

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

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

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

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

	Page
Chairs Foreword	1
Report of the Trustees	2 to 12
Independent Examiner's Report	13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16 to 25

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

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

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

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

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

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

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

**Siobhán N. O'Garro - Voyage Chairperson**

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

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

## **CEO Report**

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

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

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

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

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

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

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

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

**Paul Anderson MBE CEO**



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

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

**Voyage Youth Impact Report: April 2024 - March 2025**

**Financial position**

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

**Summary**

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

**Achievements and Performance 2024/25**

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

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

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

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

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

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

Summary of Impact by Activity, 2024/25

**Diversity Profile**

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

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

**Key Projects**

**Core Activities Delivered During the Year**

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

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

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

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

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

**Summary of Programme Outcomes and Impact**

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



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

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

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

### **Key Partnerships**

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

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

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

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

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

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

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

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

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

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

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

### **Key Funders & Supporters**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Recruitment and Appointment of the Management Board**

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

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



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

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

### **Trustee Induction and Training**

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

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

### **Organisational Structure and Risk Management**

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

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

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

### **Staff Recruitment, Remuneration, and Organisational Structure**

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

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

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

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



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

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

## **OBJECTIVES AND ACTIVITIES**

Voyage's charitable objects are:

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

## **ACHIEVEMENTS AND PERFORMANCE**

### **Introduction**

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

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

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

### **Youth Board and Ambassadors**

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

### **KEY CASE STUDY**

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

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

### **OUR BENEFICIARIES**

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

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

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

## **FUTURE PLANS**

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

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

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

## **Trustees' Activities and Support**

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

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

This year, particular priority was given by trustees to

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

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



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

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

## **YOUTH BOARD REPORT**

### **From the Voyage Youth Board**

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

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

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

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

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

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

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

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

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

## **Structure, Governance and Management**

### **Governing Document**

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

### **The Charities Background**

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

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

## **REFERENCES AND ADMINISTRATIVE DETAILS**

### **Registered Charity number**

1068108

### **Principle address**

New City College  
D Block  
Shoreditch Campus  
Falkirk Street  
London  
N16HQ

### **Trustees**

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

### **Independent examiner**

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

### **Chief Executive Officer**

Mr P Anderson, MBE

### **Charity's website address**

<https://voyageyouth.com>

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

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

**STATEMENT OF TRUSTEES' RESPONSIBILITIES**


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

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

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

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

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

  
.....  
Siobhan O'Garro - Chair



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

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

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

**Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

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



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

Date: 4 December 2025

Voice of Youth and Genuine Empowerment  
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Statement of Financial Activities  
for the Year Ended 31st March 2025

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

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities.

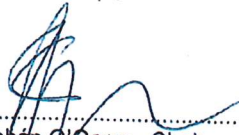
The notes form part of these financial statements

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

Balance Sheet  
31st March 2025

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

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

  
Siobhán O'Garra - Chair

The notes form part of these financial statements



## 1. ACCOUNTING POLICIES

### **Basis of preparing the financial statements**

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

The Charity constitutes a public entity as defined by FRS102.

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

### **Going Concern**

At the time of approving the financial statements the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees have adopted the going concern basis for the preparation of the financial statements.

### **Critical accounting judgements and key sources of estimation uncertainty**

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on a continuing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only to year, or in the year of the revision and future years if the revision affects both current and future years.

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

### **Incoming resources**

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

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

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

### **Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

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

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

**1. ACCOUNTING POLICIES - continued**

**Tangible fixed assets**

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

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

**Impairment of fixed assets**

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

**Debtors**

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

**Cash at bank and in hand**

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

**Creditors and provisions**

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

**Financial instruments**

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

**Taxation**

The charity is exempt from tax on its charitable activities.

**Fund accounting**

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

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

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

**Foreign currencies**

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

**Irrecoverable vat**

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



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

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

**2. VOLUNTARY INCOME**

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

**3. OTHER CHARITABLE ACTIVITIES**

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

**4. COST OF GENERATING FUNDS**

**Raising donations and legacies**

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

**Other trading activities**

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

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

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

**5. CHARITABLE ACTIVITIES COSTS**

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

**6. DIRECT COSTS OF CHARITABLE ACTIVITIES**

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

**7. SUPPORT COSTS**

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

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

**Other**

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

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

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

**7. SUPPORT COSTS - continued**

**Other - continued**

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

**Governance costs**

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

**8. TRUSTEES' REMUNERATION AND BENEFITS**

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

**Trustees' expenses**

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

**9. STAFF COSTS**

Staff costs were as follows:

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

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

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

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

	<b>2025</b>	<b>2024</b>
£70,000-£79,999	-	1

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

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

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

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

**11. TANGIBLE FIXED ASSETS**

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

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

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

**12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

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



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

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

**14. MOVEMENT IN FUNDS**

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

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

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

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

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

**14. MOVEMENT IN FUNDS - continued**

**Comparatives for movement in funds**

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
<b>Unrestricted funds</b>			
General fund	196,503	(135,462)	61,041
<b>Restricted funds</b>			
Commission work- Including Greig City	-	5,580	5,580
Race 4 Nature Kickstart	2,238	(2,238)	-
Young Leaders For Sustainable Cities	<u>76,024</u>	<u>(76,024)</u>	<u>-</u>
	<b><u>78,262</u></b>	<b><u>(72,682)</u></b>	<b><u>5,580</u></b>
<b>TOTAL FUNDS</b>	<b><u>274,765</u></b>	<b><u>(208,144)</u></b>	<b><u>66,621</u></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	59,175	(194,637)	(135,462)
<b>Restricted funds</b>			
Commission work- Including Greig City	36,033	(30,453)	5,580
Race 4 Nature Kickstart	-	(2,239)	(2,239)
Young Leaders for Sustainable Cities	<u>96,226</u>	<u>(172,249)</u>	<u>(76,023)</u>
	<b><u>132,259</u></b>	<b><u>(204,941)</u></b>	<b><u>(72,682)</u></b>
<b>TOTAL FUNDS</b>	<b><u>191,434</u></b>	<b><u>(399,578)</u></b>	<b><u>(208,144)</u></b>

**15. RELATED PARTY DISCLOSURES**

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

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

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

**16. FUNDS**

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

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

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

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

**17. FINANCIAL COMMITMENTS, GUARANTEES AND CONTINGENCIES**

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