

Charity Registration Number: 11808870

The Phoenix Group for Deaf Children and Young Adults  
(formerly the Phoenix Group for Deaf Children)

Report of the Trustees and Financial Statements  
for the year ended 31 March 2022

# **The Phoenix Group for Deaf Children and Young Adults**

## **Contents of the Financial Statements For The Year Ended 31 March 2022**

	Page
Organisational Details	1
Report of the Trustees	2-5
Independent Examiner's Report	6
Statement of Financial Activities	7
Statement of Financial Position	8
Notes to the Financial Statements	9-11
Detailed Statement of Financial Activities	12

# The Phoenix Group for Deaf Children and Young Adults

## Organisational Information

<b>Registered Charity Number</b>	1180870
<b>Address</b>	The Hyde Out 2-6 The Hyde Stevenage Hertfordshire SG2 9SE
<b>Trustees</b>	K White (Resigned 29th January 2022) J Drewery (Resigned 29th January 2022) E Vejsiu B Juralovic V Copenhagen (Appointed 29th January 2022) J Hime (Appointed 29th January 2022) A Ansell (Appointed 29th January 2022)
<b>Independent Examiner</b>	Paul O'Brien (ICPA) Dragonfly (Accounting & Financial Management) Ltd 52 High Street Cottenham Cambridgeshire CB24 8SA

# **The Phoenix Group for Deaf Children and Young Adults**

## **Report of the Trustees For The Year Ended 31 March 2022**

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Our annual report for 2021/22 looks back at the work of Phoenix Group during a year with the long lasting impact of the Coronavirus Pandemic and national lockdowns. Our staff team, working remotely, has also shown dedication and commitment in these difficult times. Our funders have been very supportive and flexible during this year to enable Phoenix to amend and alter our project outcomes and offer delivery in an alternative format for which we are most thankful.

### **Charity Objectives**

To advance the education of Deaf Children and young people and their families in particular, but not exclusively, by the provision of training and resources to empower children, promoting independence and social inclusion.

To advance the education of deaf children and young people and their families, in particular but not exclusively, by the provision of training and resources and by promoting social inclusion.

### **Activities**

Participation Framework utilised at all levels of the organisation ensuring that members play a pivotal role in the direction and development of the charity. Our participation work has been highlighted as being particularly strong by major funders.

This year's services have included;

- Children and Families Holiday Activity Programmes: We provide out of term holiday activities for the four age groups that our membership represents. Two of these groups are funded through Hertfordshire's Short Breaks Local Offer which allows parents respite whilst their children are supervised by Phoenix. Adaptations were made to programmes to ensure the most vulnerable members received additional support during the pandemic.
- Training for parents: BSL accessible training on parenting topics was delivered at the request of parents. Being user-led drives our activities and workshops so that they remain relevant to our members.
- BSL Community Chat Clubs: Chat Clubs took place in Welwyn Garden City and St Albans, this was in replace of the charity delivering BSL courses at a time of uncertainty due to the Coronavirus. The Chat clubs have proved very popular, giving learners the opportunity to improve their BSL skills in the community.
- Family and individual teaching of BSL: This has particularly been aimed at supporting families to learn BSL who have a BSL using child. This has helped to increase inclusion and improve relationships in the home.
- Individual support to families and Individuals: We have received referrals this year from partnering organisations identifying support for individuals with high level of need, including BSL or English not being their first language. We have been working with them to help improve communication, life skills, independence and well-being. - Supporting the positive mental health of our members continues to be priority.



# **The Phoenix Group for Deaf Children and Young Adults**

## **Report of the Trustees For The Year Ended 31 March 2022**

- Covid Vaccination support: We provided updated information in BSL to ensure members understood the latest Government advice, we also provided a service to escort members to vaccination appointments if they required support to do so.
- Work skills training for young adults: We provided opportunities for adult members to develop work skills, through the delivery of services for members and the wider community.
- Lunchtime project in Knightsfield School: We delivered activities that increases skills and friendship, whilst promoting our additional supporting services to students.
- Road and travel safety project: We provided communication support for Heathlands students to undertake this training.
- Deaf Awareness Training and Introduction to BSL: We provided training for a young Deaf adult to increase her skills and experience which enabled her to deliver Deaf Awareness and BSL courses in the community.
- Monthly Saturday Youth and Phoenix Plus Groups: A return to Saturday sessions has been welcomed by members. These groups have attracted new members which we hope to develop further.
- An increase of volunteering opportunities: We have developed a team of volunteers with a wealth of experience and knowledge in areas that the charity has utilised. This has been a tremendous support to the charity in carrying out its main objectives. We are extremely thankful to our volunteers for their contribution.

