30	15 corporate companies
Safer and Smart Cities	86	27	59	220 parents, peers and partners
Police Accountability Group	89	33	56	71 survey completers
Black History Month celebration	45	20	25	0
Voyage Impact Day	62	20	42	20
Youth Ambassadors Heritage working alongside the Museum of the Home	15	8	7	52 applicants applying to statue project

Project	Total Number	Male	Female	Wider community engagement
Environmental Ambassadors programme launch	11	3	8	45 applicants applied
Technology Ambassadors Launch	13	7	6	33 applicants applied
East London Water Parks	8	4	4	250 residents consulted
Windrush Elder project	12	6	6	150 elders engaged and 3 lunch club orgs involved
Peer to peer mentoring	25	12	13	41 applicants applied
Accessing paid work experience over the summer	26	12	14	6 corporate companies offering unique access to work experience
Youth Advisory Board/YIN	12	6	6	6
Greig City Academy – safer In the City	24	13	11	350 young people participated in workshop presentations
Haringey Learning Partnership – Teacher training inset	65	25	40	Teachers ONLY
Totals for 2023/ 24	610	241	369	

Over the past year, Voyage has delivered impactful engagement projects aimed at empowering our young people and helping them rise towards more structured offerings.

This section below highlights the key outcomes of our efforts from April 2023 to March 2024, showcasing the significant strides made in university enrolment, academic achievement, community engagement, law enforcement relations, mentoring, and employability. These outcomes have been extracted from our Impact Day hosted over the summer Holiday period, a number of feedback surveys and project evaluations across all of Voyage's programmes in this period. These reflect the results from Voyage's participants aged 16-21 years, spanning ambassadorial projects, at-risk programmes in the wider community, and commissioned work.



KEY OUTCOMES FOR 2023/24

University Enrolment & Academic Achievement

Our programmes consistently prioritise the academic aspirations of young people. In our recent surveys, 100% of graduating participants have enrolled in a university programme, successfully securing university offers. Additionally, 75% of participants recorded significantly raised attainment levels in school or college, a testament to the focused support and mentoring initiatives offered.

Elevated Aspirations & Community Engagement

A substantial 100% of young people involved reported notably higher personal aspirations, marking an increase in both career and educational goals. Furthermore, 70% of participants expressed that they now feel empowered to use their voices in community settings, often participating actively in local structures and community decisions.

Positive Relations with Law Enforcement

Building trust and improving relations between young people and the police remains a core goal. 70% of surveyed participants reported an improved attitude toward law enforcement, reflecting enhanced trust and communication fostered through targeted engagement activities.

Mentoring & Employability

Mentoring remains an impactful component of our programmes. 12% of participants joined our mentoring schemes, benefiting from guidance and support tailored to their educational and career aspirations. Additionally, 10% of participants engaged in employability-focused projects, equipping them with essential skills and networks for future employment.

Context of Funds

1. Windrush Elders Project: Celebrating Phase One of the Windrush Project, which involved intergenerational work to preserve and share the stories of Windrush elders
2. Tech Ambassador Programme: Launched in August 2023, this programme aimed to empower young people with skills and knowledge in technology.
3. Aim for Success Work Experience Scheme: A paid work experience scheme introduced in February 2024 to help young people gain practical work experience and improve their employability.
4. Level 2 BTEC Leadership Courses: Recruitment and commencement of new leadership courses starting in April 2023, focusing on community safety, sustainability, and introducing technology

5. Environmental Ambassador Programme: Launched in September 2023, this programme aimed to engage young people in environmental conservation and sustainability efforts
6. Collaboration with the Museum of the Home: Young people collaborated with the Museum of the Home to develop creative solutions for retelling the story of Robert Geoffrey, addressing his contributions as a philanthropist and his involvement as a slavery investor.
7. Police Accountability Group: Investigating the impacts of behaviour codes and policing in London schools, particularly in response to the Child Q incident.
8. East London Water Parks Project: Commissioned to shape and influence the development of new water park facilities to better accommodate diverse individuals and young people of colour in London.

Staffing and Financial Adjustments

This year brought critical changes to Voyage's staffing due to financial challenges, underscoring a shifting commitment to supporting young Black lives. Unfortunately, we were unable to retain several key roles, including our Project Manager, who oversaw leadership courses and youth progression, and our Special Project Manager, responsible for mentoring, commissions, and our Aim for Success initiative. The departure of these dedicated team members is a significant loss, and we recognize the impact this will have on our work in the coming year.

These changes highlight the pressing need for Voyage to secure sustained investment and long-term funding commitments. The fluctuation in support has revealed a growing difficulty in ensuring reliable resources, creating uncertainty that limits our ability to plan and grow confidently. To maintain our impact and expand as planned, we urgently need funding partners who share our commitment to investing in young Black lives over the long term.

While these financial constraints led to the loss of key senior management roles, Voyage is committed to maintaining our programmes by appointing graduates as Youth Leadership Coordinators. Despite minimal formal training, these young leaders continually stepped up, showing resilience, adaptability, and dedication in positions that challenge and stretch them. Their contributions have been essential in keeping our initiatives on track.

Yet, it is clear that without consistent, long-term investment, our ability to develop and grow will be impacted. These financial shifts reflect a broader, troubling trend in funding priorities, one that jeopardizes initiatives focused on young Black communities. Voyage is more committed than ever to advocate for secure, sustained funding to enable our work and ensure a future where Black and global majority youth thrive.

- Governance and Volunteers
- Senior Management Team
- Youth Leadership Coordinators
- Freelance Tutor Team



Delivery and team structure

Due to the short-term nature of funding Voyage is not able to continue supporting its Programme manager and special project managers positions. We aim to continue to seek investment and support for these important areas.

Looking Ahead

As we look forward to the coming year, Voyage is dedicated to strengthening our impact on young people's lives through our innovative programmes, technological advancements, and strategic partnerships. Recognising the impact of financial and staffing challenges in our workplace, we are committed to creating a supportive, adaptable work environment. As a result we will continue to introduce supportive HR policies and measures like flexible work arrangements, cycle schemes, paid travel, work-from-home days, and a minimum inner-London pay weighting for all staff and offer travel expenses to our volunteers. These changes are aimed at fostering a motivated and resilient team to drive our mission forward.

To enhance our organisational stability and diversify our income streams, our Trustees, Youth Board, and CEO will continue working on transforming Voyage from a charitable trust deed to a Charitable Incorporated Organisation (CIO), with invaluable support from our legal partner, Slaughter and May. This transition will not only solidify our legal structure but will also allow us to strengthen governance by implementing a comprehensive income and risk framework. New working groups within the board of Trustees and Youth Advisory Board will focus on critical areas like policy development, safeguarding, well-being support systems for young people, digitalisation and partnership development. Additionally, our recent adoption of Salesforce CRM will support seamless tracking, communication and donor engagement, positioning us to scale sustainably.

Harnessing Technology for Growth and Impact

Our commitment to digital transformation will continue to be a priority. Integrating tools such as Google, Zoom, Parent Mail, Brevo, Spond, Salesforce and Moodle, we aim to streamline communication with young people, parents, and our supporters, whilst safely hosting essential resources, courses, and handbooks in a secure, accessible way. Ensuring the protection of our data and information will remain a core focus as we implement secure cloud hosting solutions and adopting technology tools to aid expansion. Social media and digital outreach will continue to be vital channels for amplifying our work and maintaining Voyage Youth's voice and presence in the wider community.

Strengthening Programmes and Expanding Opportunities

To deepen our impact, we are investing in graduate and tutor development as we continue expanding Voyage's flagship leadership courses, workshops and engagement programmes. With new adaptations to our unique Horizons Project—including Horizons

Youth Project for the Environment (HyPE) and Horizons Plus—Voyage will reintroduce and broaden its support for at-risk young people. Through our partnership with Repowering London, we aim to create innovative pathways into environmental education and awareness, encouraging young people to see sustainability as a potential career path and area of influence.

Our Young Leaders for Smart Cities Course (YLFSC) is slowly emerging and we aim to undergo pilot testing of its units, its partnerships with full development scheduled for completion by 2025. We are planning a roundtable event to foster dialogue with partners and explore how to create stronger pipelines for young people into technology, environmental fields, and higher education.

Empowering Our Heritage and Building Community Connections

Our ambassadors will play a key role in guiding our strategic heritage work, especially our collaboration with the Museum of the Home to reframe the narrative surrounding Robert Geoffrey's statue. This year, our heritage ambassadors will also complete the Hackney Windrush Elders Book, which will serve as a springboard for "Echoes of Windrush"—an intergenerational community research collection project exploring modern day Windrush stories. This new spin off initiative will aim to offer young people professional exposure, representational voice work, and compensated work experience, deepening graduate connection to their heritage and providing impactful career insights and access.

Strengthening Partnerships and Expanding Career Pathways

Voyage remains committed to our founding partners, the Met Black Police Association and the National Black Police Association, to promote effective policing policies and practices and foster impactful collaborations within the crime and justice space. Expanding our Aim for Success programme, we'll strengthen partnerships with key employers, including Frog and Capgemini, who are instrumental in providing internships, mentorship, and work experience opportunities. These partnerships help us cultivate a robust framework for young people to gain industry experience, bridging the gap between education and meaningful careers.

Upholding Our Values and Growing Our Alumni Network

With support from Rene Manrage, we will finalise Voyage's core values and principles document to ensure Trustees, staff and youth led and developed ideals are woven into every layer of our organisation. Alongside our Youth Board and ambassadors, we're reaching out to our extensive network of graduates to introduce an alumni development scheme that will foster ongoing support, mentorship, and professional networking. This initiative will serve as a springboard for alumni events, peer to peer mentoring with potential to introduce international exchange programmes, and development partnerships in Africa and the Caribbean.

Strengthening Partnerships and deepening our impact

Our partnerships are foundational to the work we do at Voyage and we are immensely grateful to the organisations that have enabled us to deepen our reach and expand our impact. The Museum of the Home has been a cornerstone in our partnership network, providing us with invaluable in-kind access to their facilities. This support allows us to host structured weekend programmes for our young people, hold ambassador meetings, organise gatherings with Windrush elders, and conduct our organisational training and development days. The museum has been both avenue and a collaborator, facilitating the growth of our heritage and intergenerational initiatives that are becoming quite central to our change mission work.

New City College (NCC) has also been a vital partner in our work for nearly a decade, and we are profoundly thankful for the ongoing support from the VC Alison Arnaud and the hugely supportive New City College Team. NCC provide access to space, resources, and equipment that enable us to operate at scale, delivering at programmes at weekend, half-term, and holiday programmes to large cohorts of our young people. Looking ahead, we are excited to extend this collaboration to include our Voyage's emerging HyPE project and related Job Club initiative. These programmes will support at-risk youth and focus on reducing school and college exclusions, fostering employability skills, and addressing behaviours and lifestyles that may lead to offending/ reoffending.

Our conscious network extends to numerous like-minded, hearted and passionate allies and partnering organisations and campaigning groups. Partners such as the Ubele Initiative, Black Equity Organisation (BEO), Black Men for Change, Black Tech, The Amos Bursary, the Hackney Archive team, and the Future Ed Awards are all instrumental in helping us build and strengthen our community impact. Together, we will work to create an environment where young people are supported, inspired, and empowered to participate and take up raised positions as leaders as they progress towards more independent lifestyles.

As part of our commitment to educational excellence and strengthening career pathways, we are expanding our programme offerings to include additional accredited opportunities for our youth. We are currently adopting the Duke of Edinburgh Award framework, providing our graduates with recognised credentials that can serve as milestones towards academic and professional achievements. Our recent engagement with Arts Awards, The King's Trust (formerly The Prince's Trust) further supports this direction, as we work together on a contract basis to deliver initiatives that offer valuable skills, training, and opportunities to young people across London.

Through these partnerships, Voyage remains dedicated to creating pathways for our young people to succeed and thrive. Each collaboration reflects our shared commitment to a future where every young person can access resources, build skills, and develop resilience in a supportive and empowering environment.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Voyage was set up in 1998 by the Metropolitan Black Police Association to address issues of racial disproportionality following the MacPherson report. Voyage is based in Hackneys New City College to ensure young people under 16 understand the importance of sustaining their involvement in higher education beyond secondary school. Voyage's governing document is currently a Declaration of Trusts dated 27th October 1997 as amended on 28th April 2016.

The Charities Background

Voyage stands for Voice of Youth and Genuine Empowerment. We chose this name because we are committed to empowerment, youth and community leadership and positioning the voices of young people from minoritized communities. We want young people to have a stake and say in the wider community and we want to empower them with a greater understanding of community safety, environmental and leadership agendas. Voyage has successfully built a reputation supporting vulnerable young people in London to maintain and improve academic performance and make them generally more resilient and active contributors of their communities.



REFERENCES AND ADMINISTRATIVE DETAILS

Registered Charity number

1068108

Principle address

New City College
Shoreditch Campus
Falkirk Street
London
N16HQ

Trustees

Nicholas Marshall - Chair
Katrina Morris
Kosi Okolo
Donata Miller
Toby William - appointed 18th January 2024
Ola Dabiri - appointed 18th January 2024
James Wittle - appointed 18th January 2024
Siobhan Ogarro - appointed 18th January 2024
Tanya Aumeer - appointed 3rd April 2023

Independent examiner

R. J. Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Chief Executive Officer

Mr P Anderson, MBE

Charity's website address

www.voyageyouth.com

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 10/12/24.....
and signed on its behalf by:



Nicholas Marshall - Chair

INDEPENDENT EXAMINER'S REPORT

I report to the trustees on my examination of the financial statements of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) ('the charity') for the year ended 31st March 2024 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

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 Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 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.

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Charities Act 2011. I can confirm that I am qualified to undertake the examination because I am a member of the ACCA.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

R. J. Sears

Ralph Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Date: *12th December 2024*



STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR
ENDED 31ST MARCH 2024

	Notes	Unrestricted fund £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	56,538	102,225	158,763	229,539
Other charitable activities	3	2,018	30,034	32,052	192,813
Other income		619	-	619	308
Total		59,175	132,259	191,434	422,660
EXPENDITURE ON					
Cost of generating funds	4	70,593	-	70,593	52,451
Charitable activities					
Charitable activities	5	124,044	204,941	328,985	377,618
Total		194,637	204,941	399,578	430,069
NET (EXPENDITURE) FOR YEAR		(135,462)	(72,682)	(208,144)	(7,409)
RECONCILIATION OF FUNDS					
Total funds brought forward		196,503	78,262	274,765	282,174
TOTAL FUNDS CARRIED FORWARD		61,041	5,580	66,621	274,765
CONTINUING OPERATIONS					
All income and expenditure has arisen from continuing activities.					

BALANCE SHEET

31ST MARCH 2024

	Notes	Unrestricted fund £	Restricted funds £	31.3.24 Total funds £	31.3.23 Total funds £
FIXED ASSETS					
Tangible assets	11	46,775	-	46,775	41,486
CURRENT ASSETS					
Debtors	12	10,018	-	10,018	120,376
Cash at bank		38,934	5,580	44,514	135,716
		48,952	5,580	54,532	256,092
CREDITORS					
Amounts falling due within one year	13	(34,686)	-	(34,686)	(22,813)
NET CURRENT ASSETS		14,266	5,580	19,846	233,279
TOTAL ASSETS LESS CURRENT LIABILITIES		61,041	5,580	66,621	274,765
NET ASSETS		61,041	5,580	66,621	274,765
FUNDS	14				
Unrestricted funds				61,041	196,503
Restricted funds				5,580	78,262
TOTAL FUNDS				66,621	274,765

The financial statements were approved by the Board of Trustees and authorised for issue on 10/1/24 and were signed on its behalf by:



Nicholas Marshall - Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Charity constitutes a public entity as defined by FRS102.

The financial statements have been prepared in sterling which is the functional currency of the charity under the historical cost convention.

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 have adopted the going concern basis for the preparation of the financial statements.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 a continuing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only to year, or in the year of the revision and future years if the revision affects both current and future years.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and grants are recognised when they have been communicated as receivable in writing with notification of both the amount and settlement date. In the event that a either type of income is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included upon notification of the interest paid or payable by the Bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 20% on reducing balance
Fixtures and fittings	- 20% on reducing balance
Computer equipment	- 33% on reducing balance
Website and Database	- 20% on cost

Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discount due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk to changes in value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

2. VOLUNTARY INCOME

	31.3.24 £	31.3.23 £
Donations	158,763	229,539
	158,763	229,539

3. OTHER CHARITABLE ACTIVITIES

	31.3.24 £	31.3.23 £
Fundraising events	30,034	42,806
Grants receivable	2,018	150,007
	32,052	192,813

4. COST OF GENERATING FUNDS

	31.3.24 £	31.3.23 £
Raising donations and legacies		
Staff costs	28,461	17,160
Rent and rates	6,493	6,139
Fundraising costs	21,767	20,751
Professional fees	5,300	-
Website, IT and stationery	5,372	5,719
	67,393	49,769
Other trading activities		
Depreciation	3,200	2,682
Aggregate amounts	70,593	52,451

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support Costs (see note 7) £	Totals £
Charitable activities	262,004	66,981	328,985

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.24 £	31.3.23 £
Staff costs	105,809	182,510
Rent and rates	10,135	17,563
Telephone	2,458	2,297
Postage and stationery	4,110	4,523
Tutors	61,785	70,993
Catering	17,840	7,005
Travel and accommodation	30,639	27,527
Admin	17,570	117
Volunteer	7,266	2,884
Staff training	378	3,663
Depreciation	4,014	3,846
	262,004	322,928

7. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activities	55,334	11,647	66,981

Support costs, included in the above, are as follows:

	31.3.24 Charitable activities	31.3.23 Total activities
Other		
Wages and related costs	32,985	13,065
Telephone	1,663	1,553
Postage & Stationeries	731	1,351
Rent and rates	12,987	12,279
Travel & Subsistence	-	430
Website IT and advertising	2,359	2,049
Bank charges and interest	217	152
Insurance	-	1,308
Staff training	378	3,663
Depreciation of tangible fixed assets	4,014	3,846
	55,334	39,696

	31.3.24 Charitable activities	31.3.23 Total activities
Governance costs		
Independent examination fees	5,280	5,000
Professional fees	5,300	9,000
Donations	-	100
Depreciation of tangible fixed assets & Website	1,067	894
	11,647	14,994

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

9. STAFF COSTS

Staff costs were as follows:

	31.3.24 £	31.3.23 £
Salaries and wages	153,273	187,112
Social security	10,035	20,492
Pension	3,947	5,132
	167,255	212,736

The average monthly number of employees during the year was as follows:

	31.3.24	31.3.23
Administration and fundraising	3	2
Project officer	3	5
	6	7

During the year employees earning in excess of £60,000 per annum, including taxable benefits fall into the following ranges:

	31.3.24	31.3.23
£70,000-£79,999	1	1

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	181,456	48,083	229,539
Other charitable activities	16,291	176,522	192,813
Other income	308	-	308
Total	198,055	224,605	422,660
EXPENDITURE ON			
Cost of generating funds	52,451	-	52,451
Charitable activities			
Charitable activities	137,632	239,986	377,618
Total	190,083	239,986	430,069
NET INCOME	7,972	(15,381)	(7,409)
RECONCILIATION OF FUNDS			
Total funds brought forward	188,531	93,643	282,174
TOTAL FUNDS CARRIED FORWARD	196,503	78,262	274,765

11. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Website and Data Base £	Computer equipment £	Totals £
COST					
At 1st April 2023	10,980	2,452	46,394	12,523	72,349
Additions	-	-	17,584	-	17,584
At 31st March 2024	10,980	2,452	63,978	12,523	89,933
DEPRECIATION					
At 1st April 2023	10,082	1,313	10,639	8,829	30,863
Charge for year	179	228	10,668	1,220	12,295
At 31st March 2024	10,261	1,541	21,307	10,049	43,158
NET BOOK VALUE					
At 31st March 2024	719	911	42,671	2,474	46,775
At 31st March 2023	898	1,139	35,755	3,694	41,486

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Trade debtors	9,479	560
Other debtors	539	119,816
	10,018	120,376

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.24 £	31.3.23 £
Trade creditors	3,589	11,215
Other creditors	2,759	6,998
Accruals and deferred income	28,338	4,600
	34,686	22,813

14. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds	196,503	(135,462)	61,041
General fund			
Restricted funds			
Commission work - Including Greig City	-	5,580	5,580
Race 4 Nature - Kickstart	2,238	(2,238)	-
Young Leaders for Sustainable Cities	76,024	(76,024)	-
	78,262	(72,682)	5,580
TOTAL FUNDS	274,765	(208,144)	66,621

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	59,175	(194,637)	(135,462)
Restricted funds			
Commission work - Including Greig City	36,033	(30,453)	5,580
Race 4 Nature Kickstart	-	(2,239)	(2,239)
Young Leaders For Sustainable Cities	96,226	(172,249)	(76,023)
	132,259	(204,941)	(72,682)
TOTAL FUNDS	191,434	(399,578)	(208,144)

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	188,531	7,972	196,503
Restricted funds			
Race 4 Nature Kickstart	12,908	(10,670)	2,238
Young Leaders For Sustainable Cities	80,735	(4,711)	76,024
	93,643	(15,381)	78,262
TOTAL FUNDS	282,174	(7,409)	274,765

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	198,055	(190,083)	7,972
Restricted funds			
YLFC - Young Leaders for Safer Cities	76,783	(76,783)	-
Race 4 Nature Kickstart	24,736	(35,406)	(10,670)
Young Leaders for Sustainable Cities	123,086	(127,797)	(4,711)
	224,605	(239,986)	(15,381)
TOTAL FUNDS	422,660	(430,069)	(7,409)

15. RELATED PARTY DISCLOSURES

During the year there were no related party transactions to disclose.

