



**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

CONTENTS

of the Financial Statements for the Year Ended 31st March 2024

CHAIRS FOREWARD	4
REPORT OF THE TRUSTEES	8
INDEPENDENT EXAMINER'S REPORT	19
STATEMENT OF FINANCIAL ACTIVITIES	21
BALANCE SHEET	22
NOTES TO THE FINANCIAL STATEMENTS	23
DETAILED STATEMENT OF FINANCIAL ACTIVITIES	34

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

This page does not form part of the statutory financial statements

	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