### **Future Plans**

Phoenix continues to navigate the changing national landscape, responding to the local effects of the pandemic and needs of the families we support. Our key plans for the next year include:

- Continuing to engage and hear the views and thoughts of our members
- To finalise and implement our new charity strategy setting out our proposed charity objectives and programmes of work for the next 3-5 years.
- Delivery of our existing programmes and the creation of new projects as needs are identified.
- Developing and nurturing partnerships with local and national organisations such as the National Deaf Children Society and Hertfordshire County Council.
- Continue to establish a transparent structure and build a balanced Board with the right skills to grow the organisation and ensure continued financial and governance sustainability.
- To recruitment of three new trustees to bring new skills and insight to the Board.
- To secure financial support from a wide range of partners and organisations to support the sustainability of the organisation.

# **The Phoenix Group for Deaf Children and Young Adults**

Report of the Trustees  
For The Year Ended 31 March 2022

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Charity Structure - Achievement and Performance**

At the start of this financial year the charity was still responding to the long lasting effects presented by the Covid 19 pandemic. The Hyde Out re-opened in June 2021 and our face to face services and activities resumed in August 2021. During all this time, we had daily contact with many of our most isolated Phoenix Plus Members and continued to provide online activities for others.

On behalf of the Board I would like to extend our enormous gratitude and appreciation to all our staff and volunteers for their hard work, commitment and tenacity during what has undoubtedly been a very challenging year. Our CEO Julie Bayford has done a fantastic job continuing the work to strengthen the organisation, including the development of partnerships with local deaf schools and organisations, securing new sources of funding and strengthening our relationships with The Lottery who continue to provide essential financial support to the charity.

The Board are extremely grateful to all our funders for their flexibility and understanding during this ongoing challenging period. We are grateful for the ongoing work undertaken by Beryl Whyatt who had in the previous year stepped up in her responsibilities as a very valued volunteer of the charity.

### **Recruitment and appointment of new trustees**

Trustees are appointed and removed by the members at the Annual General Meeting.

### **Organisational Structure**

There is currently a board of 5 trustees, who meet regularly to administer the charity. There are also three other non-voting, Advisory Members on the Management Committee who are not Trustees, one of whom is a Phoenix Plus representative. A CEO is appointed by the trustees to manage the day to day operations of the charity. All trustees are given a copy of the trustee induction pack to familiarise themselves with the organisation of the charity. All potential new trustees attend a minimum of two trustee meetings as observers to familiarise themselves with the running and operations of the charity, before deciding whether they wish to become formal trustees and put themselves forward for election at the AGM.

Turning to the Board, and after 15 years Keith White decided to step down as Chair for the charity. On behalf of the board and staff I would like to take this opportunity to thank Keith for all the support and guidance he has given Phoenix over the years. A new Chair, Valerie Copenhagen, was appointed and ratified by the members at the Annual General Meeting in January 2022. Valerie Copenhagen, who is Deaf herself, has over 15 years working in the charity sector and brings extensive knowledge of the charity and deaf sector and leadership experience, having previously acted as Executive Director of UK Deaf Sport. Alongside the appointment of a new chair, two other trustees were appointed to the board. We are delighted and also very pleased that Jacquie Hime and Angela Ansell, who is a deaf parent of deaf children, have agreed to become a full members of the board. Both new trustees were appointed by the members at the 2021 AGM.

Very sadly one of our long-standing Trustees John Drewery passed away in January, John was a committed and enthusiastic supporter of the charity and will be very much missed.



# The Phoenix Group for Deaf Children and Young Adults

Report of the Trustees  
For The Year Ended 31 March 2022

We continue to encourage other potential trustees or advisors who believe they can contribute to the charity to take the opportunity to join our trustee meetings initially as an observer, with the potential to join on a formal basis should interests align.

Whilst 2021-22 has been a very difficult time for all of us, I am pleased to be able to say that Julie and her team have been able to continue to support our members and their families at Phoenix, which with the continued support of our funders gives the Board confidence that we remain well placed to continue to do so in the future.

## Financial Performance

For the financial year ended March 2021, overall income came in at £183,149 principally comprising our primary grant funding from The National Lottery Community Fund as well as Children in Need, supplemented by some smaller grants and private donations. Given the Covid 19 restrictions where The Hyde has been closed for significant periods on the year, both letting income and workshop fees were understandably much lower than in the previous year. Total expenditure was significantly lower than in the previous year at £134,705, primarily driven by lower staff costs with the re-positioning of Phoenix under new leadership, and a pause in new recruitment given lockdown restrictions. Overall the year ended with a net operating income of £48,445, which combined with our cash resources has re-positioned Phoenix in a strong financial position, particularly pleasing given the challenges faced by the sector during this period.