16. FUNDS

YLFSC (Young leaders for Safer Cities) - BTEC course level 2 qualification focused on personal development, community leadership and crime related issues.

Race for Nature -Kickstart- Kickstart is a government initiative which is aimed at 16-24 year olds claiming Universal Credit. The programme provides them with the opportunity to get a six-month job with a local employer through the Kickstart Scheme. Kickstart jobs are partly funded by the Government to offer exciting opportunities for young people to gain valuable work experience.

Young Leaders For Sustainable Cities (YLFSC) - The Young Leaders for Sustainable Cities course will equip black and diverse young people (14 years) with the knowledge, skills and opportunities to overcome challenges and access related to environmental issues and injustice.

Voyage young leaders will be empowered to challenge their own perception of the environment sector and learn how black and disadvantaged communities in society and around the world are disproportionately affected by issues such as climate change, air pollution and a lack of access to green space. Voyage will encourage students to learn collegially in this dynamic leadership programme delivered by black tutors with lived experience as well as experience in delivering programmes using cognitive behavioural methodology. Environmental sector representatives will be invited to share insights and facilitate unique access to the sectors growing employment opportunities. Active and immersive learning, mentoring and work experience opportunities will empower young people to become green leaders in their communities and encourage their peers to do the same.

In the long term, the course aims to address the lack of representation in the environment sector, which is only 3.1% non-white in the UK, as well as changing the current state of nature and the local and global impacts environmental degradation and climate change has on black lives.

Further details regarding the Funds are included in the report of the Trustees.



DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST MARCH 2024

INCOME AND ENDOWMENTS

	31.3.24 £	31.3.23 £
Voluntary income		
Donations	158,763	229,539
	158,763	229,539
Other charitable activities		
Fundraising events	2,018	31,593
Grants receivable	30,034	161,220
	32,052	192,813
Other income		
Bank interest received	619	308
Total incoming resources	191,434	422,660

EXPENDITURE

	31.3.24 £	31.3.23 £
Raising donations and legacies		
Wages	28,461	17,160
Rent and rates	6,493	6,139
Fundraising costs	27,067	20,751
Website, IT and stationery	5,372	5,719
	67,393	49,769
Other trading activities		
Depreciation of tangible fixed assets	3,200	2,682

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	31.3.24 £	31.3.23 £
Charitable activities		
Wages and related costs	105,809	182,510
Rent and rates	10,135	17,563
Telephone	2,458	2,297
Postage and stationery	4,110	4,523
Tutors	61,785	70,993
Catering	17,840	7,005
Travel and accommodation Incl Residential	30,639	27,527
Admin	17,570	117
Volunteer	7,266	2,884
Staff training	378	3,663
Depreciation of plant and machinery	4,014	3,846
	262,004	322,928
Support costs		
Other		
Wages and related costs	32,985	13,065
Telephone	1,663	1,553
Postage and Stationery	731	1,351
Rent and rates	12,987	12,279
Travel and Subsistence	-	430
Website IT and advertising	2,359	2,049
Bank charges and interest	217	151
Insurance	-	1,308
Staff training	378	3,664
Depreciation of tangible fixed assets	4,014	3,846
	55,334	39,696
Governance costs		
Independent examination fees	5,280	5,000
Professional Fees	5,300	9,000
Charitable donation	-	100
Depreciations & Website costs	1,067	894
	11,647	14,994
Total resources expended	399,578	430,069
Net income	(208,144)	(7,409)

This page does not form part of the statutory financial statements



**Report of the Trustees and
Unaudited Financial Statements**

for the Year Ended 31st March 2024

for

Voice of Youth and
Genuine Empowerment
(V.O.Y.A.G.E)

www.voyageyouth.com



VOYAGE

England & Wales - Charity number 1068108

Accounts



VOYAGE



REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

31ST MARCH 2023

CHAIR'S FOREWORD

It is great to be part of this incredible organisation that has transformed so much over the last few years. This year the charity has demonstrated its resilience, growth, and the unwavering spirit that defines our remarkable community.

In the face of global challenges, witnessing our young people and families bounce back has been nothing short of a profound inspiration. Their strength and determination has not only weathered the storm but have illuminated our path with dedication and unwavering hope.

Voyage has not merely grown; it has flourished in ways that surpass financial metrics and programmes outputs. Our engagement with young people has transcended numbers, creating a tapestry of stories that speak to the very core of our mission. The establishment of environmental and sustainability partnerships reflects not just organisational dedication but a shared commitment to a better, more compassionate world.

Our financial stability, marked by increased income and pro bono support, is not just a balance sheet achievement but a testament to the belief our community places in the transformative power of our work. The growth of our team, now a mosaic of lived experience facilitators and tutors, speaks to the diversity of thought and compassion that fuels our work.

In the realm of employment, it's not just about internships and positions secured; it's about dreams realised and potential unleashed. The heartbeat of Voyage echoes in the success stories of young people who, against all odds, found their place in esteemed city firms.

The Sustainable Cities Course, a labour of love, has been a journey of connection and empowerment. To see it resonate with young minds from global majority communities is to witness the ripple effect of positive change.

As we celebrate these shared triumphs, let's carry the warmth of these moments into the future. The Voyage community is not just an organisation; it's a tapestry of hearts, each thread woven with care, dedication, and love.

Thank you, from the depths of my heart, for your unwavering support.

CEO REPORT

I am proud to see our young people and families rebuilding their lives and ambitions after the pandemic and I am glad to report a hugely impactful year progressing and embedding the voices of our amazing young people throughout our organisation. As a youth organisation we are guided by the needs of our young people and alert to new opportunities in tech and sustainability that can provide pathways to build their careers. Another year of sustained growth and expansion in Voyage is reflected by our increases in:

- Output and engagement with young people
- Environmental and sustainability partnerships
- Income and pro bono support
- Our team of professional and lived experience facilitators/ tutors
- Structured partnerships supporting employment in emerging sectors.

These contributions have coalesced to enable Voyage to take bigger and longer-term decisions to drive growth and expansion strategies. I have been truly grateful to bring new people and investments together to create the best year of impact to date, whilst developing a new accredited course “Young Leaders for Sustainable Cities”. We have revised our structure, developed a senior management team, worked on embedding our youth voice, progressing this to warrant significant inclusion and adoption into our governance and constitutional documentation. I am also proud to have overseen the production of the new website, accurately reflecting the many facets of Voyage, supported by the adoption of digital platforms to engage with young people, families, and donors.

It's been an exciting year, testing key aspects of our “Sustainable Cities” course, ensuring its relevance and connectivity with young people from global majority communities. It has been a tremendous honour to see our progression work led to planned and unforeseen positive outcomes: such as young people gaining employment access in city firms, notably 2 full time internship positions and 1 gap year offer. In addition to this, seeing our graduates secure access to prestigious UK and international educational institutions (Cambridge University, University of Columbia, University of London Institute in Paris, France) to name a few.

I wish to express a heartfelt thank you to our hard working and committed team of trustees, staff and our growing network of partners, young people and families for supporting us this year. Our growth and impact would not be achieved without you all giving your time so generously when needed, and I look forward to sustaining this energy going forward.

I look forward to another successful year with the aim of bolstering our leadership teams and governance through the appointment of new trustees, adopting charitable incorporated status and embedding and developing our youth advisory board into a youth led think tank, which both champions Voyage and provides our young people with even more opportunities to build their confidence and advocacy skills, speak truth to power and be part of the change they want to see in the world.

SUMMARY OF IMPACT

In 2022/ 23 Voyage engaged over 1248 young people of which 589 were young men and 659 were young women. 30% identified as Muslim. In 2022/ 23 Voyage was better able to separate engagement numbers from those directly involved and impacted and is pleased to confirm over 540 were direct beneficiaries.

Project	Numbers engaged	Male	Female	Participant actual numbers
Black men for change (BM4C)	20	20	0	20
NCC Mentoring - Individuals	34	23	11	34
NCC Mentoring - Groups	88	54	34	88
Kickstart project (Race for Nature) (continued from 2021)	85	32	53	0
NCC Lived Experience Project – Consulted (continued from 2021)	205	75	130	45
NCC Lived-Experience Project – Round Tables	140	60	80	0
Summer Programme	63	19	44	63
Voyage Corporate Mentoring	56	22	34	42
Peer to peer mentoring	25	11	14	12
Young Leaders Test Group (Hackney wide)	84	36	48	68
Young Leaders for Sustainable Cities in house test group	18	6	12	12
Aim for Success (16 plus programmes)	45	15	30	26
The British Museum Where We Are project	12	5	7	12
Students not Suspects – Greenpeace	15	7	8	15
Young Leaders for safer Cities signed up	83	34	49	70
YAB/ YIN - Programme	275	170	105	12
Museum of the Home – Reconsidering & removing the Statue of Robert Geoffrey				6
Hopkins Van Mills (External Research)				5
Hackney Water Parks (External Research)				6
Behaviour Codes and Police in Schools (Voyage Research)				4

The dip in recorded annual numbers is due to concluding Kickstart Mentoring and its Lived Experience and Roundtable Project showing a reporting and financial liability in the year, but lacking output numbers. However, With Voyage's raised capacity it was able to advance a number of strategic and operational goals as follows:

Strategic

As a result of Voyage's previous Chair moving on, its Board of trustees, young people, the executive team held an away day in July 2022. The Away day focused on reviewing the charities progress coming out of the pandemic and a chance bring trustees together. The in person Away Day led to the appointment of a new Chair, prioritising the strengthening of governing documents, introducing new policies and ensuring its youth voice work remained the centre of its expansion plans. The away day helped to prioritise a number of strategies for executive team such as:

- Undertake trustee recruitment to introduce new skills
- Review and overhaul all constitutional documentation
- Review and strengthen safeguarding and engagement protocols
- Adopting digital systems to ensure effective contact with YP and data capture
- Building a new website and expand social media
- Review and embed its Youth Advisory Board
- Establish training for its team of tutors and mentors
- Adopt an employability framework to encourage additional employability partnerships
- Deepen the partnership with the Museum of the Home

The above work has resulted in the Board agreeing to transfer the charity into a Charitable Incorporated Organisation (CIO) to increase trading activity and in particular its young people through its Youth Investigator Network, payment for its courses and increasing commissions from external partners.

Operations

Implementation of these strategies ensured Voyage's operations were strengthened facilitating a number of successful outcomes over the financial year. Voyage was able to:

- Pilot tests its new Sustainable Cities course across Hackney
- Engage and embed over 25 environmental charities
- Expand its professional mentoring programme
- Concluded its National Kick Start programme
- Concluded its cultural NCC research project
- Increased its work experience placements for graduates
- Recruit a new cohort for its sustainability Course
- Develop young people led research project - impact of behaviour codes and Police in schools

This impact has been achieved whilst centring the work of Youth Advisory Board in partnership with Gallagher Insurance hosting monthly meetings of young people in the city of London.

CONTEXT OF FUNDS

Majoring Youth led participation

As Voyage secured new financial contributions Voyage chose to invest in developing its staff team and doubling down on youth progression programmes in 2022/23. It was Voyage's second year and opportunity to focus on youth progression through its Aim for Success Project propelling graduates toward employment and higher educational trajectories.

2022/23 was also a year where Voyage saw record levels of youth involvement and in particular leading participation at almost level in the charity in 2023. This can be exemplified by

- Leading the development work with the MOTH exploring a new home for the statue of Robert Geoffrey
- Devising its own response to the Child Q case through its behaviour codes and Police in schools research project
- Monthly meetings of its Youth Board taking place at Gallagher Insurance company

2022/23 was another great year for Voyage taking bold steps to consolidate and establish longer term partnerships with significant corporate companies, environmental agencies, local institutions and small companies. It was also a significant year for its Youth Advisory Board (YAB) presiding over a number of projects and programmes whilst shaping Voyages groundbreaking Young Leaders for Sustainable Cities Course. The YAB's work developing an external facing Youth Investigator Network (YIN) whilst undertaking its own campaign demonstrated the huge value and formidable roles its young can play delivering unique impact on behalf of the charity.

Voyages key programmes and projects for 2022/23 are as follows:

Testing Young Leaders for Sustainable Cities

Voyage used the early part of 2022 to test the relevance and engagement of Sustainable cities curriculum across Hackney's diverse youth provision. In Feb 2022 Voyage undertook visits to three Hackney youth facilities over a 12 week period and hosted some of its environmental partnerships and people. Feedback received from young people helped to influence subtle changes to course content whilst inspiring guest sustainability partners to include case studies relating to the young black experience. In April 2023 Voyage began recruiting its first cohort for this programmes and early figures show over 70 young people have signed up.

Greenpeace – Students not Suspects!

Voyage began to develop working relations with Greenpeace one of its bigger environmental partners, exploring engagement and campaigning ideas to embed these into Voyage teaching practices, its curriculum as well as exploring progression ideas. The collaboration led to Voyage devising a unique campaigning project "Students not Suspects" inspired by the Child Q incident. The project was delivered over a series of weekend workshops where young people learned how to campaign effectively within the law and how social media is used to support fundraising and policy work.

Behaviour codes and Police in schools

The Greenpeace project Inspired Voyage's Youth Advisory Board (YAB) to continue supporting a broader national campaign to stop incidents like Child Q from happening again. The YAB appointed Michael Lomotey (Independent Researcher) to design a youth led research proposal to understand young people attitudes to behaviour codes and Police in schools. The research generated significant input from young people across London and the results of this will be presented to senior Police officers, education departments and local government in 2024. Engagement, social media and youth voice opportunities presented by participating in research has inspired the YAB to adopt research as a way of galvanising its participants and at the same time keeping its work at the forefront of the media and community relations.

Removing the statue of Robert Geoffrey

The YAB were engaged in the Museum of the Home's plans to take down the statue of Robert Geoffrey and tell the full story of his philanthropy and connection with the transatlantic slave trade. Voyage appointed a sessional heritage consultant to act as project manager and bridge between the Museum of the Home and the British Museum introducing a project extension called the "Where We Are" Project. The appointment helped to ensure Voyage's young people could participate in shaping the technical work required to move the statue, in line with the government's new policies, and working with the appointed creative team. The collective efforts of this work resulted in the appointment of the Poor Collective tasked to work alongside the Youth Board to workshop creative designs showing how the statue can be represented and reinterpreted.

Aim for Success (A4S)

2022/23 saw Voyage deepen relations with over 25 corporate partners from the city of London helping to inaugurate a 6-month employability project designed to strengthen pathways towards higher education and the world of work. "Aim for Success" led to the development and design of Voyage's Employability Framework (VEF) setting out how, when and which partners are drawn in to support young people. A4S was developed to help Voyage graduates access industry insights from professionals who introduced workshops on how to access key industries, leading to work experience placements in the summer months. Structured workshops focused exam revision techniques, CV/ Biog development and stress coping mechanisms linking to higher education visits and 121 mentoring before young people took up paid work experience placements. The A4S project has been adopted as one of Voyage's regular annual programmes helping young people access powerful experiences that present them as unique, gifted and talented, aiding their access to topflight universities and internship opportunities.

Black men for Change (BM4C)

Voyage was a small but proud partner alongside a number of locally based youth organisations coming together under the banner of the Black Men for Change partnership. BM4C was developed to support young people experiencing mental health challenges as they transitioned out of the pandemic. Voyage ensured BM4C sessions were fused with its broader graduate programme plan and provided opportunities for young people to learn about mental health and relevant strategies to minimize effects on themselves and their peers. participants contributed to a range of filmed interviews giving testimony to their learning experiences.

Peer to peer mentoring – P2P

Voyage received a small grant from the East End Foundation to test a peer-to-peer mentoring programme, designed to encourage graduates entering university to stay connected to Voyage, whilst supporting Voyage's younger cohorts. The Peer Mentoring project was developed in response to young people (at 14 years) expressing a need for additional educational support due to the impact of Covid19 on their learning outcomes and Voyage graduates entering university for the first time feeling isolated and struggling financially. The P2P was designed to pay 12 Voyage graduates a small stipend to act as mentors and support 24 younger people. The project ran for a 6-month period and demonstrated an effective way to stay connected with older graduates whilst supporting young people joining Voyage's entry level programmes.

Voyage website and social media

Voyage appointed Made Thought to design and produce its new website, replacing its existing website that had been in operation for over 6 years. Voyage engaged its Youth Advisory Board to support the process of design, development and implementation which took over 9 months to build. The new website has positively impacted on Voyage's ability to reflect its outputs more accurately. Early stats indicate Voyage has doubled its number of online enquiries and has led to significant increases in Voyage's brand profile and reputation.

In 2022 Voyage had just under 1000 follows on Instagram, Facebook and started its own Voyage Youth Linked in at the end of 2022 with a following of 300 professional users.

Moodle and digital systems adoption

Voyage fully adopted digital platforms designed to protect the charity from future Covid19 outbreaks and at the same time facilitate national expansion potential. Moodle was purchased to house Voyage's project plans, policies and course content ensuring greater connectivity with its young people, facilitators, and trustees. Moodle also enables smooth and effective access to YLFSCs student's handbook and workbook to aid marking and the sharing of files with its BTEC Pearson validators. Supporting digital adoption needs, Voyage introduced Salesforce as its customer relationship management platform. Salesforce was donated and utilised to build and improve relations with Voyages growing pool of donors and supportive individuals.

External commissions

2022/ 23 saw Voyage undertake significant external commissions with new partners from the City of London and local conservation partners responding to the YAB's Youth Investigator Network brochure. External commissions provided unique opportunities for Voyage to appoint its graduates into amazing engagement, research and consultative positions helping companies to absorb the voice of underrepresented communities into their work for the first time and giving young people a chance to expand their CVs and references. Notable partners supported in 2022/23 were:

- Hopkins Van Mill
- Parks for London
- Natural History Museum
- East London Water Parks

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Voyage was set up in 1998 by the Metropolitan Black Police Association to address issues of racial disproportionality following the MacPherson report. Voyage is based in Hackneys New City College to ensure young people under 16 understand the importance of sustaining their involvement in higher education beyond secondary school. Voyage's governing document is currently a Declaration of Trusts dated 27th October 1997 as amended on 14th December 2015.

The Charities Background

Voyage stands for Voice of Youth and Genuine Empowerment. We chose this name because we are committed to empowerment, youth and community leadership and positioning the voices of young people from minoritized communities. We want young people to have a stake and say in the wider community and we want to empower them with a greater understanding of community safety, environmental and leadership agendas. Voyage has successfully built a reputation supporting vulnerable young people in London to maintain and improve academic performance and make them generally more resilient and active contributors of their communities.

