



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 27<sup>th</sup> October 1997 as amended on 14<sup>th</sup> 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  
Katrina Morris  
Kosi Okolo

Chair

R Nix  
Donata Miller  
Toby William  
Ola Dabiri  
James Wittle  
Siobhan Ogarro  
Kanar Muhammad

resigned 15th October 2022  
appointed 18th January 2024  
appointed 18th January 2024  
appointed 18th January 2024  
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.

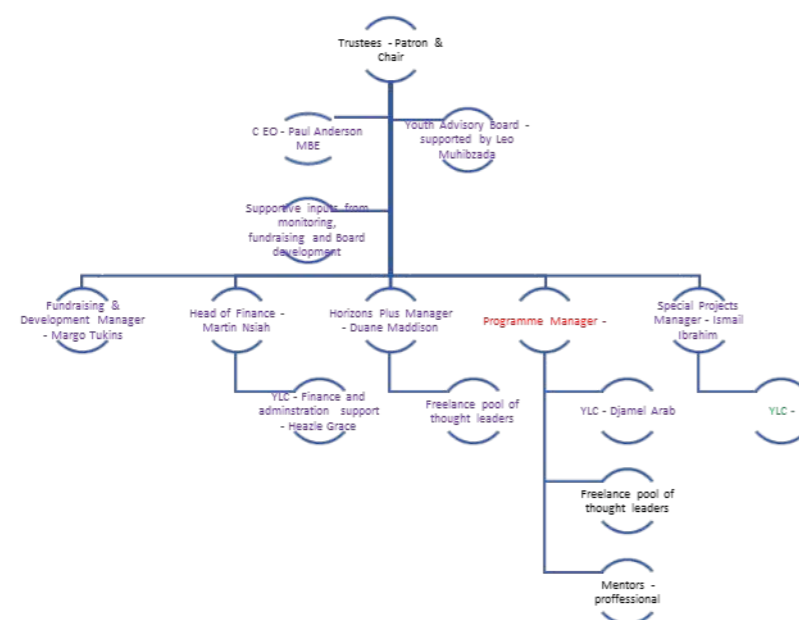
The Chair of the Trustee Board and Chief Executive meet with new Trustees to discuss the obligations of Trustee Board members. This meeting covers:

- 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 1<sup>st</sup> 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					
RECONCILIATION OF FUNDS		7,972	(15,381)	(7,409)	89,071
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
	<b>212,736</b>	<b>169,115</b>

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

Administration and fundraising	2	2
Project officer	5	4
	<b>7</b>	<b>6</b>

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	<b>175,594</b>	<b>242,462</b>	<b>418,056</b>

EXPENDITURE ON

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

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	<b>188,531</b>	<b>93,643</b>	<b>282,174</b>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

Trade debtors	560	43,895
Other debtors	119,816	2,941
	<b>120,376</b>	<b>46,836</b>

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
	<b>22,813</b>	<b>23,317</b>

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

<b>Unrestricted funds</b> General fund	188,531	7,972	196,503
<b>Restricted funds</b> 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
	<b>93,643</b>	<b>(15,381)</b>	<b>78,262</b>
Total	<b>282,174</b>	<b>(7,409)</b>	<b>274,765</b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b> General fund	198,055	(190,083)	7,972
<b>Restricted funds</b> 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)
	<b>224,605</b>	<b>(239,986)</b>	<b>(15,381)</b>
TOTAL FUNDS	<b>422,660</b>	<b>(430,069)</b>	<b>(7,409)</b>

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
14. MOVEMENT IN FUNDS - continued			
<b>Unrestricted funds</b>			
General fund	172,271	16,260	188,531
<b>Restricted funds</b>			
YLFC - Young Leaders for Safer Cities	(9,727)	9,727	-
<b>SHLA - South Hackney Leadership Academy</b>			
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
	<b>20,832</b>	<b>72,811</b>	<b>93,643</b>
<b>TOTAL FUNDS</b>	<b>193,103</b>	<b>89,071</b>	<b>282,174</b>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	175,594	(159,334)	16,260
<b>Restricted funds</b>			
YLFC - Young Leaders for Safer Cities	9,727	-	9,727
<b>SHLA - South Hackney Leadership Academy</b>			
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
	<b>242,462</b>	<b>(169,651)</b>	<b>72,811</b>
<b>TOTAL FUNDS</b>	<b>418,056</b>	<b>(328,985)</b>	<b>89,071</b>

## 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

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