## POLICY ON RESERVES

The unrestricted funds are used for general purposes within the charity and for the contribution to our reserves fund. The restricted funds are used according to their original instruction. The level of reserves is monitored and reviewed at the regular trustees meetings. It is the policy of the charity that we aim for unrestricted free funds to be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

This level of reserves has not yet been achieved; efforts are continuing to secure unrestricted funding to enable us to build on these reserves.

## Trustees

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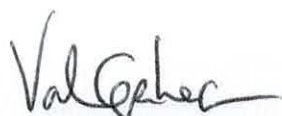
B Juralovic

V Copenhagen (Appointed 29th January 2022)

J Hime (Appointed 29th January 2022)

A Ansell (Appointed 29th January 2022)

The trustees' annual report was approved on 29/09/2022 and signed on behalf of the board of trustees by:



Ms V Copenhagen  
Chair of Trustees

# The Phoenix Group for Deaf Children and Young Adults

## Independent Examiners report to the Trustees For the year ended 31 March 2022

I report to the charity trustees on my examination of the accounts of The Phoenix Group for Deaf Children and Young Adults (formerly The Phoenix Group for Deaf Children) for the year ended 31 March 2022, which are set out on the following pages.

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 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.

### Respective responsibilities of Trustees and examiner

The Charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- \* examine the accounts under section 145 of the 2011 Act
- \* to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- \* to state whether particular matters have come to my attention

### Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charity and a comparison of the financial statements presented with those records.

It also includes consideration of any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the financial statements present a 'true and fair view' and the report is limited to those matters set out in the statements below.

### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements
  - \* to keep accounting records in accordance with section 130 of the 2011 Act and
  - \* to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Acthave not been met or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached



Name: Paul O'Brien (ICPA) - Dragonfly (Accounting & Financial Management) Ltd  
Address: 52 High Street, Cottenham, Cambridgeshire, CB24 8SA



# The Phoenix Group for Deaf Children and Young Adults

## Statement of Financial Activities For the year ended 31 March 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Year Ended Mar-22 £	Year Ended Mar-21 £
<b>INCOMING RESOURCES</b>					
Grants and donations		14,011	146,536	160,547	148,274
Income from other activities		13,218	-	13,218	1,777
Investment income		-	-	-	-
Other income		9,385	-	9,385	7,484
<b>Total incoming resources</b>		<b>36,614</b>	<b>146,536</b>	<b>183,150</b>	<b>157,534</b>
<b>RESOURCES EXPENDED</b>					
Charitable activities		8,751	125,057	133,808	147,256
Cost of generating funds		638	-	638	-
Governance costs		260	-	260	35
<b>Total resources expended</b>		<b>9,649</b>	<b>125,057</b>	<b>134,706</b>	<b>147,291</b>
<b>NET INCOMING RESOURCES</b>		<b>26,965</b>	<b>21,479</b>	<b>48,444</b>	<b>10,244</b>
<b>TRANSFER OF FUNDS</b>		<b>17,280</b>	<b>(17,280)</b>	<b>-</b>	<b>-</b>
<b>TOTAL FUNDS B/F</b>		<b>4,057</b>	<b>58,016</b>	<b>62,073</b>	<b>51,829</b>
<b>TOTAL FUNDS C/F</b>		<b>48,302</b>	<b>62,215</b>	<b>110,517</b>	<b>62,073</b>

The statement of financial activities includes all gains and losses recognised in the year.  
All income and expenditure derive from continuing activities.

# The Phoenix Group for Deaf Children and Young Adults

## Statement of Financial Position For the year ended 31 March 2022

	<u>Notes</u>	<b>Total Mar-2022 £</b>	<b>Total Mar-2021 £</b>
<b>FIXED ASSETS</b>			
Tangible assets	2	1,050	1,400
		<u>1,050</u>	<u>1,400</u>
<b>CURRENT ASSETS</b>			
Debtors	3	39	-
Cash at bank and in hand		112,184	63,428
		<u>112,223</u>	<u>63,428</u>
<b>CREDITORS</b>			
Amounts falling due within one year	4	(2,756)	(2,756)
		<u>110,517</u>	<u>62,072</u>
<b>NET ASSETS</b>			
<b>FUNDS</b>			
Unrestricted funds		48,302	4,057
Restricted funds	8	62,215	58,016
<b>TOTAL FUNDS</b>		<u>110,517</u>	<u>62,073</u>

These financial statements were approved by the board of trustees and authorised for issue on .....  
and are signed on behalf of the board by:



Ms V Copenhagen  
Chair of Trustees



# The Phoenix Group for Deaf Children and Young Adults

Notes to the Financial Statements  
For The Year Ended 31 March 2022

## 1. Accounting policies

### Basis of preparation

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Companies Act 2006 and the Charities Act 2011.