REFERENCES AND ADMINISTRATIVE DETAILS

Registered Charity number: **1068108**

Principle address

New City College
Shoreditch Campus
Falkirk Street
London
N16HQ

Trustees

Nicholas Marshall	Chair
Katrina Morris	
Kosi Okolo	
R Nix	resigned 15th October 2022
Donata Miller	
Toby William	appointed 18th January 2024
Ola Dabiri	appointed 18th January 2024
James Wittle	appointed 18th January 2024
Siobhan Ogarro	appointed 18th January 2024
Kanar Muhammad	appointed 18th January 2024

Independent examiner

R. J. Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Chief Executive Officer Mr P Anderson, MBE

Charity's website address: <https://voyageyouth.com>

Recruitment and Appointment of Management Board

The Board has reviewed its governance documentation and has appointed 4 new trustees to support its plans for expansion and growth underpinned by its new CIO status due for completion in July 2024. Voyage trustees are made up of relevant professionals, lay people and young people are eligible to serve as Trustee Board members or to nominate others. The maximum number of Trustee Board (the Board) members is 13, comprising a mix of education, digital, financial, Safeguarding, creative, community safety and youth engagement specialists making up our active list of board members. Our trustees have been specially appointed to support Voyages vision to involve young people in its governance structures and working groups and in particular assist the senior management team involve and embed its graduates into its decision-making structures.

Voyage has devised a new term of reference where it suggests trustees may hold office for a maximum of four years renewable for two terms. The Chair is elected by the membership for a minimum two-year term of office and for no more than four years, renewable for up to two terms. The Board meets six to eight times a year and on occasions for thematic, developmental, safeguarding, expansion and business review days. To assist with expansion of Voyage trustees provide a wide range of skills needed for good governance, managing risks and developing strategies to enable sustainability and growth and more specifically in the area's digital systems delivery, climate change, conservation and higher education financing and data collection. All trustees are requested to complete a skills audit questionnaire and provide a brief statement to inform their involvement in ad hoc working parties, where and when necessary.

Trustee Induction and Training

Most trustees are familiar with the work of the organisation since the Board is selected from professionals and young people that have had significant levels of involvement in the organisation or have been recipients of its programmes or services. We are keen to ensure that our Board reflects the communities we serve therefore Voyage has adopted a Youth Advisory Board to ensure the voices of young people not only reflect what the charity does but shapes how it operates and the strategies it deploys.

An induction pack has been put together which includes various Charity Commission publications, published accounts, financial protocols, staff structure, risk assessment documents, the current strategic plan, working budget and the Declaration of Trust Deed dated 27 October 1997 as amended on 14 December 2015. This is supported by an online repository (resources, information, policy and strategies) accessible on Voyage's recently adopted digital delivery system called Moodle.

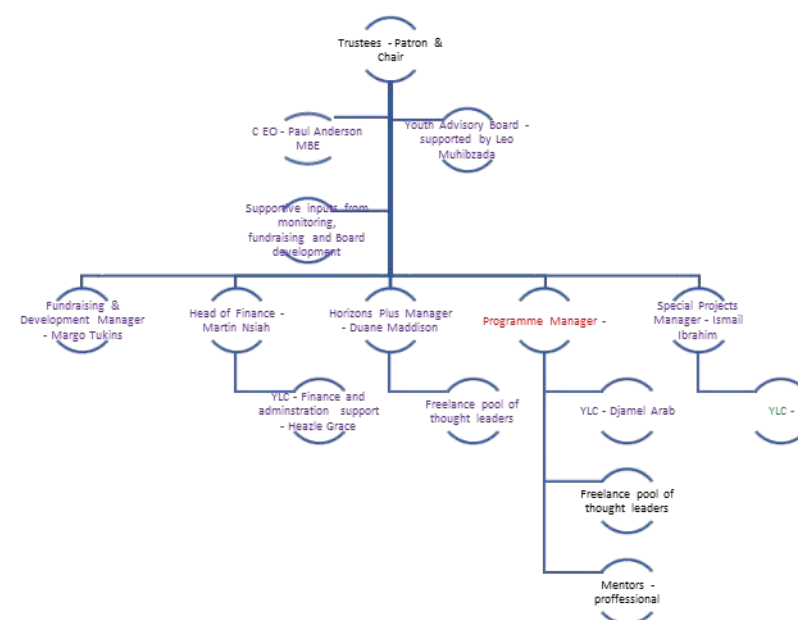
The Chair of the Trustee Board and Chief Executive meet with new Trustees to discuss the obligations of Trustee Board members. This meeting covers:

- The main documents which set out the strategic/operational framework of the Charity including the governing document – Declaration of Trust date 27 October 1997 amended 14 December 2015
- Resources and the current financial position as set out in the latest published accounts and management reports
- Future plans and objectives
- Safeguarding and risk management
- An overview of the work of the organisation and staff team.

Trustee training and development takes place according to need, in response to changes in the external environment and in response to individual requests. A dedicated budget is allocated for this purpose.

Delivery and team structure

Due to the short-term nature of funding Voyage is not able to sustain the Programme manager position and continue to seek investment and support for this important area.



Detailed terms of reference for all sub-committees and the involvement of trustees in all formal or time limited working groups, including those established to oversee special partnership projects.

Through the risk management processes established for the charity, the trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. Voyage also uses Trustee Indemnity Insurance.

Risk Management

The Board is responsible for the management of risks faced by the charity. Detailed consideration of risk and mitigating action are delegated to senior management staff. Risks are identified, assessed and controls established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis and individual risks are reviewed at each Trustee Board meeting on a rolling cycle.

The key controls used by the charity to mitigate risks include:

- Strategic planning, budgeting and management accounting
- Established organisational and governance structure and lines of reporting, with declarations and register of interests for Trustees and senior staff.

Additional functions include

- Formal written policies, which are reviewed as and when required or annually
- Hierarchical authorisation and approval levels
- Regular assessments of risk at Board meetings including key business risks
- Annual consideration of the level of reserves and the reserves and investment policy
- Formal agenda for Board activity and detailed minutes of decisions
- Safeguarding and ensuring compliance stays at the forefront of operational planning

KEY PARTNERS 2023

Mintel: Mintel is an information consultancy supporting our graduate programmes and offering work experience placements and contributions to the enrichment of our graduates.

Ashden: Ashden are a climate change partner supporting Voyage graduate programmes through the offer of work experience, strategic guidance on Voyage communications and awards.

Action for Conservation: Action for Conservation (A4C) are Voyage first environmental partner supporting and guiding our involvement in environmental discourse. A4C collaborate with Voyage on environmental initiatives such as Race for Nature and biodiversity development agendas.

Race for Nature: Race for Nature's Recovery is an employment initiative set up with the aim to diversify the environmental sector and support young people to sustain their involvement in a sector that is under represented by people of colour.

Frog (Part of Capgemini Invent): Frog support Voyage graduate programmes and provide workshops, talks and seminars designed to ensure our graduates realise their own potential.

Globant: Globant is technology consultancy supporting Voyage's graduate programmes with job readiness, CV development and interview skills.

Gallagher: Gallagher support Voyage through the offer of office space for our Youth Board to meet up, make donations to support our work and provide expansive work experience opportunities for our graduates.

Rothchild & Co: Funding for Young Leaders for Sustainable Cities programme to enable young people from BAME backgrounds to address environmental and sustainable issues that directly impact their lives.

Goldman Sachs: Funded under a new racial Equity Fund GS supports Voyage's progression work helping graduates rise into highly competitive work experiences and internships. GS also provides access to professionals contributing to Voyage employability and mentoring programmes.

Marsh: Marsh is Voyage corporate social responsibility partner supporting Voyages graduate development. And in particular, young people accessing employment and higher educational possibilities. Marsh have been instrumental in catalysing relations within the insurance sector.

Quadrature: Quadrature is one of Voyage long term supporters and investors. Quadrature invested in Voyage and was the first corporate company to support the organisations core income needs. Funding from Quadrature supports Voyage organisational development including tutor training.

Moelis & Company: Moelis is corporate partner to supporting Voyage graduates through a number of structured contributions to our workshops. Moelis support the development of business challenges and visits to their offices.

Streetdoctors: Streetdoctors are working with us to raise the skills and competencies of young people who experience violence. Streetdoctors offer access to 1st aid qualifications and underpin the delivery of our violent crime unit in our structured course.

East End: East End funding is one of Voyage's strategic partners working to reduce poverty, increase equity and raise employability of young people. EECF support Voyages peer to peer, employability work and progression planning programmes.

Staff Recruitment and Remuneration

Voyage is committed to encouraging diversity and promoting equal opportunities to provide a working environment that is inclusive, free from discrimination and where everyone is treated fairly and with respect. We have a fully inclusive recruitment process which guarantees an interview for all applicants who declare themselves disabled and who meet the minimum criteria. We offer flexible working where appropriate in order to meet staff needs and also support environmental initiatives such as the "Bike to Work Scheme".

Voyage follows the NJC salary scales for administration and project staff and we are progressing towards being a

London Living Wage employer. Key management personnel salaries are set by trustees on appointment according to skills and experience. The Board reviews all salaries on an annual basis and managers also review during staff annual appraisals.

Our trustees, staff and volunteers are important to our programme because they have had similar experiences to our beneficiaries and most if not all are from similar social, economic and demographic backgrounds.

Objects and Activities

In 2022/23 Voyage continued being supported by its pro bono legal team from Slaughter and May to conclude the work developing its new constitutional framework, terms of reference and bringing this in line with charitable incorporated organisation (CIO) status. Voyage is now working towards full adoption of a CIO charitable framework to increase commissioning work and to offer its courses for a fee.

Voyage has reviewed its objectives, as laid out in the previous constitution and is has shortened, simplified and transformed its objectives to advance:

- Education / Training / Research
- Citizenship / Economic or community development / Employment
- The advancement Racial harmony, Equality and Diversity

OUR MISSION

Voyage's mission is also evolving and will reflect its new ambition to develop leadership across sectors where young people of colour are underrepresented as well as

- Reduce crime in at-risk boroughs by challenging the pressure to join gangs.
- Improve the community's trust and confidence in the police.
- Augment participation in community structures and stimulate positive representation of black and minority communities across localised participation structures.
- Raise educational attainment levels in secondary schools; particularly for black and minority ethnic communities.

Voyage has reflected on its themes and has recently adopted Education, Access and Representation to better reflect its work and explain what it does in a more simplified way.

- Education – Voyage is committed to ensuring that young people in London have an opportunity to honour and develop their skills and does this through the Young Leaders for Safer Cities programme, which epitomises its leadership focus.
- Access – Voyage aims to make significant contributions to alter the future of those at risk of exclusion, dropping out of school and not accessing higher education or employment
- Representation (voice) – This area supports our work with young people that have completed our programmes and want to make continue our work. This is expressed in the form of an Alumnus under the Youth Advisory Board.

The **activities** for each financial year are detailed in the separate reports, which follow, and broadly comprise:

- Acting as a voice for the children, young people and families voluntary sector, promoting the sector's interest and ensuring its views are heard in national, regional and local decision making structures which have a bearing on work with children and families
- The provision of advice, briefings and information to trustees, regional groups, government departments, statutory and non-statutory organisations, professional bodies, the media and the public,
- The organisation of seminars, workshops and round tables, consultation meetings, and expert working groups on issues of concern to the sector, frequently in partnership.
- Preparing, publishing and distributing material on matters relating to global majority children, young people and their families, and voluntary sector concerns.

In providing these services and undertaking the activities described, Voyage is providing public benefit in line with its primary charitable objectives. When planning activities for the year ahead, the organisation has considered the Charity Commission guidance on public benefit. Voyage also ensures that our young people, their families and schools, and our partner organisations help to shape the way that our work is carried out. We actively consult our beneficiaries before, during and after their engagement with us using survey tools, interviews, and informal interactions (talking heads and un-conferencing). We also regularly seek feedback from our Youth Advisory Board, parents/ carers, tutors, and from referral partnerships.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

Voyage believes in creating a society where children and young people from black and minority communities are valued, protected, and listened to, their families are supported and communities in which they live are properly resourced; and we are committed to working alongside partners in the voluntary, community and statutory sector and others who share this vision. We believe that the voluntary sector has a vital role to play in achieving this vision both in the delivery of child and youth centred services and in the advocacy and campaign work required to highlight need, challenge discrimination and change public perceptions.

Our Mission

We want to **Empower** marginalised young BAME people and provide them with the self-awareness and motivation to **Transform** themselves and their communities. We aim to enable them to **Sustain** successful partnerships and meaningful relationships.

FINANCIAL REVIEW

FINANCIAL POSITION

As disclosed in the financial statements on page 14, a net movement in funds for the financial year resulted in an overall deficit of £7,409 (2022 surplus £89,071) .

RESERVES POLICY

The Trustees recognise that they have an overriding duty to act and in the best interest of the charity as per our overall reserves policy, and that this extends to making sensible provision for the future in the form of retaining an appropriate level of reserves. The Board has examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets or otherwise committed. Reserve policy is in place whereby the unrestricted funds not committed should be held in reserve and maintained at a level which ensures that VOYAGE's core activity can continue during a period of unforeseen difficulty. This represents at least three months' (13 weeks) expenditure of about £36,000. This will be reviewed annually.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on and signed on its behalf by:

.....

Nicholas Marshall - Chair

I report to the trustees on my examination of the financial statements of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) ('the charity') for the year ended 31st March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

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 Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 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.

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Charities Act 2011. I can confirm that I am qualified to undertake the examination because I am a member of the ACCA.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Ralph Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Date:

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	181,456	48,083	229,539	213,472
Other charitable activities	3	16,291	176,522	192,813	204,501
Other income		308	-	308	83
Total		198,055	224,605	422,660	418,056
EXPENDITURE ON					
Cost of generating funds	4	52,451	-	52,451	24,933
Charitable activities	5				
Charitable activities		137,632	239,986	377,618	304,052
Total		190,083	239,986	430,069	328,985
NET INCOME/(EXPENDITURE)					
		7,972	(15,381)	(7,409)	89,071
RECONCILIATION OF FUNDS					
Total funds brought forward		188,531	93,643	282,174	193,103
TOTAL FUNDS CARRIED FORWARD		196,503	78,262	274,765	282,174

CONTINUING OPERATIONS
All income and expenditure has arisen from continuing activities.

	Notes	Unrestricted funds £	Restricted funds £	31.3.23 Total funds £	31.3.22 Total funds £
FIXED ASSETS					
Tangible assets	11	41,486	-	41,486	14,400
CURRENT ASSETS					
Debtors	12	71,894	48,482	120,376	46,836
Cash at bank		102,231	33,485	135,716	244,255
		174,125	81,967	256,092	291,091
CREDITORS					
Amounts falling due within one year	13	(19,108)	(3,705)	(22,813)	(23,317)
NET CURRENT ASSETS		155,017	78,262	233,279	267,774
TOTAL ASSETS LESS CURRENT LIABILITIES		196,503	78,262	274,765	282,174
NET ASSETS		196,503	78,262	274,765	282,174
FUNDS					
Unrestricted funds	14			196,503	188,531
Restricted funds				78,262	93,643
Total				274,765	282,174

Approved by order of the board of trustees on and signed on its behalf by:

.....

Nicholas Marshall - Trustee

ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Charity constitutes a public entity as defined by FRS102.

The financial statements have been prepared in sterling which is the functional currency of the charity under the historical cost convention.

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 have adopted the going concern basis for the preparation of the financial statements.

On the date of these financial statements' approval, there is great uncertainty surrounding the global economy, the impact of the Coronavirus pandemic and the conflict in Ukraine. The trustees consider the charity to be sufficiently robust that its operations will not be significantly affected by the continued uncertainty of these events. The trustees are continuously monitoring the charity's income and cost base for any adverse movements in value and costs and will take action wherever necessary to protect the charity's stakeholders interests should the period of uncertainty continue for longer than expected.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 a continuing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only to year, or in the year of the revision and future years if the revision affects both current and future years.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and grants are recognised when they have been communicated as receivable in writing with notification of both the amount and settlement date. In the event that a either type of income is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included upon notification of the interest paid or payable by the Bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 20% on reducing balance
Fixtures and fittings	- 20% on reducing balance
Computer equipment	- 33% on reducing balance
Website and Database	- 20% on cost

Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discount due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk to changes in value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

	31.3.23 £	31.3.22 £
2. VOLUNTARY INCOME		
Donations	229,539	213,472
	229,539	213,472

3. OTHER CHARITABLE ACTIVITIES		
Fundraising events	42,806	129,204
Grants receivable	150,007	75,297
	192,813	204,501

4. COST OF GENERATING FUNDS		
Raising donations and legacies		
Staff costs	17,160	13,789
Rent and rates	6,139	6,005
Fundraising costs	20,751	4,008
Website, IT and stationery	5,719	621
	192,813	204,501

	31.3.23 £	31.3.22 £
Other trading activities		
Depreciation	2,682	510
Aggregate amounts	52,451	24,933

	Direct Costs (see note 6) £	Support Costs (see note 7) £	31.3.22 Total funds £
5. CHARITABLE ACTIVITIES COSTS			
Charitable activities	322,928	54,690	377,618

6. DIRECT COSTS OF CHARITABLE ACTIVITIES			
Staff costs		182,510	148,285
Rent and rates		17,563	9,301
Telephone		2,297	618
Postage and stationery		4,523	495
Tutors		70,993	93,578
Catering		7,005	5,240
Travel and Residential		27,527	13,356
Admin		117	44
Volunteer		2,884	2,404
Staff training		3,663	948
Depreciation		3,846	2,129
		322,928	276,398

	Other) £	Governance costs £	Totals £
5. CHARITABLE ACTIVITIES COSTS			
Charitable activities	322,928	54,690	377,618

	Direct Costs (see note 6) £	Support Costs (see note 7) £	31.3.22 Total funds £
5. CHARITABLE ACTIVITIES COSTS			
Charitable activities	322,928	54,690	377,618
6. DIRECT COSTS OF CHARITABLE ACTIVITIES			
Staff costs		182,510	148,285
Rent and rates		17,563	9,301
Telephone		2,297	618
Postage and stationery		4,523	495
Tutors		70,993	93,578
Catering		7,005	5,240
Travel and Residential		27,527	13,356
Admin		117	44
Volunteer		2,884	2,404
Staff training		3,663	948
Depreciation		3,846	2,129
		322,928	276,398

	Other) £	Governance costs £	Totals £
7. SUPPORT COSTS			
Charitable activities	39,696	14,994	54,690

Support costs, included in the above, are as follows

Wages and related costs	182,510	148,285
Telephone	17,563	9,301
Postage & Stationeries	2,297	618
Rent and rates	4,523	495
Travel & Subsistence	70,993	93,578
Website IT and advertising	7,005	5,240
Bank charges and interest	27,527	13,356
Printing	117	44
Insurance	2,884	2,404
Staff training	3,663	948
Carried forward	3,846	2,129

	Charitable activities £	Total activities £
Other		
Wages and related costs	13,065	7,041
Telephone	1,553	371
Postage & Stationeries	1,351	-
Rent and rates	12,279	12,011
Travel & Subsistence	430	-
Website IT and advertising	2,049	-
Bank charges and interest	152	137
Printing	-	371
Insurance	1,308	476
Staff training	3,663	948
Carried forward	35,850	21,355

Other		
Brought forward	35,850	21,355
Depreciation of tangible fixed assets	3,846	2,129
	39,696	23,484

Governance costs		
Independent examination fees	5,000	4,000
Professional fees	9,000	-
Donations	100	-
Depreciation of tangible fixed assets & Website	894	170
	14,994	4,170

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

Trustees expenses charged in the year ended 31 March 2023 amounted to £nil (2022 - £nil).

	Charitable activities £	Total activities £
9. STAFF COSTS		
Staff costs were as follows:		
Salaries and wages	187,112	152,048
Social security	20,492	13,119
Pension	5,132	3,948
	212,736	169,115

The average monthly number of employees during the year was as follows:

Administration and fundraising	2	2
Project officer	5	4
	7	6

During the year employees earning in excess of £60,000 per annum, including taxable benefits fall into the following ranges:

£70,000–£79,999	1	-
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COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	111,114	102,358	213,472
Other charitable activities	64,397	140,104	204,501
Other income	83	-	83
Total	175,594	242,462	418,056

EXPENDITURE ON

Cost of generating funds	24,933	-	24,933
Charitable activities	134,401	169,651	304,052
Total	159,334	169,651	328,985

NET INCOME	16,260	72,811	89,071
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RECONCILIATION OF FUNDS

Total funds brought forward	172,271	20,832	193,103
TOTAL FUNDS CARRIED FORWARD	188,531	93,643	282,174

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade debtors	560	43,895
Other debtors	119,816	2,941
	120,376	46,836

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade creditors	11,215	13,582
Other creditors	6,998	4,177
Accruals and deferred income	4,600	5,558
	22,813	23,317

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
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14. MOVEMENT IN FUNDS

Unrestricted funds General fund	188,531	7,972	196,503
Restricted funds YLFC – Young Leaders for Safer Cities	-	-	-
Race 4 Nature – Kickstart	12,908	(10,670)	2,238
Young Leaders for Sustainable Cities	80,735	(4,711)	76,024
	93,643	(15,381)	78,262
Total	282,174	(7,409)	274,765

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds General fund	198,055	(190,083)	7,972
Restricted funds YLFC – Young Leaders for Safer Cities	76,783	(76,783)	-
Race 4 Nature – Kickstart	24,736	(35,406)	(10,670)
Young Leaders for Sustainable Cities	123,086	(127,797)	(4,711)
	224,605	(239,986)	(15,381)
TOTAL FUNDS	422,660	(430,069)	(7,409)

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
14. MOVEMENT IN FUNDS - continued			
Unrestricted funds			
General fund	172,271	16,260	188,531
Restricted funds			
YLFC - Young Leaders for Safer Cities	(9,727)	9,727	-
SHLA - South Hackney Leadership Academy			
Horizon Plus	10,573	(10,573)	-
Luton Project	(488)	488	-
Erasmus project	99	(99)	-
Street doctor	663	(663)	-
Digitisation	3,710	(3,710)	-
Blackmen 4 Change	26,991	(26,991)	-
Race 4 Nature Kickstart	1,638	(1,638)	-
Young Leaders For Sustainable Cities	(12,627)	25,535	12,908
	-	80,735	80,735
	20,832	72,811	93,643
TOTAL FUNDS	193,103	89,071	282,174

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	175,594	(159,334)	16,260
Restricted funds			
YLFC - Young Leaders for Safer Cities	9,727	-	9,727
SHLA - South Hackney Leadership Academy			
Horizon Plus	24,736	(35,406)	(10,670)
Luton Project	-	(127,797)	(4,711)
Erasmus project	488	-	488
Street Doctor	-	(99)	(99)
Digitisation	-	(663)	(663)
Blackmen 4 Change	-	(3,710)	(3,710)
Race 4 Nature Kickstart	-	(26,991)	(26,991)
Young Leaders for Sustainable Cities	-	(1,638)	(1,638)
	87,861	(62,326)	25,535
	144,386	(63,651)	80,735
	242,462	(169,651)	72,811
TOTAL FUNDS	418,056	(328,985)	89,071

15. RELATED PARTY DISCLOSURES

During the year there were no related party transactions to disclose.

16. FUNDS

YLFSC (Young leaders for Safer Cities) - BTEC course level 2 qualification focused on personal development, community leadership and crime related issues.

SHLA (South Hackney Leadership Academy) - is an inspired leadership academy to provide a powerful framework designed to encourage educational and career progression, build skills and raise confidence in graduates of YLFSC programme.

Horizons Plus - is a dynamic and challenging reoffending programme that combines our innovative therapeutic sessions alongside an evolving byte size accredited work based learning course designed to transform offending.

Luton Project - is a commission by the Tutu Foundation to produce a Knife Crime resource pack for Luton Borough Council.

Street Doctors - Stepwise project is a structured partnership project with the local Hackney based reduction violence partner Street Doctors. This project targets at risk young people and provides a mix of highly structured workshops teaching first aid, peer to peer teaching skills and delivered through supported mentoring, visits to places of interest and advice with career development.

Climb Over - Is a unique two-year EU Erasmus Funded programme which facilitates the partnership between Voyage London, Brodoto in Croatia and Active Youth in Lithuania. The two-year programme explores the barriers to career development and employment for young people with criminal justice backgrounds. The project facilitates professional dialogue, exchange visits between our staff, young people and the wider circle of Hackney based youth organisations.

Voyage Digitisation - Voyage's new digital strategy represents a significant overhaul of our approach to service delivery, which comes as a direct response to the impact of COVID19. Voyage adopted these strategies so that contact, communication and engagement can be delivered online, helping us work with more young people and more companies hoping to join our ranks. The new digital platform allows for the seamless embedding of forms for data collection used to monitor access numbers, learning and session improvements and to facilitate the well-timed delivery of questionnaires designed to capture the empowerment distance our young people travel.

Race for Nature - Kickstart- Kickstart is a government initiative which is aimed at 16-24 year olds claiming Universal Credit. The programme provides them with the opportunity to get a six-month job with a local employer through the Kickstart Scheme. Kickstart jobs are partly funded by the Government to offer exciting opportunities for young people to gain valuable work experience.

Black Men 4 Change - is a year long funded programme from the Violence reduction Unit providing a robust programme of workshops designed to encourage young people discuss and explore the impacts on their mental health. This project led to young people becoming peer leaders for our wider community programme.

Young Leaders For Sustainable Cities (YLFSC) - The Young Leaders for Sustainable Cities course will equip black and diverse young people (14 years) with the knowledge, skills and opportunities to overcome challenges and access related to environmental issues and injustice.

Voyage young leaders will be empowered to challenge their own perception of the environment sector and learn how black and disadvantaged communities in society and around the world are disproportionately affected by issues such as climate change, air pollution and a lack of access to green space. Voyage will encourage students to learn collegially in this dynamic leadership programme delivered by black tutors with lived experience as well as experience in delivering programmes using cognitive behavioural methodology. Environmental sector representatives will be invited to share insights and facilitate unique access to the sectors growing employment opportunities. Active and immersive learning, mentoring and work experience opportunities will empower young people to become green leaders in their communities and encourage their peers to do the same.

In the long term, the course aims to address the lack of representation in the environment sector, which is only 3.1% non-white in the UK, as well as changing the current state of nature and the local and global impacts environmental degradation and climate change has on black lives.

Further details regarding the Funds are included in the report of the Trustees.

INCOME AND ENDOWMENTS

	31.3.23 £	31.3.22 £
Voluntary income		
Donations	229,539	213,472
	229,539	213,472
Other charitable activities		
Fundraising events	31,593	129,204
Grants receivable	161,220	75,297
	192,813	204,501
Other income		
Bank interest received	308	83
Total incoming resources	422,660	418,056

Other charitable activities		
Fundraising events	31,593	129,204
Grants receivable	161,220	75,297
	192,813	204,501

EXPENDITURE

	31.3.23 £	31.3.22 £
Raising donations and legacies		
Wages	17,160	13,789
Rent and rates	6,139	6,005
Fundraising costs	20,751	4,008
Website, IT and stationery	5,719	621
	49,769	24,423
Other trading activities		
Depreciation of tangible fixed assets	2,682	510

Charitable activities		
Wages and related costs	182,510	148,285
Rent and rates	17,563	9,301
Telephone	2,297	618
Postage and stationery	4,523	495
Tutors	70,993	93,578
Catering	7,005	5,240
Travel and accommodation Incl Residential	27,527	13,356
Admin	117	44
Volunteer	2,884	2,404
Staff training	3,663	948
Depreciation of plant and machinery	3,846	2,129
	322,928	276,398

Support costs - Other

Wages and related costs	13,065	7,041
Telephone	1,553	371
Postage and Stationery	1,351	-
Rent and rates	12,279	12,011
Travel and Subsistence	430	-
Website IT and advertising	2,049	-
Bank charges and interest	151	137
Printing	-	371
Insurance	1,308	476
Staff training	3,663	948
Depreciation of tangible fixed assets	3,846	2,129
	39,696	23,484

Governance costs

Independent examination fees	5,000	4,000
Professional Fees	9,000	-
Charitable donation	100	-
Depreciations & Website costs	894	170
	14,994	4,170

Total resources expended	430,069	328,985
Net (Expenditure)/Income for the year	(7,409)	89,071

Speak to us for more information and enrollment



VOYAGE

England & Wales - Charity number 1068108

Accounts

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st March 2022
for
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Contents of the Financial Statements
for the Year Ended 31st March 2022

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Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Chairs Foreward
for the Year Ended 31st March 2022

I am pleased to introduce Voyage's 2021/22 Annual Report in what appears to be our biggest and second year of real growth in 2021 and 2022. I am proud our team has been able to make excellent use of charities resources switching direction from running a new course to spending more time testing elements, supporting our amazing pool of graduates and connecting them to elevated opportunities that help them rise as leaders.

Its humbling to see our extensive range of high level partners engaging in discussions to uprate their support and push beyond their own organisational boundaries to do so. Seeing their involvement move from one off project work or donations to a more sustained programme of financial and pro bono support has instilled greater confidence in Voyage's plans for expanding services. The effect of this is inspiring renewed confidence to create additional courses/ workshops as well as expand and strengthen our delivery team, undertake commercial work for a fee and adopt a new constitutional framework. Voyage would simply not be here without this support.

Finally, I wish to extend my warmest wishes to our small but hugely impactful delivery team and our connected youth advisory Board. Its great to see how the involvement of young people create new opportunities for growth and I look forward to cementing this into Voyages strategic plans and operations and sharing this with our partners.

CEO Note

I am pleased to report on our finances for the financial year April 2021 to March 2022 and share the good news about our progress in these strange and uncertain times. In the previous year we were unsure about survival after the pandemic, so it gives me great joy to report a 12% increase in the charity's activities, income, and reserves on the previous year. Regardless of these increases I remain uncertain about growth in these times as I try to understand our second year as either another flash in the pan or the start of a real upward trend. Whilst I will maintain a watchful eye it is clear Voyage is growing and it is important we take more committed steps to progress Voyage towards a national charity.

This year has been exciting yet different for a number of reasons firstly the increase in funds generated in 2020/21 were carried over into the new year 2021/ 22 allowing Voyage to increase its support to our graduates, introduce new roles in the staff team, increase our reserves and invest in digital systems to assist plans for online course delivery and expansion. These additions have been combined with increased investment supporting our Youth Advisory Board in its second year as well as growing our pool of lived experienced tutors and mentors.

The additional funds were also used to establish a powerful mentoring programme involving over 40 corporate companies and complete the developmental work creating UKs first accredited Youth Leadership Qualification - Youth Leaders for Sustainable Cities. I am proud to announce our course was shaped in close collaboration with over 42 climate, conservation and environmental partners working with a dedicated team of Voyage graduates over a 12-month period. This ensured our course was not only relevant and up to date but reflected the importance diversity, climate justice and the inclusion of narratives from a global perspective.

If things could not get any better Voyage was fortunate to triple its commissioning income from national, regional charities, colleges, and local authorities in the 2021/22 period. These incomes are inspiring a long-term look into how Voyage can generate regular incomes through a new business structure involving our young people. This can help to establish a number of new jobs and opportunities providing a 4th year development programme for graduates. Especially graduates wanting to take a gap year or those wanting to stay working with Voyage before they migrate into university or the world of work. I believe this has the potential to transform and accelerate employability trajectories of our graduates, secure access, and new employment pathways to underrepresented industries encouraging, our young people return to Voyage as mature adults.

I look forward to another fortuitous year progressing the charity towards a greener and more sustainable organisation in 2023.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

The Trustees present their report along with the financial statements of the Charity for the year ended 31st March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in 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 (Second edition) and Financial Reporting Standard FRS 102.

ACHIEVEMENTS AND PERFORMANCE

Summary of impact

Each year Voyage reviews its impact across the projects and programme it delivers.

In 2021/ 22 Voyage engaged a total of 1736 young people of which 766 were young men and 970 were young women. 33% identified as Muslim. We can provide a breakdown of activities across all the programmes delivered.

Project	Numbers	Male	Female
Kickstart	85	32	53
BM4C	12	12	-
MIND Surveys	200	90	110
MIND RTs - NCC 12/04/21	33	12	21
Barnet Horizons Plus	8	5	3
NCC Lived Ex - Consulted	850	382	468
NCC Lived Ex - RTs	188	85	103
Summer Prog - 26-31/07/21	35	10	25
Grantham Art Award 9/09/21	10	3	7
Voyage Corporate Mentoring	40	12	28
NCC Mentoring - Individuals	34	23	11
NCC Mentoring - Groups	98	57	41
BHM - 15 & 22/10/21	52	18	34
Impact Day - 13/05/21	15	1	14
Impact Day - 15/05/21	18	5	13
Youth Consultation Day 12/04/21	40	13	27
YAB/YIN	18	6	12
Totals	1736	766	970

In our exit poll surveys our beneficiaries have told us

- 100% of graduates enrolled in university and accepted offers
- 100% of young leaders record significantly higher aspirations for themselves
- 100% of young leaders would recommend Voyage to their friends and peers
- 80% of young leaders recorded significantly raised attainment levels at school or college
- 70% of young leaders have elevated voices and have participated in community events and structures
- 70% of young leaders recorded an improved attitude towards the Police
- 12% of graduates joined Voyage professional mentoring scheme
- 10% of graduates took part in unique work experience opportunities

More specifically Voyage can report all Voyage graduates completing year 13 at 6th form and college have successfully transitioned into university and we have recruited 15 new young people joined our Youth Advisory Board and another 12 new young people joined our Youth Investigator Network.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Funds

2021/22 was a great year for Voyage, despite not running our core leadership courses due to the pandemic ruling out direct involvement with schools. Voyage was able to focus the majority of its core support to graduates and in particular test a number of engagement approaches with them. Voyage was able to bring to bear its newly formed relations with City of London based firms through the introduction of mentoring, employability workshops and paid work experience opportunities.

Our key programmes and projects for 2021/22 are as follows:

National Charity Mind - Enquiry into mental health

Voyage was commissioned by MIND to support their enquiry into the effects of the COVID19 pandemic on the mental health of young people. Voyage was tasked with significantly raising the number of black and BAME contributions to its online survey which was achieved through an effective social media campaign. In addition to this Voyage developed two highly structured round tables involving young people to explore the qualitative effects in more detail. Voyage contributed to the report that was presented to government to campaign for more focused mental health support to become accessible to young people in schools, community organisations as well through a campaign to create more mental health advocates who can offer non-judgemental support to peers. See a summary of the report [here](#).

Race for Nature Kickstart

In partnership with Generation success, Students Organising for Sustainability (SOS) and Action for conservation Voyage was engaged to provide structured mentoring support for 125 Kickstart employees. The 125 Kickstart Mentees were new recruits to over 30 nationally based environmental and nature-based charities and companies. Our mission was to support mentees whilst in work and encourage them to stay employed in the sector after the first six months. 54% of the young people employed as Kickstarters were retained by the sector either with their host organisation or through another opportunity in another sector related company. These young people continue to flourish as diverse sector leaders and we envisage some of the participants will influence how the sector looks and feels in the future. Read more about our impact [here](#).

Lived Experience Project (LEP)

The LEP was commissioned by New City College to explore how young people feel supported, understood, and valued by the College across all of its campuses in East London. The outcomes of this project were designed to create a representative group of young people forming a long-term participatory structure to ensure young people can influence key policies and strategies of the New City College network. The programme involved three stages of engagement for students resulting in a number of recruitment, inclusion and diversity strategies being formed. This work is now transforming how the college continues to involve its students in policy formulation and improving the college experience for its users.

Young Leaders for Sustainable Cities (YLFSC)

Voyage commissioned Wendy Maple and Margo Tulkens to produce Voyage's second leadership course in environmental sustainability. The course was developed and led by Voyage graduates supported by a national network of environmental charities, trusts and foundations and private companies. The course was developed after graduates produced their own research into the sectors lack of diversity. The report was used to create critical two-way dialogue with environmental sector partners leading to the courses final production and embedding their participation. Voyage is proud of this achievement and will use this approach to create a new leadership course in 2024 called Young Leaders for Smart Cities. All courses will involve sector partners as part of Voyage engagement methodology ensuring sector led contributions influence its teaching modules, workshops, visits to places of interest and work experience opportunities.

Voyage Online, Summer and Half Term schemes

Due to the spectre of COVID19 and ongoing fears about its spread Voyage was unable to recruit new young people for its youth leadership programmes in 2020/21. As a result, Voyage chose to develop its new course, workshops and focus on tutor development and at the same time offer a supportive and structured programme for our graduate young people. Voyage was able to use its online mediums to keep young people connected and use these sessions to prepare young people for its half term and summer schemes. The summer programme was a great chance to begin to explore involvement and participation with our new colleagues from the environmental sector and provide lots of media opportunities to present our work to both regional and national audiences.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

PR and media training for Voyage

Voyage was contacted by an award-winning national journalist from Channel 4 who offered financial support to assist Voyage's PR, communications, and media positioning. Funds were used to appoint Bridgid Nzekwu to structure media training for the CEO and a team of graduate young leaders. The impact of this training boosted the number of times Voyage would be invited to speak to the media on issues affecting young people particularly in relation the unequal effects of the pandemic, impact on black unemployment, policing, the Killing of George Floyd and more profoundly why Voyage is developing a new course to create diverse sustainability young leaders.

Voyage Impact Days hosted by Shoal

Voyage has developed a unique relationship with an amazing team of professional artists, directors, producers, photographers, set designers and fashion writers and helped them to establish an arts collective called Shoal. Shoal is Voyage's impact partner shaping and producing amazing content for social media, its website and other promotional material. Voyage impact days have been hosted by one of our work experience partner's Seen Displays and in the open spaces of Epping Forest producing an amazing array of visual content, testimonial videos and narratives used to promote the charity. Impact days will become an extension of Voyage's group-based activities with young people and be planned at key points in the year to capture the developmental journeys of its beneficiaries.

Professional Mentoring

2020/21 was a fantastic year for the development and delivery of a number of mentoring schemes ran and managed by Voyage. Whilst the Kickstart project was externalised Voyages in-house programme helped connect and solidify long-term working relations with corporate companies, committed professionals and our pool of graduates. Voyage was able to tap its graduates and connect them to over 40 professionals who acted as transition and motivational mentors for up to 12 months. Voyage was able to continue to support the young people and prepare them for work experience with a handful of professionals that signed up as mentors. Professional mentors helped Voyage test retention and progression pathways for our young people which lead to the adoption of an Employability Framework. This framework now guides when, how and what Voyage does to support young people before joining formal work experience programmes. This is shared with partners and helps to build an early understanding about how mentoring connects with work experience.

Mentoring - New City College Student Support Project

Due to the devastating impact covid19 has had on the New City College student intake Voyage was commissioned to develop, design, and deliver a structured mentoring programme. The Student Support Project engaged over 130 over 16-year-old students through a mix of one to one and group therapy sessions. The impact resulted in 81% of participants being retained in the college to complete their studies whilst 69% of our hard-to-reach student recorded no on-going disciplinary issues. The project was an amazing learning experience for Voyage and encouraged Voyage to appoint the Centre for Youth Impact to develop a theory of change for all our mentoring schemes. The involvement with the Centre for Youth Impact has inspired a commercial approach to offering mentoring services to Higher Education colleges, Pupil Referral Units and Virtual Schools.

Youth Advisory Board (YAB) and Youth Investigator Network (YIN)

The Youth Advisory Board entered its second year in 2021 and has successfully transitioned 2020 members to a new intake in September 2021. The transition was smooth as it was supported by an induction and shadowing programme for inductions in the summer months. The YAB prioritised the much-needed work developing the new leadership course working alongside environmental partners and producing research exploring the lack of diversity in the environmental sector. The YAB had additional capacity in that year which saw the development of a new and more responsive group called the Youth Investigator Network (YIN). Voyage's YIN was set up to be externally focused and participated in the design and delivery of Voyages campaigning work alongside its work with charitable and commercial partners. This led to young people undertaking ground-breaking work such as:

- Inclusion and diversity advisors to a number of City of London employers
- Outreach and recruitment leads for Voyage
- Community researchers and Youth consultants
- Impact and round table hosts
- Social media and content developers

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Voyage Partnerships

Voyage started 2021/22 with an amazing array of committed partners supporting Voyage through a number of new initiatives such as Voyage's Impact Day partners Shoal, new mentoring projects and work experience opportunities with City of London firms. All of which have been developed through closer conversations with corporate partners. These relationships are evolving, leading to:

- Elevated work experience programmes - now being embedded into Voyage's annual programme cycle between June and September 2021
- Structured organisational support - Pro bono support to develop Voyage's new constitution and terms of reference, a new business plan and related marketing and communication support
- Regularised and structured contributions to Voyage projects, programmes, workshops, and courses. infusing Voyage course's, workshops, summer schemes and its follow up graduate programme.
- Invitations to join roundtables, working groups and business forums exploring ways to lever additional investment building on seeds funds.

Partners will be continuously supported and engaged to review how it can build on the participation to ensure Voyage is able to lock in these benefits to beneficiaries more sustainably

Staff Recruitment

2021/22 saw the introduction of a number of new roles within Voyage's staff and its Youth Advisory Board. The additional staff posts and graduate leaders boosted Voyage's organisational capacity supporting expanded activities left in the wake of COVID19 and the end of lock down.