The financial statements have been prepared under the historical cost convention.

### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

### 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.

Equipment - 25% on cost

### 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.

### Pension costs and the other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

# The Phoenix Group for Deaf Children and Young Adults

Notes to the Financial Statements  
For The Year Ended 31 March 2022

## 2. Tangible fixed assets

	Equipment £
<b>COST</b>	
At 1 April 2021	6,190
Additions	-
At 31 March 2022	<u>6,190</u>
<b>DEPRECIATION</b>	
At 1 April 2021	4,790
Charge of year	350
At 31 March 2022	<u>5,140</u>
<b>NET BOOK VALUE</b>	
At 1 April 2021	<u>1,400</u>
At 31 March 2022	<u>1,050</u>

## 3. Debtors

	2022 £	2021 £
Other debtors	<u>39</u>	<u>-</u>

## 4. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	-	-
Social security and other taxes	2,756	2,756
Other creditors	-	-
	<u>2,756</u>	<u>2,756</u>

## 5. Staff

The number of employees, based upon FTE (Full-time equivalent):

	2022	2021
Employees	<u>4</u>	<u>3</u>
	<u>4</u>	<u>3</u>

No employee received employee benefits of more than £60,000 during the year (2021: £Nil).

## 6 Trustee remuneration and expenses

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 (2021: £Nil).

## 7. Related parties

There have been no related party transactions in the accounting year which require disclosure.



# The Phoenix Group for Deaf Children and Young Adults

Notes to the Financial Statements  
For The Year Ended 31 March 2022

## 8. Movement in Funds

	Balance at 01.04.2021	Amount received in year	Transfers	Amount expended in year	Balance at 31.03.2022
	£	£	£	£	£
<b>Unrestricted Funds</b>	<b>4,057</b>	<b>36,614</b>	<b>17,280</b>	<b>(9,649)</b>	<b>48,302</b>
Big Lottery - Reaching Comm.	22,878	97,803	-	(94,261)	26,420
Big Lottery - 25th Anniversary	334	-	-	(334)	-
Children In Need	16,348	-	-	(16,348)	-
Herts Comm. F'tion	17,280	-	(17,280)	-	(0)
National Deaf Children's Soc.	826	500	-	(494)	832
The Tweed Foundation	-	10,000	-	(30)	9,970
Bailey Thomas Fund	-	1,000	-	-	1,000
Childwick Trust	-	5,000	-	(2,133)	2,867
Edward Gostling Foundation	-	5,000	-	(797)	4,203
The Hedley Foundation	-	3,000	-	-	3,000
Bishops Stortford School	-	6,637	-	(4)	6,633
Percy Bilton Trust	-	450	-	(450)	-
Herts County Council	350	11,071	-	(4,926)	6,495
Stevenage Borough Council	-	6,075	-	(5,279)	796
<b>Restricted Funds</b>	<b>58,016</b>	<b>146,536</b>	<b>(17,280)</b>	<b>(125,056)</b>	<b>62,216</b>
<b>TOTAL FUNDS</b>	<b>62,073</b>	<b>183,150</b>	<b>-</b>	<b>(134,705)</b>	<b>110,517</b>

# The Phoenix Group for Deaf Children and Young Adults

## Detailed Statement of Financial Activities For The Year Ended 31 March 2022

	2022	2021
	£	£
<b>INCOMING RESOURCES</b>		
Donations	14,601	2,441
Gift aid	996	-
Grants	144,951	145,833
Fundraising events	2,510	-
Activities	10,708	-
Workshop & course fees	-	1,777
Interest receivable	-	-
Other income	9,385	7,484
<b>Total incoming resources</b>	<b>183,150</b>	<b>157,534</b>
<b>RESOURCES EXPENDED</b>		
Staff costs	88,382	86,736
Pensions	3,785	3,957
Insurance	952	1,104
Activities	11,891	3,666
Fundraising expense	638	-
Workshops & course	-	1,037
Equipment	498	1,073
Premises costs	23,118	39,021
Office expenses	2,998	4,735
Governance costs	260	35
Professional fees	768	4,879
Travel	1,065	-
Depreciation	350	1,047
<b>Total resources expended</b>	<b>134,704</b>	<b>147,291</b>
<b>Net income</b>	<b>48,445</b>	<b>10,244</b>