Voyage has chosen to move away from its previously developed Head of Programmes (HoP) as a senior role and has replaced this with a new post called Voyage's Programme Developmental Manager (PDM). The PDM post will operate at the same level as the previous leadership role HoP but instead focus on the development of Voyages third and final course called Smart Cities. The change in emphasis is due to Voyage gaining valuable experience already producing its new Sustainable Cities course shifting the focus on programme management. In addition to this the PDM will support progression strategies, whilst nurturing and tapping the support from the Youth Advisory Board and the Youth Investigator Network.

Some of the amazing work undertaken in this period serves to position Voyage as a unique charity through its:

- Production and validation its new course Young Leaders for Sustainable Cities
- Pilot testing key components of the new course and learning about what works and with who and how
- Structuring an in-house youth leadership scheme testing retention through workshops, discussions, and visits to places of interest.
- Delivered and embedded 3 new mentoring programmes - New City College, Kick start and Voyage professional mentoring

Formalising the Participation of Young People

Due to the significant increase of activities delivered by Voyage its Youth Advisory Board (YAB) and its Youth Investigator Network (YIN) are more involved and linked to most initiatives Voyage runs. As a result, and the fast pace of work, Voyage must now put in place effective measures to protect, preserve, and sustain this work through formalising its arrangements with its young people. These formalities are also linked to a growing concern as the young people move on (completing their terms of office) Voyage can struggle with continuity whilst ensuring new recruits understand their official roles and responsibilities as graduate members. To limit any potential impact Voyage must develop a more formal agreement with its young people through the adoption of a Youth Charter. The Charter will serve as a memorandum of understanding setting out

- Key roles and responsibilities
- Key projects information
- Safeguarding and risk policy documentation

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Formalising the Participation of Young People -continued

- Remuneration and payment
- Complaints procedure
- Ways of working

The charter will be developed in close collaboration with the YAB and its Trustees be ready for sign off and adoption in time for the summer of 2023.

FINANCIAL REVIEW

Financial position

As disclosed in the financial statements on page 16 , a net movement in funds for the financial year resulted in an overall surplus of £89,071 (2021 surplus £134,295) which will be utilised in carrying out Voyage's charitable activities.

RESERVES POLICY

The Trustees recognise that they have an overriding duty to act and in the best interest of the charity as per our overall reserves policy, and that this extends to making sensible provision for the future in the form of retaining an appropriate level of reserves. The Board has examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets or otherwise committed. Reserve policy is in place whereby the unrestricted funds not committed should be held in reserve and maintained at a level which ensures that VOYAGE's core activity can continue during a period of unforeseen difficulty. This represents at least three months' (13 weeks) expenditure of about £36,000. This will be reviewed annually.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Charities Background

Voyage represents the journey we wish to create for our young people and at the same time stands for **Voice of Youth and Genuine Empowerment**. The name reflects Voyages commitment to empowerment, youth advocacy and community leadership. Voyage wants young people to have a stake and say in the wider community and empower its beneficiaries with a greater understanding of community safety, criminal justice, environmental and sustainable agendas.

Governing Document

Voyage was set up in 1998 by the Metropolitan Black Police Association (BPACT) to address issues of racial disproportionality following the MacPherson report. Since 1998 Voyage was known as the BPACT and most of its trustees were serving Metropolitan Police Officers of African and Caribbean descent. As Voyage moved away from the name BPACT in 2015 the CEO chose to rebrand the charity as Voyage. Since then, Voyage has become a well-known and distinctive brand offering empowering leadership programmes and projects to young people between 14 - 21 years of age.

Since Voyage's new trading name was adopted its governing documentation still reflects its alignment to its previous structure BPACT. This must change to better align plans for expansion and uprated involvement of young people in its governance and decision making functions. This technical work is now in the hands of Voyage's pro bono partner Slaughter and May who are carrying out the important due diligence and checks to facilitate a transfer from its original name to Voyage. The final governing documents will be ready in April 2023.

Board Development Support

To support the adoption of a new charitable framework Voyage has chosen to strengthen its board of Trustees through the appointment of a Board Development Consultant. The appointed company will start at the end of 2022 to ensure this work supports the adoption of its new constitutional framework and progress the soft relaunching of Voyage by April 2023.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT -continued

Specific areas explored in the proposed review are to:

- review current configuration of the Board, roles & responsibilities
- review Trustees interest & capacity to support Voyage post transition
- explore size, make-up, experience, and skills available on the Board & resources within the Executive to support the charity to meet its future aspirations
- review the culture of the Board, frameworks, structures, outputs & potential improvements to Board working
- strengthen the connection and continuity of the Youth Advisory Board (YAB)

The search for an external consultant has already began and Voyage is seeking to secure Board Development Funds from its trust and foundation partners.

Recruitment and Appointment of Management Board

Voyage will continue to ensure relevant professionals, lay people and young people are eligible to serve as Trustee Board members or to nominate others. The maximum number of Trustee Board (the Board) is being reviewed and will comprise a mix of skilled advocates from education, political, legal, financial, criminal justice, community safety and youth engagement backgrounds. Voyage has five trustees currently serving on its board and have been appointed over the years to support Voyages vision and expand its services. Voyage Trustees include two beneficiaries that have been recipients of Voyage's educational support as young people.

The Board of Trustees will aim to meet six to eight times a year with a view to forming supportive forums and ad hoc working groups to explore wider solutions to organisational challenges and strategic planning issues.

Trustee Induction and Training

Most Trustees are familiar with the work of the organisation since the board is selected from professionals and young professionals with significant levels of involvement in the organisation or have been recipients of its programmes or services.

An induction pack is now in place including various Charity Commission publications, published accounts, financial protocols, staff structure, risk assessment documents, the current strategic plan, working budget and the Memorandum and Articles. This is supported by an online repository (resources, information, policy, and strategies) accessible on Voyage's recently adopted digital delivery system called Moodle. The Chair of the Trustee Board and Chief Executive meet with new Trustees to discuss the obligations of Trustee Board members.

This meeting covers:

- The main documents which set out the strategic/operational framework of the Charity including the Memorandum and Articles
- Resources and the current financial position as set out in the latest published accounts and management reports
- Business plans, marketing information and social media links
- Safeguarding and risk management
- An overview of the work of the organisation and staff team.

Trustee training and development takes place according to need, in response to changes in the external environment and in response to individual requests. A dedicated budget is allocated for this purpose.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1068108

Principle address
New City College
Shoreditch Campus
Falkirk Street
London
N1 6QH

Trustees	
Nick Marshall	- appointed 23rd July 2021
Katrina Morris	
S Awak - Essien	- resigned 15th May 2021
Kosi Okolo	
A R O'Flaherty	- resigned 10th January 2022
R Nix	- resigned 15th October 2022
Donata Miller	- appointed 30th July 2021
Olga Matthews	- resigned 28th February 2022
Kanar Muhammad	

Patrons
Dr Leroy Logan MBE
Neville Lawrence OBE
Lee John

Independent examiner
Ralph Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road Hertford
Hertfordshire
SG13 7LA

Chief Executive Officer
Mr P Anderson, MBE and
National Advisory Climate
Engagement Member

Charity's website address
<https://voyageyouth.com>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

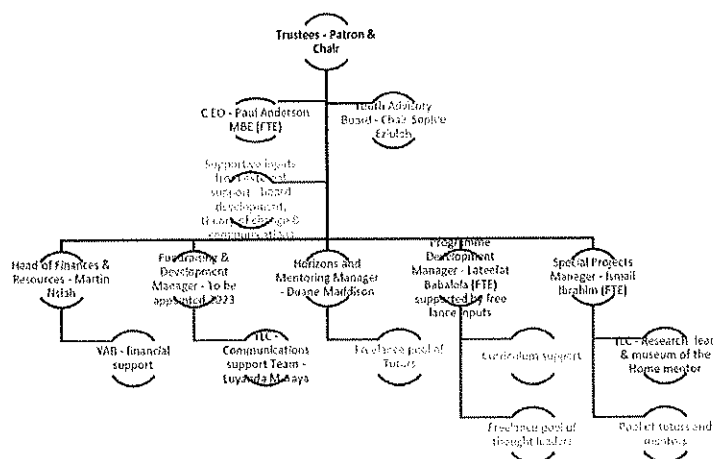
Delivery and team structure

Voyage has 3 full time and 5 part time staff supporting key ancillary functions of the charity. Voyage is supported by an expanded freelance team of lived experienced tutors, mentors and youth workers who are trained to deliver Voyage customised Leadership Training in both community safety and sustainability. Tutors regular take part in training to update themselves on new policies, changes in legislation and safeguarding and can work with large and small groups. Our tutors are trained to deliver programme using reflective approach based on cognitive behavioural approaches.

Included in the team structure Voyage appoints young people from its graduate pool to act as additional support to our administration, communications, outreach and youth work delivery. Appointing graduates in these positions acts as in housework experience programme where those interested in community work (health, social and education) develop unique experiences and insights helping to strengthen their employability and competitiveness.

Below is Voyage's current team structure:

- Purples indicates staff in post
- Green indicates to be appointed
- Orange indicates freelance and external roles



Staff Recruitment and Remuneration

Voyage is committed to encouraging diversity and promoting equal opportunities to provide a working environment that is inclusive, free from discrimination and where everyone is treated fairly and with respect. We have a fully inclusive recruitment process which guarantees an interview for all applicants who declare themselves disabled and who meet the minimum criteria. We offer flexible working where appropriate to meet staff needs and support environmental initiatives such as the "Bike to work scheme".

Voyage follows the NJC salary scales for administration and project staff and is now London Living Wage employer. Key management personnel salaries are set by Trustees on appointment according to skills and experience. The Board reviews all salaries on an annual basis and managers also review during staff annual appraisals.

Our Trustees, staff and volunteers are important to our programme because they have had similar experiences to our beneficiaries and most if not, all are from similar social, economic, and demographic backgrounds.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Risk Management

The Board is responsible for the management of risks faced by the charity. Detailed consideration of risk and mitigating action are delegated to senior management staff. Risks are identified, assessed and controls established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis and individual risks are reviewed at each Trustee Board meeting on a rolling cycle.

The key controls used by the charity to mitigate risks include:

- Strategic planning, budgeting, and management accounting
- Established organisational and governance structure and lines of reporting, with declarations and register of interests for Trustees and senior staff.
- Undertaking further training to build awareness
- consulting its Youth Advisory Board (YAB)

Additional functions include

- Formal written policies, which are reviewed as and when required or annually
- Hierarchical authorisation and approval levels
- Regular assessments of risk at board meetings including key business risks
- Annual consideration of the level of reserves and the reserves and investment policy
- Formal agenda for Board activity and detailed minutes of decisions
- Safeguarding and ensuring compliance stays at the forefront of operational planning

Detailed terms of reference for all sub-committees and the involvement of Trustees in all formal or time limited working groups will be shared through the induction pack.

Through the risk management processes established for the charity, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. Voyage also uses Trustee indemnity insurance.

OBJECTIVES AND ACTIVITIES

Our Vision

Voyage believes in creating a society where children and young people from black and minority communities are valued, protected, and listened to, their families are supported and communities in which they live are properly resourced. Voyage is therefore remains committed to working alongside partners in the voluntary, community and statutory sector and others who share and support this vision. The voluntary sector has a vital role to play in achieving this vision both in the delivery of child and youth centred services and in the advocacy and campaign work required to highlight need, challenge discrimination, and change public perceptions.

Our Mission

Voyage maintains three pillars on which it continues to **Empower** marginalised young people from black and minoritised communities and provide them with the self-awareness and motivation to **Transform** themselves and their communities. Voyage overriding aim will enable them to **Sustain** successful partnerships and meaningful relationships as they journey towards independent and professional life.

In 2021 Voyage appointed its pro bono legal team from Slaughter and May to commence work developing Voyage's new constitutional framework and terms of reference. This work is almost complete and will result in Voyage adopting Charitable Incorporated Company (CIO) status. This will create a clearer separation between its income from trusts and foundations from that of commercial services for a fee. This work will also enshrine the specific ways in which it will include the voices of its Youth Advisory Board into this revised and much updated governance framework.

Voyage's mission, vision and objectives will also be reviewed and updated to reflect specific changes resulting from legal work and board development work taking place in parallel.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Our Mission -continued

The activities for each financial year are detailed in the separate reports, which follow, and broadly comprise:

- Acting as a voice for the children, young people and families voluntary sector, promoting the sector's interest and ensuring its views are heard in national, regional, and local decision-making structures which have a bearing on work with children and families
- The provision of advice, briefings and information to trustees, regional groups, government departments, statutory and non-statutory organisations, professional bodies, the media, and the public,
- The organisation of seminars, workshops and round tables, consultation meetings, and expert working groups on issues of concern to the sector, frequently in partnership.
- Preparing, publishing, and distributing material on matters relating to black and minority children, young people and their families, and voluntary sector concerns.

In providing these services and undertaking the activities described, Voyage is providing public benefit in line with its primary charitable purposes. When planning activities for the year ahead, the organisation has considered the Charity Commission guidance on public benefit. Voyage also ensures that its young people, their families and schools, and our partner organisations help to shape the ways its work is carried out. Voyage remains passionately committed to actively consulting its beneficiaries before, during and after their engagement using survey tools, interviews, and informal interactions (talking heads and un-conferencing). This work is complemented by its impact days with its creative partner Shoal.

The spectre of COVID-19 and Pandemics

Voyage remains uncertain about COVID-19 and its possible return and chooses to maintain organisational protocols, policies and occasionally draw on and use online engagement tools until the spectre of COVID-9 is totally removed. Until such time Voyage will continue to offer a mix of online and face to face engagement to minimize potential threats to its staff and young people.

Pandemics positive impact

The pandemic also provided new opportunities for Voyage to develop its new course and carry out test for a number of engagement approaches with smaller groups of young people at its base in New City College. Voyage was also able to collaborate with Hackney Council to deliver a structured 10-week pilot programme involving sustainability partners to understand impact and engagement outcomes in different settings and with different age groups. This was hugely successful, and the lessons now feed into Voyage's delayed plans to run its new course in April 2023.

Voyage took time to deepen relations with a number of key investment partners and work with them to explore longer term investment strategies and direct support for its young people. Voyage remains excited about how this is progressing generating the much-needed confidence to progress Voyage towards a larger size charity. Other significant impacts include:

- undertaking on more commissioning work which helped to provide new income streams and pay its young people London Living wage for their time
- Introducing 3 mentoring projects focusing on different age groups of young people.
- Embedding its Youth advisory Board and expand its services to include a Youth Investigator Network

Other areas of delivery for 2021/22

Voyage has been able to expand its work with some of its more pronounced partners such as the Museum of the Home, British Museum, Slaughter and May, Gallagher, Greenpeace, Synchronicity Earth, Mintel, Globant, Rothschilds and Goldman Sachs and more recently Frog (Capgemini) and Moelis. These partners are committed to working with Voyage to support progression of our graduates, supply professionals for engagement programmes and supporting organisational expansion. Some of the more nuanced contributions are as follows:

- Constitutional and governance documentation
- Strategies to aid longer term financing
- Business planning and communication strategies
- Embedding long term work experience opportunities

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Other areas of delivery for 2021/22 -continued

Voyage is also excited about the possibilities of its partners helping to explore expansion of its delivery spaces and places it uses to engage the young people it works with. This will help connect young people to the City of London as well as create a stronger connection with our growing network of diverse sector partners assisting expansion agendas helping to:

- identify spaces in the city of London to deliver services to young people
- connect high net worth professionals who may wish to support Voyage
- broker relationships with corporate firms to boost employability for graduates
- reduce overheads costs creating a more cost efficient charity

Expanding local bases in the City of London can help create the much needed separation of work across different age groups and at the same time explore the centralisation of larger scale celebratory/ fundraising events, graduations and course delivery. We aim to explore these possibilities in the new financial year.

Voyage is excited about impact of its work developed by the YAB and its related subgroup the Youth Investigator Network. These young people continue to

- advise and encourage heritage sector partners to radically rethink strategies
- shape strategies for corporate and private companies
- advise national charities about how to engage diverse young people
- undertake research in specialist areas affecting young people from black and minoritized communities.
- Successfully migrate to red brick and international universities

Voyage is particularly proud to be supporting the Museum of the Home remove its statue of Sir Robert Geoffrey and tell the full story about his connections with the transatlantic slave trade. Voyage believes this work will not only shape and influence the work of other museums and help uncover similar challenges it will help reconnect black and diverse communities to the heritage sector more sustainably for the first time.

Looking ahead

Voyage remains cautious about planning work in new parts on London against the backdrop of the cost of living crisis so it must continue to use its current delivery plans to test ideas for expansion whilst keeping its overhead costs down. Working across a number of locations is already possible due to wider team of tutors however, Voyage must continue to assess risks expanding to areas and its potential impact on travel for its young people and the short term nature of free and subsidised commitments. Voyage continues to be excited about 2022/23 as it will be the year Voyage launch its new look website developed by Made Thought and Voyage's revised marketing brochures, posters and flyers. These communication tools will assist the sign up and reconnections with secondary schools assisting a more robust recruitment drive for its Young Leaders courses starting in Easter 2023. This will also assist the expansion of Voyage's profile and reputation.

The new course will test new relations with **Outward Bounds** and **PGL Activity Centres**, involvement from our community safety and sustainability partners and introducing opportunities for young people to undertake **volunteering** and a greater appreciation for the outdoors. This will be supported by offering access to extracurricular support, homework clubs and access to mentors and sign posting for more urgent needs.

Voyage looks forward to the next steps of the **Robert Geoffrey Statue Project** through the appointment of an interpretative artist and hearing how the local authority and government respond to the planning submission shaped by Voyage's graduates. This work is being lauded and praised in national circles and is now assisting the Museum of the Home with its strategic positioning as an exemplary Museum promoting diversity. And at the same challenging notions of heritage and museum sectors exclusivity. Read more [here](#)

Voyage is keen to raise its profile in the environmental sector and get its name more associated with sustainability and in particular represent the voices of black and global majority communities. As part of this Voyage is considering the idea of producing Hackney's first **Green Careers Fair**. It is understood this event over a weekend can pool its amazing array of partners and present a more refreshed look of the sector and begin to change its perception. The Green Careers Fair will showcase Voyage's unique perspective on the environment and use the event to cement long term relations with newfound green partners and generate awareness of its work with young people.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

Looking ahead - continued

Voyage is excited about supporting two research projects and is looking forward to sharing the impact of **Behaviour codes and Policing** in secondary schools in May 2023. Voyage is proud this research project is youth lead and has been designed, developed and researched by Voyage graduates. This project is supported by an amazing academic researcher Michael Lomotey. Voyage is also working in partnership with the **East London Waterworks Park (ELWP)**. ELWP invited Voyage to appoint a team of graduates to shape inclusion and community engagement strategies for their amazing initiative in East Hackney. Voyage is excited about how these projects will go about influencing services and ensuring the needs black and diverse communities are carefully considered, understood and acted on.

Voyage looks forward to celebrating **Windrush 75 in 2023** and is planning to devise a number of celebratory projects in partnership with the Museum of the Home, the British Museum and the Victoria and Albert Museum. Voyage will work with its Youth Advisory Board to come up with some impactful ideas and explore way to reconnect with elders from Voyage's Windrush Elders Project in association with the African and Caribbean Leadership Centre (ACLC) in Haringey.

Voyage has been invited to consult on the **Centre for Alternative Technology (CAT)** capital expansion programme to influence and shape CAT's community engagement programme. Young people will be recruited from Voyage graduate pool to participate consultative work exploring how best it can share and tap the young peoples lived experience accessing nature and environmental spaces. Voyage anticipates this project will come online in May 2023.

Voyage is also proud to be supporting a specialist consultancy Hopkins Van Mill to run a series of public dialogues and consultations commissioned by the **Natural Environment Research Council (NERC)**. Voyage has been appointed to recruit graduates to support this research project to provide lived experience insights and contributions to this consultative programme. Voyage is keen to engage in programmes that seek the opinions of young black communities as these opportunities accelerate employability and campaigning skills whilst serving to enhance CVs and personal statements. This work is still in the final stages of conclusion and its hope to develop additional organisational exposure in the environmental sector.

Future Plans

Voyage aim to priorities the following areas to keep it on track for expansion and growth from 2023 and 2024 and continue to:

- Explore and test staffs ability to manage a number of satellite venues in order to segment services for different groups of young people
- Conclude its new website and assist a soft launch of Voyage in April 2023
- Finalise, conclude and adopt its new constitution and new terms of reference
- Adopt a new bank account that can support Voyage's growth and assist with overdraft and credit card facilities
- On board partners to support the boards specialist working groups on challenges facing the charity
- Conclude the development work fusing the board of Trustees and youth advisory
- Present outcomes of its research projects to better position Voyage's campaigning work
- Update work on its theory of change and progress this to level 3 impacts
- Continue to develop a year 4 mentoring scheme for graduates migrating to university
- Adopt London Living Wage Employer status
- Explore the development of a Green Careers Fair to position Voyage as a significant contributor to environmental sustainability.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the board of trustees on 31st JANUARY 2023 and signed on its behalf by:

N S Marshall

.....
Nick Marshall - Trustee

Independent Examiner's Report to the Trustees of
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

I report to the trustees on my examination of the financial statements of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) ('the charity') for the year ended 31st March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

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 Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 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.

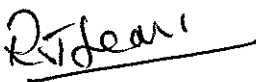
Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Charities Act 2011. I can confirm that I am qualified to undertake the examination because I am a member of the ACCA.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Ralph Sears, FCCA
Hentons
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Date: 31st JANUARY 2023

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Statement of Financial Activities
for the Year Ended 31st March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	111,114	102,358	213,472	255,145
Other charitable activities	3	64,397	140,104	204,501	115,217
Other income		<u>83</u>	<u>-</u>	<u>83</u>	<u>71</u>
Total		<u>175,594</u>	<u>242,462</u>	<u>418,056</u>	<u>370,433</u>
 EXPENDITURE ON					
Cost of generating funds	4	24,933	-	24,933	29,365
Charitable activities	5				
Charitable activities		<u>134,401</u>	<u>169,651</u>	<u>304,052</u>	<u>206,773</u>
Total		<u>159,334</u>	<u>169,651</u>	<u>328,985</u>	<u>236,138</u>
 NET INCOME		 16,260	 72,811	 89,071	 134,295
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>172,271</u>	<u>20,832</u>	<u>193,103</u>	<u>58,808</u>
 TOTAL FUNDS CARRIED FORWARD		 <u>188,531</u>	 <u>93,643</u>	 <u>282,174</u>	 <u>193,103</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Balance Sheet
31st March 2022

	Notes	Unrestricted fund £	Restricted funds £	31.3.22 Total funds £	31.3.21 Total funds £
FIXED ASSETS					
Tangible assets	11	14,400	-	14,400	10,838
CURRENT ASSETS					
Debtors	12	36,971	9,865	46,836	13,366
Cash at bank		<u>158,520</u>	<u>85,735</u>	<u>244,255</u>	<u>204,604</u>
		195,491	95,600	291,091	217,970
CREDITORS					
Amounts falling due within one year	13	(21,360)	(1,957)	(23,317)	(35,705)
NET CURRENT ASSETS		<u>174,131</u>	<u>93,643</u>	<u>267,774</u>	<u>182,265</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>188,531</u>	<u>93,643</u>	<u>282,174</u>	<u>193,103</u>
NET ASSETS		<u>188,531</u>	<u>93,643</u>	<u>282,174</u>	<u>193,103</u>
FUNDS	15				
Unrestricted funds				188,531	172,271
Restricted funds				<u>93,643</u>	<u>20,832</u>
TOTAL FUNDS				<u>282,174</u>	<u>193,103</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 31st JANUARY 2023 and were signed on its behalf by:

N S Marshall
Nick Marshall - Trustee

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements
for the Year Ended 31st March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Charity constitutes a public entity as defined by FRS102.

The financial statements have been prepared in sterling which is the functional currency of the charity under the historical cost convention.

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 have adopted the going concern basis for the preparation of the financial statements.

On the date of these financial statements' approval, there is great uncertainty surrounding the global economy, the impact of the Coronavirus pandemic and the conflict in Ukraine. The trustees consider the charity to be sufficiently robust that its operations will not be significantly affected by the continued uncertainty of these events. The trustees are continuously monitoring the charity's income and cost base for any adverse movements in value and costs and will take action wherever necessary to protect the charity's stakeholders interests should the period of uncertainty continue for longer than expected.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 a continuing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only year, or in the year of the revision and future years if the revision affects both current and future years.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and grants are recognised when they have been communicated as receivable in writing with notification of both the amount and settlement date. In the event that a either type of income is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included upon notification of the interest paid or payable by the Bank.

Government Grants

Grants received via the UK Government's 'Job retention scheme' are recognised at the transaction's fair value on an accruals basis and are recorded as income within the statement of financial activity (SOFA) in the period to which the underlying staff costs relate.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

1. ACCOUNTING POLICIES - continued

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 20% on reducing balance
Fixtures and fittings	- 20% on reducing balance
Computer equipment	- 33% on reducing balance
Website and Database	- 20% on cost

Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discount due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk to changes in value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

1. ACCOUNTING POLICIES - continued

Foreign currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

2. VOLUNTARY INCOME

	31.3.22	31.3.21
	£	£
Donations	213,472	228,882
Government grants received	<u>-</u>	<u>26,263</u>
	<u>213,472</u>	<u>255,145</u>

3. OTHER CHARITABLE ACTIVITIES

	31.3.22	31.3.21
	£	£
Fundraising events	129,204	52,392
Grants receivable	<u>75,297</u>	<u>62,825</u>
	<u>204,501</u>	<u>115,217</u>

4. COST OF GENERATING FUNDS

Raising donations and legacies

	31.3.22	31.3.21
	£	£
Staff costs	13,789	18,816
Rent and rates	6,005	4,046
Fundraising costs	4,008	3,207
Website, IT and stationery	<u>621</u>	<u>3,296</u>
	<u>24,423</u>	<u>29,365</u>

Other trading activities

	31.3.22	31.3.21
	£	£
Depreciation	<u>510</u>	<u>-</u>
	<u>24,933</u>	<u>29,365</u>

Aggregate amounts

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £	Support costs (see note 7) £	Totals £
Charitable activities	<u>276,398</u>	<u>27,654</u>	<u>304,052</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.22 £	31.3.21 £
Staff costs	148,285	59,881
Rent and rates	9,301	4,615
Telephone	618	560
Postage and stationery	495	1,647
Tutors	93,578	45,403
Project costs	-	46,959
Catering	5,240	5,388
Travel and accommodation	13,356	90
Residential	-	2,149
Admin	44	-
Volunteer	2,404	-
Foreign exchange losses	-	188
Staff training	948	-
Depreciation	<u>2,129</u>	<u>635</u>
	<u>276,398</u>	<u>167,515</u>

7. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activities	<u>23,484</u>	<u>4,170</u>	<u>27,654</u>

Support costs, included in the above, are as follows:

Other

	31.3.22 Charitable activities £	31.3.21 Total activities £
Wages and related costs	7,041	10,596
Telephone	371	560
Postage	-	1,271
Rent and rates	12,011	12,139
Office repairs and maintenance	-	1,130
Website IT and advertising	-	4,439
Bank charges and interest	137	68
Printing	371	3,528
Insurance	476	593
Staff training	<u>948</u>	<u>879</u>
Carried forward	21,355	35,203

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

7. SUPPORT COSTS - continued

Other - continued

	31.3.22 Charitable activities £	31.3.21 Total activities £
Brought forward	21,355	35,203
Depreciation of tangible fixed assets	<u>2,129</u>	<u>635</u>
	<u>23,484</u>	<u>35,838</u>

Governance costs

	31.3.22 Charitable activities £	31.3.21 Total activities £
Independent examination fees	4,000	3,420
Depreciation of tangible fixed assets	<u>170</u>	<u>-</u>
	<u>4,170</u>	<u>3,420</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

Trustees expenses charged in the year ended 31 March 2021 amounted to £nil (2020 - £nil).

9. STAFF COSTS

Staff costs were as follows:

	31.3.22 £	31.3.21 £
Salaries and wages	152,048	84,322
Social security	13,119	3,046
Pension	<u>3,948</u>	<u>1,925</u>
	<u>169,116</u>	<u>89,293</u>

The average monthly number of employees during the year was as follows:

	31.3.22	31.3.21
Administration and fundraising	2	2
Project officer	<u>4</u>	<u>2</u>
	<u>6</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	203,578	51,567	255,145
Other charitable activities	27,934	87,283	115,217
Other income	<u>71</u>	<u>-</u>	<u>71</u>
Total	<u>231,583</u>	<u>138,850</u>	<u>370,433</u>
EXPENDITURE ON			
Cost of generating funds	29,365	-	29,365
Charitable activities			
Charitable activities	<u>58,995</u>	<u>147,778</u>	<u>206,773</u>
Total	<u>88,360</u>	<u>147,778</u>	<u>236,138</u>
NET INCOME/(EXPENDITURE)	143,223	(8,928)	134,295
RECONCILIATION OF FUNDS			
Total funds brought forward	29,048	29,760	58,808
TOTAL FUNDS CARRIED FORWARD	<u>172,271</u>	<u>20,832</u>	<u>193,103</u>

11. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Website and Data Base £	Computer equipment £	Totals £
COST					
At 1st April 2021	10,980	1,992	-	12,523	25,495
Additions	<u>-</u>	<u>-</u>	<u>8,500</u>	<u>-</u>	<u>8,500</u>
At 31st March 2022	<u>10,980</u>	<u>1,992</u>	<u>8,500</u>	<u>12,523</u>	<u>33,995</u>
DEPRECIATION					
At 1st April 2021	9,578	785	-	4,294	14,657
Charge for year	<u>280</u>	<u>242</u>	<u>1,700</u>	<u>2,716</u>	<u>4,938</u>
At 31st March 2022	<u>9,858</u>	<u>1,027</u>	<u>1,700</u>	<u>7,010</u>	<u>19,595</u>
NET BOOK VALUE					
At 31st March 2022	<u>1,122</u>	<u>965</u>	<u>6,800</u>	<u>5,513</u>	<u>14,400</u>
At 31st March 2021	<u>1,402</u>	<u>1,207</u>	<u>-</u>	<u>8,229</u>	<u>10,838</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.3.22	31.3.21
	£	£
Trade debtors	43,895	200
Other debtors	<u>2,941</u>	<u>13,166</u>
	<u>46,836</u>	<u>13,366</u>
 13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	 31.3.22	 31.3.21
	£	£
Trade creditors	13,582	27,280
Other creditors	4,177	4,925
Accruals and deferred income	<u>5,558</u>	<u>3,500</u>
	<u>23,317</u>	<u>35,705</u>

Deferred income

The charity has received income from a number of benefactors who have stipulated that the funds are provided on the condition that they are used over a specified period of time.

Grants and donations received which have these conditions attached are held as deferred income until the charity has met the criteria, at which point it is then entitled to recognise this money as income received in the statement of financial activity (SOFA).

The movement on deferred income was as follows:

	31.3.22	31.3.21
	£	£
Brought forward as at 1st April	-	8,200
Deferred income recognised	-	-
Deferred income released	<u>-</u>	<u>(8,200)</u>
Balance carried forward as at 31st March	<u>-</u>	<u>-</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

14. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	172,271	16,260	188,531
Restricted funds			
YLFC - Young Leaders for Safer Cities	(9,727)	9,727	-
SHLA - South Hackney Leadership			
Academy	10,573	(10,573)	-
Horizon Plus	(488)	488	-
Luton Project	99	(99)	-
Erasmus project	663	(663)	-
Street doctor	3,710	(3,710)	-
Digitisation	26,991	(26,991)	-
Blackmen 4 Change	1,638	(1,638)	-
Race 4 Nature - Kickstart	(12,627)	25,535	12,908
Young Leaders For Sustainable Cities	-	80,735	80,735
	<u>20,832</u>	<u>72,811</u>	<u>93,643</u>
TOTAL FUNDS	<u>193,103</u>	<u>89,071</u>	<u>282,174</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	175,594	(159,334)	16,260
Restricted funds			
YLFC - Young Leaders for Safer Cities	9,727	-	9,727
SHLA - South Hackney Leadership			
Academy	-	(10,573)	(10,573)
Horizon Plus	488	-	488
Luton Project	-	(99)	(99)
Erasmus project	-	(663)	(663)
Street Doctor	-	(3,710)	(3,710)
Digitisation	-	(26,991)	(26,991)
Blackmen 4 Change	-	(1,638)	(1,638)
Race 4 Nature Kickstart	87,861	(62,326)	25,535
Young Leaders For Sustainable Cities	144,386	(63,651)	80,735
	<u>242,462</u>	<u>(169,651)</u>	<u>72,811</u>
TOTAL FUNDS	<u>418,056</u>	<u>(328,985)</u>	<u>89,071</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	29,048	143,223	172,271
Restricted funds			
YLFC - Young Leaders for Safer Cities	(14,840)	5,113	(9,727)
SHLA - South Hackney Leadership Academy	(5,766)	16,339	10,573
Horizon Plus	31,680	(32,168)	(488)
Luton Project	99	-	99
Erasmus project	14,877	(14,214)	663
Street doctor	3,710	-	3,710
Digitisation	-	26,991	26,991
Blackmen 4 Change	-	1,638	1,638
Race 4 Nature Kickstart	-	(12,627)	(12,627)
	<u>29,760</u>	<u>(8,928)</u>	<u>20,832</u>
TOTAL FUNDS	<u>58,808</u>	<u>134,295</u>	<u>193,103</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	231,583	(88,360)	143,223
Restricted funds			
YLFC - Young Leaders for Safer Cities	10,000	(4,887)	5,113
SHLA - South Hackney Leadership Academy	28,350	(12,011)	16,339
Horizon Plus	-	(32,168)	(32,168)
Erasmus project	7,412	(21,626)	(14,214)
Digitisation	79,792	(52,801)	26,991
Blackmen 4 Change	13,296	(11,658)	1,638
Race 4 Nature	-	(8,547)	(8,547)
Kick Start Project	-	(4,080)	(4,080)
	<u>138,850</u>	<u>(147,778)</u>	<u>(8,928)</u>
TOTAL FUNDS	<u>370,433</u>	<u>(236,138)</u>	<u>134,295</u>

15. RELATED PARTY DISCLOSURES

During the previous year the charity advanced £12,000 to a member of its Key Management Personnel with £1,000 being repaid within the year leaving a balance owing to the charity of £11,000 as at 31st March 2021 which was fully repaid during the year ended 31st March 2022.

There were no other related party transactions for the year ended 31st March 2022.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2022

16. FUNDS

YLFSC (Young leaders for Safer Cities) - BTEC course level 2 qualification focused on personal development, community leadership and crime related issues.

SHLA (South Hackney Leadership Academy) - is an inspired leadership academy to provide a powerful framework designed to encourage educational and career progression, build skills and raise confidence in graduates of YLFSC programme.

Horizons Plus - is a dynamic and challenging reoffending programme that combines our innovative therapeutic sessions alongside an evolving byte size accredited work based learning course designed to transform offending.

Luton Project - is a commission by the Tutu Foundation to produce a Knife Crime resource pack for Luton Borough Council.

Street Doctors - Stepwise project is a structured partnership project with the local Hackney based reduction violence partner Street Doctors. This project targets at risk young people and provides a mix of highly structured workshops teaching first aid, peer to peer teaching skills and delivered through supported mentoring, visits to places of interest and advice with career development.

Climb Over - Is a unique two-year EU Erasmus Funded programme which facilitates the partnership between Voyage London, Brodoto in Croatia and Active Youth in Lithuania. The two-year programme explores the barriers to career development and employment for young people with criminal justice backgrounds. The project facilitates professional dialogue, exchange visits between our staff, young people and the wider circle of Hackney based youth organisations.

Voyage Digitisation - Voyage's new digital strategy represents a significant overhaul of our approach to service delivery, which comes as a direct response to the impact of COVID19. Voyage adopted these strategies so that contact, communication and engagement can be delivered online, helping us work with more young people and more companies hoping to join our ranks. The new digital platform allows for the seamless embedding of forms for data collection used to monitor access numbers, learning and session improvements and to facilitate the well-timed delivery of questionnaires designed to capture the empowerment distance our young people travel.

Race for Nature -Kickstart- Kickstart is a government initiative which is aimed at 16-24 year olds claiming Universal Credit. The programme provides them with the opportunity to get a six-month job with a local employer through the Kickstart Scheme. Kickstart jobs are partly funded by the Government to offer exciting opportunities for young people to gain valuable work experience.

Black Men 4 Change - is a year long funded programme from the Violence reduction Unit providing a robust programme of workshops designed to encourage young people discuss and explore the impacts on their mental health. This project led to young people becoming peer leaders for our wider community programme.

Young Leaders For Sustainable Cities (YLFSC) - The Young Leaders for Sustainable Cities course will equip black and diverse young people (14 years) with the knowledge, skills and opportunities to overcome challenges and access related to environmental issues and injustice.

Voyage young leaders will be empowered to challenge their own perception of the environment sector and learn how black and disadvantaged communities in society and around the world are disproportionately affected by issues such as climate change, air pollution and a lack of access to green space. Voyage will encourage students to learn collegially in this dynamic leadership programme delivered by black tutors with lived experience as well as experience in delivering programmes using cognitive behavioural methodology. Environmental sector representatives will be invited to share insights and facilitate unique access to the sectors growing employment opportunities. Active and immersive learning, mentoring and work experience opportunities will empower young people to become green leaders in their communities and encourage their peers to do the same.

In the long term, the course aims to address the lack of representation in the environment sector, which is only 3.1% non-white in the UK, as well as changing the current state of nature and the local and global impacts environmental degradation and climate change has on black lives.

Further details regarding the Funds are included in the report of the Trustees.

VOYAGE

England & Wales - Charity number 1068108

Accounts

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31st March 2021
for
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Meyer Williams
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

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for the Year Ended 31st March 2021

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Detailed Statement of Financial Activities	26 to 27

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Chair's Report
for the Year Ended 31st March 2021

2020/21 was a very challenging year for Voyage due to the uncertainties caused by the pandemic. Whilst there were some initial shockwaves felt by the charity as the pandemic took hold, we were grateful for a small number of committed partners coming in to support us with some ground breaking contributions. The support received at this very unusual time was at a level which encouraged us to think carefully about planning for a future. I must admit how odd this felt at a time when so many charitable organisations were planning for risks, recovery and even closure. On behalf of our wider pool of trustees I wish to convey my deepest thanks for these partners coming in to join us at such a crucial time and demonstrating an advanced understanding of the need to support young people of colour at such an important time.

I also wish to convey our heartfelt thanks to Voyage's amazing team of staff, volunteers and young people who have stepped up at a time when the odds were against us. It was their dedication, hard work and belief that helped Voyage to shine at a time when the world was changing. I cannot express how much this has helped galvanise us as trustees encouraging new thoughts about expanding our number of trustees, widening our offer of leadership programmes and ensuring we have the necessary policy documentation to facilitate this.

It gives me a great sense of pride to continue to be associated with Voyage. I am humbled by the excellent outcomes of the work we do as evidenced by the amazing achievements of the young people we serve. I have nothing but gratitude for our staff, supporters and partners and I would ask that you continue to support us in delivering our programmes and wider services.

CEO Note

It gives me great pleasure submitting our accounts for the 2020/21 financial year. To me and our wider team 2020/ 21 was a very special year for Voyage. It was a year we did not think we would survive nor think that young people would want to join our schemes of work as they have done. In both cases we were wrong, and I have been completely surprised how the pandemic has inspired and opened many new financial avenues and partnership doors, now encouraging plans to precipitate Voyage's expansion and growth agendas.

These contributions have gone on to focus and galvanise our amazing staff team and at the same time helped mobilise our wider circle of volunteers, supporters and our board of trustees. The pandemic and powerful events and actions at both community and corporate levels inspired by the death of George Floyd have helped highlight structural race inequalities across the globe. I believe this has also created a deeper understanding of our reason for being and the importance of a need for exclusive focus on supporting young people of colour.

This new understanding has helped to progress and forge new relationships with a wider circle of corporate companies and charities never previously imagined. This has helped to create a positive effect on our funding application success rates, corporate donations, commissioned income, individual giving and extensive offers of practical support from over 80 professionals joining us as mentors, workshop contributors and work experience hosts.

We are cautiously trying to make a sense of these new expressions of support for Voyage and whilst we wish to expand our schemes of work we aim do so at a pace we are comfortable with. That way we can observe contribution trends over a longer period and use the time to develop our strategies, policies and back office functions progressing Voyage towards a relaunch in 2022 with greater confidence.

We look forward to embracing another year of growth building and consolidating new found relations and extending our partnerships to create more opportunities for our beneficiaries.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

The Trustees present their report along with the financial statements of the Charity for the year ended 31st March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in 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 (Second edition) and Financial Reporting Standard FRS 102.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The charity is controlled by its governing document and memorandums of association constituting an unincorporated charity.

The Charity's Background

Voyage was set up in 1998 by the Metropolitan Black Police Association to address issues of racial disproportionality following the MacPherson report.

Voyage is based in Hackney's New City College to ensure young people under 16 who wish to become young leaders understand the importance of sustaining their involvement in higher education beyond secondary school. Voyage stands for **Voice of Youth and Genuine Empowerment**. We chose this name because we are committed to empowerment, youth advocacy and community leadership. We want young people to use their voices to have a stake and say in the wider community and we want to empower them with a greater understanding of community safety and criminal justice agendas. Our expansion plans include the exploration of new educational courses and partnerships from which leadership development can be explored and new employability routes can be strengthened and eventually accessed.

Voyage wishes to sustain its reputation supporting vulnerable young people across London and strengthening their developmental journeys towards higher education and employment. In so doing we aim to reduce secondary school exclusions, maintain and improve academic performance, improving young people ability to speak out whilst making our young leaders more resilient and active contributors in their communities. As we support young people making these journeys we wish to ensure their voices are heard and speak on agendas that affect their lives and their communities.

REFERENCES AND ADMINISTRATIVE DETAILS

Registered Charity number

1068108

Principle address

The Hackney Community College
Shoreditch Campus
Falkirk Street
London
N1 6QH

Trustees

L Logan, PhD, MBE	- resigned 30.9.20
P Ramsay	- resigned 30.4.20
S Awak - Essien	- resigned after the year end
Ms K Okolo	
A R O'Flaherty	
Ms K Morris	
R Nix	
Ms O Matthews	
K Muhammad	
T Aumeer	– appointed after the year end
N S Marshall	– appointed after the year end
D E N Miller	– appointed after the year end

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

Independent examiner

Ralph Sears, FCCA
Meyer Williams
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Chief Executive Officer

P Anderson, MBE

Charity's website address

<https://voyageyouth.com>

Recruitment and Appointment of Management Board

Relevant professionals, lay people and young people are eligible to serve as Trustee Board members or to nominate others. The maximum number of Trustee Board (the Board) members is 12 comprising a mix of education, political, legal, financial, criminal justice, community safety and youth engagement specialists making up our active list of board members. Our trustees have been specially appointed to support Voyages vision to involve young people in its governance structures and working groups and in particular assist the senior management team involve and embed its graduates into its decision making structures.

A Board member may hold office for a maximum of four years. The Chair is elected by the membership for a two year term of office and for no more than four years. The board meets five to six times a year and on occasions for thematic, developmental, safeguarding, expansion and business review days. To assist with expansion of Voyage Trustees provide a wide range of skills needed for good governance, managing risks and developing strategies to enable sustainability and growth and more specifically in the areas of capital projects, digital systems delivery, climate change/conservation and higher education financing. All Trustees are requested to complete a skills audit questionnaire and provide a brief statement to inform their involvement in ad hoc working parties, where and when necessary.

Trustee Induction and Training

Most Trustees are familiar with the work of the organisation since the board is selected from professionals and young people that have had significant levels of involvement in the organisation or have been recipients of its programmes or services. We are keen to ensure that our board reflects the communities we serve therefore Voyage has adopted a youth advisory Board to ensure the voices of young people not only reflect what the charity does but shapes how it operates and the strategies it deploys.

An induction pack has been put together which includes various Charity Commission publications, published accounts, financial protocols, staff structure, risk assessment documents, the current strategic plan, working budget and the Memorandum and Articles. This is supported by an online repository (resources, information, policy and strategies) accessible on Voyage's recently adopted digital delivery system called Moodle.

The Chair of the Trustee Board and Chief Executive meet with new Trustees to discuss the obligations of Trustee Board members. This meeting covers;

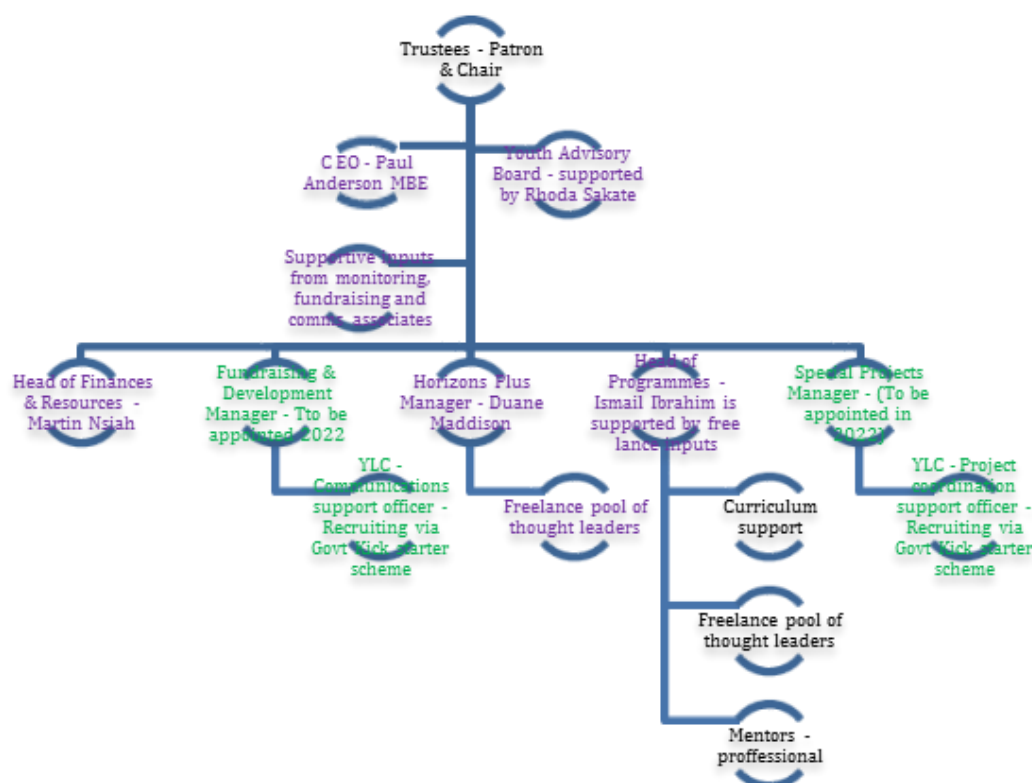
- The main documents which set out the strategic/operational framework of the Charity including the Memorandum and Articles;
- Resources and the current financial position as set out in the latest published accounts and management reports;
- Future plans and objectives;
- Safeguarding and risk management
- An overview of the work of the organisation and staff team.

Trustee training and development takes place according to need, in response to changes in the external environment and in response to individual requests. A dedicated budget is allocated for this purpose.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

Voyage organisational Structure



Risk Management

The Board is responsible for the management of risks faced by the charity. Detailed consideration of risk and mitigating action are delegated to senior management staff. Risks are identified, assessed and controls established throughout the year. A formal review of the charity's risk management processes is undertaken on an annual basis and individual risks are reviewed at each Trustee Board meeting on a rolling cycle.

- Safeguarding and the welfare of beneficiaries and our staff
- Strategic planning, budgeting and management accounting
- Established organisational and governance structure and lines of reporting, with declarations and register of interests for Trustees and the executive team
- building our financial reserves

Additional functions include: -

- Formal written policies, which are reviewed as and when required or annually
- Hierarchical authorisation and approval levels
- Regular assessments of risk at board meetings including key business risks
- Annual consideration of the level of reserves and the reserves and investment policy
- Formal agenda for Board activity and detailed minutes of decisions
- Safeguarding and ensuring compliance stays at the forefront of operational planning

Detailed terms of reference for all sub-committees and the involvement of Trustees in all formal or time limited working groups, including those established to oversee special partnership projects.

Through the risk management processes established for the charity, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. Voyage also uses Trustee indemnity insurance.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

Staff Recruitment and Remuneration

Voyage is committed to encouraging diversity and promoting equal opportunities to provide a working environment that is inclusive, free from discrimination and where everyone is treated fairly and with respect. We have a fully inclusive recruitment process which guarantees an interview for all applicants who declare themselves disabled and who meet the minimum criteria. We offer flexible working where appropriate in order to meet staff needs and also support environmental initiatives such as the “Bike to work scheme”.

We follow the NJC salary scales for administration and project staff and we are progressing towards being a London Living Wage employer. Key management personnel salaries are set by Trustees on appointment according to skills and experience. The Board reviews all salaries on an annual basis and managers also review during staff annual appraisals.

Our Trustees, staff and volunteers are important to our programme because they have had similar experiences to our beneficiaries and most if not all are from similar social, economic and demographic backgrounds.

OBJECTIVES AND ACTIVITIES

In 2020/ 21 Voyage was grateful to announce its plans to produce a new constitution and terms of reference document with its new pro bono partner Slaughter and May. Voyage is currently reviewing its charitable documents with a view to making specific changes in order to ensure expansion plans are appropriately supported by its governing documents.

Presently the **objects** of Voyage, as laid out in the Memorandum and Articles, are

- To encourage the development and formation of plans that assist the reduction of disproportionate impact on black and minority ethnic communities
- To promote active and responsive citizenship particularly amongst members of the public who are from black or from other minority ethnic groups across England and Wales.
- To empower, advocate, facilitate support for and champion the needs and voice of young people involved in the criminal justice system
- To reduce the disproportionate number of young offenders from black and minority ethnic communities in England and Wales.

Our Mission

Voyage’s mission is to:

- Reduce crime in at-risk boroughs by challenging the need to join gangs.
- Improve the community's trust and confidence in the police.
- Augment participation in community structures and stimulate positive representation of black and minority communities across localised participation structures.
- Raise educational attainment levels in secondary schools; particularly for black and minority ethnic communities.

Voyage manages three programmes guided by its themes:

- 1 Empower - Voyage is committed to ensuring that young people in London have an opportunity to honour and develop their skills, and does this through the Young Leaders for Safer Cities programme, which epitomises Its leadership focus.
- 2 Transform - Voyage aims to make significant contributions to alter the future of those at risk of potential criminal activity. Voyage's criminal justice work in HMPYOIs (Feltham) and Young Offenders Services (YOSs) underpins this.
- 3 Sustain - This area supports our work with young people that have completed our programmes and want to make continue our work. This is expressed in the form of an Alumnus under the Young Black Positive Advocates (YBPA).

Voice of Youth and Genuine Empowerment
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Report of the Trustees
for the Year Ended 31st March 2021

The activities for each financial year are detailed in the sections, which follow, and broadly comprise:

- Acting as a voice for the children, young people and families voluntary sector, promoting the sector's interest and ensuring its views are heard in national, regional and local decision making structures which have a bearing on work with children and families.
- The provision of advice, briefings and information to trustees, regional groups, government departments, statutory and non-statutory organisations, professional bodies, the media and the public.
- The organising of seminars, workshops and round tables, consultation meetings, and expert working groups on issues of concern to the sector, frequently in partnership.
- Preparing, publishing and distributing material on matters relating to black and minority children, young people and their families, and voluntary sector concerns.

In providing these services and undertaking the activities described, Voyage is providing public benefit in line with its primary charitable objectives. When planning activities for the year ahead, the organisation has considered the Charity Commission guidance on public benefit. Voyage also ensures that our young people, their families and schools, and our partner organisations help to shape the way that our work is carried out. We actively consult our beneficiaries before, during and after their engagement with us using survey tools, interviews and informal interactions (talking heads and un-conferencing). We also regularly seek feedback from our Youth Advisory Board, parents/carers, and from schoolteachers.

ACHIEVEMENTS AND PERFORMANCE

Our Vision

Voyage believes in creating a society where children and young people from black and minority communities are valued, protected, and listened to, their families are supported and communities in which they live are properly resourced; and we are committed to working alongside partners in the voluntary, community and statutory sector and others who share this vision. We believe that the voluntary sector has a vital role to play in achieving this vision both in the delivery of child and youth centred services and in the advocacy and campaign work required to highlight need, challenge discrimination and change public perceptions.

Our Mission

We want to **Empower** marginalised young BAME people and provide them with the self-awareness and motivation to **Transform** themselves and their communities. We aim to enable them to **Sustain** successful partnerships and meaningful relationships.

Achievements for the period

Navigating the Pandemic and its long-term effects

During the pandemic, life became virtual and sadly young people from disadvantaged backgrounds were not able to adapt as easily and readily as other sections of society. Locally, young people told us about how the pandemic has left gaping holes in their educational attainment and development whilst losing out on the support typically in place to help them to make successful transitions from one year to another or into places of higher educational learning.

These concerns significantly impacted on the wellbeing of our young people made worse by dwindling employment prospects, stiffer competition for university places and limited access to apprenticeships and work experience opportunities.

In any given year Voyage offers fixed and open-ended face to face programme, supporting young people in making effective academic, social, cognitive and emotional transitions. However due to the pandemic and its devastating effects on the availability of young people, access to referral schools and noticing higher levels of mental health in young people Voyage chose reduce direct face to face work in 2020/21 and replace this with online engagement.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

In addition to this Voyage has used the period to:

- focus on expansion strategies to include new courses, workshops and mentoring schemes
- relationships with New City College and integrate this with Black Men for Change
- establish, build and make accessible our work through adopting digital strategies
- undertake more commissioning work to provide paid opportunities for graduate young people
- set up and firmly establish our Youth Advisory Board and set formal budgets to enable their involvement

Organizationally Voyage chose to not run our Safer Cities and Horizon Plus programme and focus on employability schemes to ensure a stronger focus on supporting our graduate rise toward higher education. In addition organisational capacity was focused on:

- exploring constitutional adaptations and increasing the number of trustees on our board
- strengthen governance, policies and strategies to ensure effective preparation for expansion and growth
- focus on mental health when engaging young people

Other areas of delivery for 2020/21

2020 was an unusual year at Voyage as much of our work was delivered online and much of our engagement included projects and partners who can strengthen the mental health of our beneficiaries. With the new funding from the GLA and our new partnership with the Black men for change Project Voyage was able to host several online mental health awareness sessions with health partners. Voyage was able to launch its first professional mentoring project connecting our young people with professionals as well as starting a new national mentoring project underpinned by the Governments Kickstarter Scheme.

All Voyage projects were planned in 2020/21 were guided by the Voyage (journey of a young leader) concept of Discover, Participate, Collaborate, and Lead used to focus our delivery strands.

For Discovery, as part of our wider piece of work around mental health we were able to organise and host online and face-to-face workshops on several mental health strands.

Operations Smiles under the concept of Participate, provided an excellent opportunity to involve our young people in a ground-breaking upcycling community mental health initiative. This went on to receive much press attention raising Voyages' profile marking the start of face to face work with young people. Following the success of Operation Smiles Voyage continued with the theme of Participation and organised a scaled down version of our annual summer scheme and delivered an amazing Black History Month Programme with creative partners The Shoal Collective. Voyage also partnered with Universal Board Games to set up a Peer Mentoring Project in Quarter 4.

Summary of impact

Each year Voyage reviews its impact across the projects and programme it delivers.

In 2020/ 21 Voyage engaged a total of 336 young people under 18 years of which

68% were young women
32% were young men
30% identified as Muslim

We summarise our impacts for 2020/ 21 as follows:

278 young people recorded an improved attitude towards the Police
120 young people enrolled in University and accepted offers
120 young people recorded significantly raised attainment levels at school
120 young people have recorded significantly higher aspirations
84 young people joined our mentoring schemes
43 young people have elevated voices and participate in community structures
12 young people joined our Youth Advisory Board

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

Summary of impact - Continued

Voyage engaged a total of 58 young adults between 18 – 21 years of which

55% were young women

45% were young men

20% identified as Muslim

58 young people recorded an improved attitude towards the Police

58 young people have recorded significantly higher aspirations

19 young people enrolled in University and accepted offers

38 young people joined our mentoring schemes

6 young people have elevated voices and participate in community structures

3 young people joined our Youth Advisory Board

Looking a head

Voyage also saw a noticeable increase in grants from trusts and foundations and additional uplifts from our new corporate partners inspiring confidence in planning long-term expansion goals.

So as a direct consequence of new funds and commitments being received Voyage is now in a much stronger position to forecast growth and take effective steps towards:

- Developing a new suite of learning and supportive workshops
- Developing a new constitution and adopting CIO status
- Launching a new website and marketing collateral
- Embracing digital and online delivery methods
- Introducing new roles to the SMT - Head of Programmes, Special Projects and a dedicated fund raiser
- Embedding the voice of its youth to support programme refinements
- Increasing the number of trustees and advisory discussion groups
- Building on and expanding corporate relationships in the City of London

Report Impacts

Voyage is pleased to present significant progress made with a number of our respective programmes, partnerships and people made possible with increases in revenue investment from corporate companies. The confidence derived from this support has underpinned, unlocked, and enabled so much for Voyage, boosting confidence, morale and served to garner wider interest and commitments from new donors and a wider circle partners and investors.

Comparing income positions from the previous financial year in 2019, Voyage is humbled to confirm it is now in a much stronger position that it has been in the previous 5 years. Especially, given that in March 2020 Voyage began working closure plans due to an expectation the pandemic would compromise weak relationships with investors, lower our success rates in applying for grant funding and projecting statutory funding would simply dry up.

Then out of nowhere, George Floyd was killed. Within a matter of days this killing awoke the public consciousness and lead to phones (already diverted to our respective homes) ringing off the hook with enquires from individuals, small business, institutions and corporate partners. This was amazing and hugely uplifting for Voyage. These enquiries lead to Voyage being invited to take part in BBC and Channel Four interviews, helping to catapult Voyage into the public sphere leading to significant donations, generous volunteering offers and one-off contributions from corporate institutions.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

Commissioning and income generation

Voyage's suite of learning, hard to reach interventions and our talented pool of lived experienced tutors provide unique opportunities to share our work in new locations across London. This includes offering services to local authorities, a wider network of schools (PRUs) and youth offending organisations and youth offending institutes.

Guided by the disproportionate impacts of the Coronavirus and events in the US inspired by the Black Lives Matter movement we believe our commissioning and access to income generation will grow. This includes our Diversity and inclusion training typically offered to more embryonic voluntary organisations with non-diverse staff teams and challenges with reaching marginalised young people (especially BAME young people).

Voyage will be working with experienced team of fundraisers in the future, ensuring that we are in a better position to gain larger contributions from individuals and corporations supported by an annual fund-raising events programme.

Funds in deficit

YLFSC – YLFSC is the flagship programme for Voyage but unfortunately over the years Voyage has struggled to raise the required funding to sustain this programme. During the year 2020/2021 there was insufficient funds raised at the beginning of the programme before it started and therefore Voyage has had to finance the over expenditure from the free reserves.

Horizon Plus – The project has marginally run into a deficit position within the year due to the costs incurred outweighing the income received. It is expected that further income will be received to cover the shortfall next year.

Race 4 Nature and Kick Start Projects – These projects towards the end of the year with income being received for this charitable purpose within the 2021/22 financial year.

Reserves policy

The Trustees recognise that they have an overriding duty to act prudently and in the best interests of the charity as per our overall reserves policy, and that this extends to making sensible provision for the future in the form of retaining an appropriate level of reserves. The Board has examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets or otherwise committed.

FUTURE PLANS

The new emphasis on expansion into new location across London will require a considerable effort by staff and board supported by growth in Voyages income from Trusts and foundation and in particular increasing investment from corporate sectors and income generation activities.

Overall, the organisation's priorities will be:

- To focus on expanding in London before progressing to cities across the UK
- To grow and strengthen our pool of tutors, mentors and workshop delivery specialists with a special focus on increasing the number of females tutors
- Diversify income streams to ensure effective organisational sustainability and growth are at the forefront of our plans to expand
- To act as a strong leadership voice on the many challenges facing children, youth and their families
- To embed our new organisational theory of change into our operational practices and procedures
- To widen our project portfolio to include parent workshops, homework clubs and focus on gender specific work
- To embed a framework of volunteering within Voyages operations and attract partners who can extend these opportunities to more tangible endeavours

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

FINANCIAL REVIEW

2020/21 was an unusual year at Voyage, with most of our engagement taking place online. Whilst this process was not entirely smooth, most of the young people engaged well and many of our planned activities in community and school settings all made safe transitions to our online portal eventually.

Our key programmes for 2020/21

The Windrush Elders project - was created and developed by Voyage as an intergenerational project for its young leaders engaging them in social action projects and community volunteering. The focus of the project was to introduce young people to Caribbean elders to help them understand the impact of African and Caribbean migration to the UK by documenting individual stories and journeys of our Windrush elders. Voyage produced a photographic book and shared this with our Haringey partners at the African Caribbean Leadership Company.

Black Men for Change – was a yearlong funded programme from the Violence Reduction Unit providing a robust programme of workshops designed to encourage young people discuss, explore and confront impacts on their mental health. This project developed our young people into becoming peer leaders for our wider community programme helping us to establish a range of peer interventions.

Secondary School Transition Programme - providing a range of transition projects aimed at four secondary schools across East and North London. The programme was developed to explore the challenges young people faced as they made transitions from year 9 to year 10. The programme explored the challenges for 30 under-achieving, at risk young people helping to ensure they avoided school exclusion and made a safe transition to year 10 linked to mentoring support and access.

Employability and work experience – is both a strategy and programme of work ensuring Voyage's new found corporate and commercial partners contribute both individuals and opportunities to the young people we work with. Voyage was able engage its commercial and corporate partners to enrich our online engagement sessions and to explore and embed a range of physical work placements for 2021 and beyond.

Professional Mentoring – successful relationships with our growing pool of corporate and commercial donors lead to the formation of Voyage's first professional mentoring scheme. Voyage developed a highly structured process of recruitment, safeguarding awareness training, DBS completion, maximising mentoring and pairing workshops. This successful formula has helped to increase our mentoring numbers and acts as a wider vehicle for recruiting additional mentoring partners.

Operation smiles – is an up cycling volunteering work experience project designed to redistribute unsold flowers from Arena Flowers to individuals in need. The project had a big focus on those recovering from the symptoms of the COVID19 pandemic, those who has lost loved ones, unsupported carers in the community as well our Windrush elders in Haringey. This project acted as a major catalyst encouraging young people to come out of their homes between lockdowns.

Race for Nature - Race for Nature's Recovery will leverage Government investment via the Kickstart Scheme for a once in a generation opportunity to tackle racial inequality and climate and ecological breakdown through work placement schemes for Black Asian and Minority Ethnic (BAME) people in environmental organisations.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Report of the Trustees
for the Year Ended 31st March 2021

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website.

Approved by order of the board of trustees on 30th January 2022 and signed on its behalf by:



.....
A R O'Flaherty - Trustee

Independent Examiner's Report to the Trustees of
Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

I report to the trustees on my examination of the financial statements of Voice of Youth and Genuine Empowerment (V.O.Y.A.G.E) ('the charity') for the year ended 31st March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

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 Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 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.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

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:

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

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Ralph Sears, FCCA
Meyer Williams
Chartered Accountants
Stag House
Old London Road
Hertford
Hertfordshire
SG13 7LA

Date: **31st January 2022**
.....

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Statement of Financial Activities
for the Year Ended 31st March 2021

	Notes	Unrestricted fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
INCOME AND ENDOWMENTS FROM					
Voluntary income	2	203,578	51,567	255,145	96,373
Other charitable activities	3	27,934	87,283	115,217	96,872
Other income		<u>71</u>	<u>-</u>	<u>71</u>	<u>149</u>
Total		231,583	138,850	370,433	193,394
 EXPENDITURE ON					
Charitable activities	4				
Charitable activities		<u>88,360</u>	<u>147,778</u>	<u>236,138</u>	<u>189,171</u>
 NET INCOME/(EXPENDITURE)		143,223	(8,928)	134,295	4,223
 RECONCILIATION OF FUNDS					
Total funds brought forward		<u>29,048</u>	<u>29,760</u>	<u>58,808</u>	<u>54,585</u>
 TOTAL FUNDS CARRIED FORWARD		<u><u>172,271</u></u>	<u><u>20,832</u></u>	<u><u>193,103</u></u>	<u><u>58,808</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E.)

Balance Sheet
31st March 2021

	Notes	Unrestricted fund £	Restricted funds £	31.3.21 Total funds £	31.3.20 Total funds £
FIXED ASSETS					
Tangible assets	10	10,838	-	10,838	3,533
CURRENT ASSETS					
Debtors	11	13,166	200	13,366	31,976
Cash at bank		<u>183,972</u>	<u>20,632</u>	<u>204,604</u>	<u>44,649</u>
		197,138	20,832	217,970	76,625
CREDITORS					
Amounts falling due within one year	12	<u>(35,705)</u>	-	<u>(35,705)</u>	<u>(21,350)</u>
NET CURRENT ASSETS		<u>161,433</u>	-	<u>182,265</u>	<u>55,275</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>172,271</u>	<u>20,832</u>	<u>193,103</u>	<u>58,808</u>
NET ASSETS		<u>172,271</u>	<u>20,832</u>	<u>193,103</u>	<u>58,808</u>
FUNDS	13				
Unrestricted funds				172,271	29,048
Restricted funds				<u>20,832</u>	<u>29,760</u>
TOTAL FUNDS				<u>193,103</u>	<u>58,808</u>

The financial statements were approved by the Board of Trustees and authorised for issue on ~~30th January 2022~~ and were signed on its behalf by:


.....
A R O'Flaherty - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Charity constitutes a public entity as defined by FRS102.

The financial statements have been prepared in sterling which is the functional currency of the charity under the historical cost convention.

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 have adopted the going concern basis for the preparation of the financial statements.

On the date of these financial statements' approval, there remains great uncertainty as to the long term impact of the Coronavirus pandemic and its affects it will have on the global economy. The trustees consider the charity to be sufficiently robust that its operations will not be significantly affected. The trustees are continuously monitoring the charity's income and cost base for any adverse movements in value and costs and will take action wherever necessary to protect the charity's stakeholders interests should the period of uncertainty continue for longer than expected.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 a continuing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only to year, or in the year of the revision and future years if the revision affects both current and future years.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements.

Incoming resources

All income is recognised once the charity has entitlement to the income, there is sufficient certainty or receipt and so it is probable that the income will be received, and the amount of income receivable can be measured reliably.

Donations and grants are recognised when they have been communicated as receivable in writing with notification of both the amount and settlement date. In the event that either type of income is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included upon notification of the interest paid or payable by the Bank.

Government Grants

Grants received via the UK Government's 'Job retention scheme' are recognised at the transaction's fair value on an accruals basis and are recorded as income within the statement of financial activity (SOFA) in the period to which the underlying staff costs relate.

1. ACCOUNTING POLICIES - continued

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 20% on reducing balance
Fixtures and fittings	- 20% on reducing balance
Computer equipment	- 33% on reducing balance

Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discount due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk to changes in value.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Foreign currencies

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

1. ACCOUNTING POLICIES - continued

Irrecoverable vat

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

2. VOLUNTARY INCOME

	31.3.21	31.3.20
	£	£
Donations	228,882	96,373
Government grants received	<u>26,263</u>	<u>-</u>
	<u><u>255,145</u></u>	<u><u>96,373</u></u>

3. OTHER CHARITABLE ACTIVITIES

	31.3.21	31.3.20
	£	£
Fundraising events	52,392	35,739
Grants receivable	<u>62,825</u>	<u>61,133</u>
	<u><u>115,217</u></u>	<u><u>96,872</u></u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 5) £	Support costs (see note 6) £	Totals £
Charitable activities	<u><u>196,881</u></u>	<u><u>39,257</u></u>	<u><u>236,138</u></u>

5. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.21	31.3.20
	£	£
Staff costs	78,697	56,902
Rent and rates	8,661	19,289
Telephone	560	1,340
Postage and stationery	1,647	754
Tutors	45,403	36,451
Project costs	46,959	43,278
Catering	5,388	-
Travel and accommodation	3,635	2,041
Website and IT	2,959	380
Residential	2,149	-
Volunteer	-	3,306
Foreign exchange losses	188	-
Depreciation	<u>635</u>	<u>560</u>
	<u><u>196,881</u></u>	<u><u>164,301</u></u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

6. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Charitable activities	<u>35,837</u>	<u>3,420</u>	<u>39,257</u>

Support costs, included in the above, are as follows:

Other

	31.3.21 Charitable activities £	31.3.20 Total activities £
Wages and related costs	10,596	6,721
Telephone	560	1,340
Postage	1,271	1,124
Sundries	-	25
Rent and rates	12,139	7,603
Office repairs and maintenance	1,130	-
Website IT and advertising	4,438	1,010
Bank charges and interest	68	54
Printing	3,528	2,188
Consultancy and professional	-	59
Insurance	593	587
Staff training	879	-
Depreciation of tangible fixed assets	<u>635</u>	<u>559</u>
	<u>35,837</u>	<u>21,270</u>

Governance costs

	31.3.21 Charitable activities £	31.3.20 Total activities £
Sundries	-	100
Accountancy and legal fees	<u>3,420</u>	<u>3,500</u>
	<u>3,420</u>	<u>3,600</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

7. TRUSTEES' REMUNERATION AND BENEFITS - continued

Trustees' expenses

Trustees expenses charged in the year ended 31 March 2021 amounted to £nil (2020 - £nil).

8. STAFF COSTS

Staff costs were as follows:

	31.3.21	31.3.20
	£	£
Salaries and wages	84,322	62,369
Social security	3,046	312
Pension	1,925	942
	<u>89,293</u>	<u>63,623</u>

The average monthly number of employees during the year was as follows:

	31.3.21	31.3.20
Administration and fundraising	2	2
Project officer	2	2
	<u>4</u>	<u>4</u>

No employees received emoluments in excess of £60,000.

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Voluntary income	47,129	49,244	96,373
Other charitable activities	3,297	93,575	96,872
Other income	<u>26</u>	<u>123</u>	<u>149</u>
Total	50,452	142,942	193,394
EXPENDITURE ON			
Charitable activities			
Charitable activities	40,539	148,632	189,171
	<u> </u>	<u> </u>	<u> </u>
NET INCOME/(EXPENDITURE)	9,913	(5,690)	4,223
RECONCILIATION OF FUNDS			
Total funds brought forward	19,135	35,450	54,585
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD	<u>29,048</u>	<u>29,760</u>	<u>58,808</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

10. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1st April 2020	10,980	680	5,261	16,921
Additions	<u>-</u>	<u>1,312</u>	<u>7,262</u>	<u>8,574</u>
At 31st March 2021	<u>10,980</u>	<u>1,992</u>	<u>12,523</u>	<u>25,495</u>
DEPRECIATION				
At 1st April 2020	9,227	680	3,481	13,388
Charge for year	<u>351</u>	<u>105</u>	<u>813</u>	<u>1,269</u>
At 31st March 2021	<u>9,578</u>	<u>785</u>	<u>4,294</u>	<u>14,657</u>
NET BOOK VALUE				
At 31st March 2021	<u>1,402</u>	<u>1,207</u>	<u>8,229</u>	<u>10,838</u>
At 31st March 2020	<u>1,753</u>	<u>-</u>	<u>1,780</u>	<u>3,533</u>

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21 £	31.3.20 £
Trade debtors	200	17,335
Other debtors	<u>13,166</u>	<u>14,641</u>
	<u>13,366</u>	<u>31,976</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.21	31.3.20
	£	£
Trade creditors	27,280	7,144
Other creditors	4,925	2,506
Accruals and deferred income	<u>3,500</u>	<u>11,700</u>
	<u>35,705</u>	<u>21,350</u>

Deferred income

The charity has received income from a number of benefactors who have stipulated that the funds are provided on the condition that they are used over a specified period of time.

Grants and donations received which have these conditions attached are held as deferred income until the charity has met the criteria, at which point it is then entitled to recognise this money as income received in the statement of financial activity (SOFA).

The movement on deferred income was as follows:

	31.3.21	31.3.20
	£	£
Brought forward as at 1st April	8,200	-
Deferred income recognised	-	8,200
Deferred income released	<u>(8,200)</u>	<u>-</u>
Balance carried forward as at 31st March	<u>-</u>	<u>8,200</u>

Voice of Youth and Genuine Empowerment
(V.O.Y.A.G.E)

Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

13. MOVEMENT IN FUNDS

	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	29,048	143,223	172,271
Restricted funds			
YLFC - Young Leaders for Safer Cities	(14,840)	5,113	(9,727)
SHLA - South Hackney Leadership Academy	(5,766)	16,339	10,573
Horizon Plus	31,680	(32,168)	(488)
Luton Project	99	-	99
Erasmus project	14,877	(14,214)	663
Street doctor	3,710	-	3,710
Digitisation	-	26,991	26,991
Blackmen 4 Change	-	1,638	1,638
Race 4 Nature	-	(8,547)	(8,547)
Kick Start Project	-	(4,080)	(4,080)
	<u>29,760</u>	<u>(8,928)</u>	<u>20,832</u>
TOTAL FUNDS	<u>58,808</u>	<u>134,295</u>	<u>193,103</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	231,583	(88,360)	143,223
Restricted funds			
YLFC - Young Leaders for Safer Cities	10,000	(4,887)	5,113
SHLA - South Hackney Leadership Academy	28,350	(12,011)	16,339
Horizon Plus	-	(32,168)	(32,168)
Erasmus project	7,412	(21,626)	(14,214)
Digitisation	79,792	(52,801)	26,991
Blackmen 4 Change	13,296	(11,658)	1,638
Race 4 Nature	-	(8,547)	(8,547)
Kick Start Project	-	(4,080)	(4,080)
	<u>138,850</u>	<u>(147,778)</u>	<u>(8,928)</u>
TOTAL FUNDS	<u>370,433</u>	<u>(236,138)</u>	<u>134,295</u>

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Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	19,135	9,913	29,048
Restricted funds			
YLFC - Young Leaders for Safer Cities	1,679	(16,519)	(14,840)
SHLA - South Hackney Leadership Academy	2,650	(8,416)	(5,766)
Horizon Plus	31,022	658	31,680
Luton Project	99	-	99
Erasmus project	-	14,877	14,877
Street doctor	-	3,710	3,710
	<u>35,450</u>	<u>(5,690)</u>	<u>29,760</u>
TOTAL FUNDS	<u>54,585</u>	<u>4,223</u>	<u>58,808</u>

13. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	50,452	(40,539)	9,913
Restricted funds			
YLFC - Young Leaders for Safer Cities	44,475	(60,994)	(16,519)
SHLA - South Hackney Leadership Academy	39,381	(47,797)	(8,416)
Horizon Plus	26,456	(25,798)	658
Erasmus project	24,674	(9,797)	14,877
Street doctor	7,956	(4,246)	3,710
	<u>142,942</u>	<u>(148,632)</u>	<u>(5,690)</u>
TOTAL FUNDS	<u>193,394</u>	<u>(189,171)</u>	<u>4,223</u>

14. RELATED PARTY DISCLOSURES

During the year the charity advanced £10,000 to a member of its Key Management Personnel with £1,000 being repaid within the year leaving a balance owing to the charity of £9,000 as at 31st March 2021 which is being repaid on a monthly basis.

There were no other related party transactions for the year ended 31st March 2021

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Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

15. FINANCIAL INSTRUMENTS

	31.3.21	31.3.20
	£	£
Financial assets		
Financial assets measured at fair value through the statement of financial activity (SOFA)	<u>-</u>	<u>14,641</u>

Financial instruments have been revalued using the prevailing exchange rate applicable to the entity at the balance sheet date.

16. FUNDS

YLFSC (Young leaders for Safer Cities) - BTEC course level 2 qualification focused on personal development, community leadership and crime related issues.

SHLA (South Hackney Leadership Academy) - is an inspired leadership academy to provide a powerful framework designed to encourage educational and career progression, build skills and raise confidence in graduates of YLFSC programme.

Horizons Plus - is a dynamic and challenging reoffending programme that combines our innovative therapeutic sessions alongside an evolving byte size accredited work based learning course designed to transform offending.

Luton Project - is a commission by the Tutu Foundation to produce a Knife Crime resource pack for Luton Borough Council.

Street Doctors - Stepwise project is a structured partnership project with the local Hackney based reduction violence partner Street Doctors. This project targets at risk young people and provides a mix of highly structured workshops teaching first aid, peer to peer teaching skills and delivered through supported mentoring, visits to places of interest and advice with career development.

Climb Over - Is a unique two-year EU Erasmus Funded programme which facilitates the partnership between Voyage London, Brodoto in Croatia and Active Youth in Lithuania. The two-year programme explores the barriers to career development and employment for young people with criminal justice backgrounds. The project facilitates professional dialogue, exchange visits between our staff, young people and the wider circle of Hackney based youth organisations.

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Notes to the Financial Statements - continued
for the Year Ended 31st March 2021

16. FUNDS - continued

Voyage Digitisation - Voyage's new digital strategy represents a significant overhaul of our approach to service delivery, which comes as a direct response to the impact of COVID19. Voyage adopted these strategies so that contact, communication and engagement can be delivered online, helping us work with more young people and more companies hoping to join our ranks. The new digital platform allows for the seamless embedding of forms for data collection used to monitor access numbers, learning and session improvements and to facilitate the well-timed delivery of questionnaires designed to capture the empowerment distance our young people travel.

Kickstart - Kickstart is a government initiative which is aimed at 16-24 year olds claiming Universal Credit. The programme provides them with the opportunity to get a six-month job with a local employer through the Kickstart Scheme. Kickstart jobs are partly funded by the Government to offer exciting opportunities for young people to gain valuable work experience.

Black Men 4 Change – is a yearlong funded programme from the Violence reduction Unit providing a robust programme of workshops designed to encourage young people discuss and explore the impacts on their mental health. This project led to young people becoming peer leaders for our wider community programme.

Race 4 Nature - Race for Nature's Recovery will leverage Government investment via the Kickstart Scheme for a once in a generation opportunity to tackle racial inequality and climate and ecological breakdown through work placement schemes for Black Asian and Minority Ethnic (BAME) people in environmental organisations.

Further details regarding the Funds are included in the report of the Trustees.

At the balance sheet date, the YLFSC, Horizon Plus, Race 4 Nature and Kick Start Projects were all in a deficit position by £9,727, £488, £8,547 and £4,080 respectively. The trustees are confident that sufficient funds have been received post balance sheet date to bring these funds back to a surplus position instead of making transfers from the general fund to return them to a net neutral position despite sufficient capital being available to do this.

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Detailed Statement of Financial Activities
for the Year Ended 31st March 2021

	31.3.21 £	31.3.20 £
INCOME AND ENDOWMENTS		
Voluntary income		
Donations	228,882	96,373
Government grants received	<u>26,263</u>	<u>-</u>
	255,145	96,373
Other charitable activities		
Fundraising events	52,392	35,739
Grants receivable	<u>62,825</u>	<u>61,133</u>
	115,217	96,872
Other income		
Bank interest received	71	26
Foreign exchange gains	<u>-</u>	<u>123</u>
	<u>71</u>	<u>149</u>
Total incoming resources	370,433	193,394
EXPENDITURE		
Charitable activities		
Wages and related costs	78,697	56,902
Rent and rates	8,661	19,289
Telephone	560	1,340
Postage and stationery	1,647	754
Tutors	45,403	36,451
Project costs	46,959	43,278
Catering	5,388	-
Travel and accommodation	3,635	2,041
Website and IT	2,959	380
Residential	2,149	-
Volunteer	-	3,306
Foreign exchange losses	188	-
Depreciation of plant and machinery	<u>635</u>	<u>560</u>
	196,881	164,301
Support costs		
Other		
Wages and related costs	10,596	6,721
Telephone	560	1,340
Postage	1,271	1,124
Carried forward	12,427	9,185

This page does not form part of the statutory financial statements

Voice of Youth and Genuine Empowerment
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Detailed Statement of Financial Activities
for the Year Ended 31st March 2021

	31.3.21 £	31.3.20 £
Other		
Brought forward	12,427	9,185
Sundries	-	25
Rent and rates	12,139	7,603
Office repairs and maintenance	1,130	-
Website IT and advertising	4,438	1,010
Bank charges and interest	68	54
Printing	3,528	2,188
Consultancy and professional	-	59
Insurance	593	587
Staff training	879	-
Depreciation of plant and machinery	<u>635</u>	<u>559</u>
	35,837	21,270
 Governance costs		
Sundries	-	100
Accountancy and legal fees	<u>3,420</u>	<u>3,500</u>
	<u>3,420</u>	<u>3,600</u>
 Total resources expended	<u>236,138</u>	<u>189,171</u>
 Net income	<u><u>134,295</u></u>	<u><u>4,223</u></u>