

Charity Registration Number: 1180870

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 2024

The Phoenix Group for Deaf Children and Young Adults

Organisational Information

Registered Charity Number	1180870
Address	The Hyde Out 2-6 The Hyde Stevenage Hertfordshire SG2 9SE
Trustees	V Copenhagen (Chair) E Vejsiu (Treasurer) A Ansell L Santos P Linnegar (appointed December 2023)
Independent Examiner	Paul O'Brien (ICPA) Dragonfly (Accounting & Financial Management) Ltd 34 King James Close Fordham, Ely Cambridgeshire CB7 5ZH

The Phoenix Group for Deaf Children and Young Adults

Report of the Trustees
For The Year Ended 31 March 2024

The Trustees present their report with the financial statements of the charity for the year ended 31 March 2024. 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 2023/24 looks back at the work of Phoenix Group during a year which has been productive and rewarding.

VISION: Enriching the lives of D/deaf and Hard of Hearing Young People in Hertfordshire.

MISSION: Advance the education of D/deaf children, young people and their families by providing training and activities to learn, empower and promote independence, positive wellbeing and inclusion.

OBJECTIVES:

Increase friendships and reduce isolation
Improve skills, learning, confidence and independence
Promote positive mental health and inclusion
Increase feelings of support and inclusion
Improve Deaf Awareness and BSL skills in the community

The following activities have been delivered this year.

- Short Breaks Local Offer (HCC) Holiday programmes for Flyers (8-13) and Youth (11-17)
- Short Breaks Local Offer (HCC) Knightsfield School Friendship project.
- Holiday programmes for Early Birds (0-7) and Phoenix Plus (17-30)
- Individual support
- British Sign Language tutoring for individuals and families in need of developing communication.
- Phoenix Plus Life skills project
- Monthly Family project 'Phoenix Community Hub'
- The Duke of Edinburgh Award
- Deaf Young Hertfordshire project
- Parents termly meetings
- Deaf Awareness and Introduction to British Sign Language courses
- Education Health Care Plan, setting up your child for primary school and Disability Living Allowance, Deaf Mental Health and Wellbeing information sessions in partnership with NDCS and Sign Health.
- SBLO Central Bedfordshire Holiday programme, in progress.

The Phoenix Group for Deaf Children and Young Adults

Report of the Trustees
For The Year Ended 31 March 2024

Phoenix Strategy 2024 - 2027

At the beginning of the year, we launched our three-year strategy and have been working towards achieving the objectives in the plan.

MISSION	OBJECTIVES	OUTCOMES
OPPORTUNITIES		
<p>Young people achieving through our work and life skills programmes, which support the development of their pathways into adulthood.</p> <p>The delivery of successful programmes that inspire and engage children and young people, helping them to achieve tangible outcomes that contribute to all areas of their development.</p> <p>Happy children and young people.</p>	<p>To provide personalised support which helps children and young people reach their full potential and to work in partnership to ensure a diverse range of opportunities are offered that are age appropriate, accessible and inclusive.</p>	<p>We continue to be a SBLO (Short Breaks Local Offer) provider for children and young people aged 8-18 years living in Hertfordshire. 104 children and young people accessed this provision from April 23- March24.</p> <p>Seven young people participated in the Bronze Duke of Edinburgh Award with Phoenix.</p> <p>Our life skills project continued, and increased in young adult membership from across Herts.</p> <p>100% of children told us that our activities made them feel happy, they learnt new things and communicated with others and they were active. 66.7% said our activities helped them to become more independent.</p>
TRAINING		
<p>Successful advocacy to ensure that D/deaf parents have the same access to training to increase learning, that other Hertfordshire parents have.</p> <p>More confident parenting.</p> <p>Deaf friendlier communities.</p>	<p>Through the delivery of training, we will look to build confidence and empowerment amongst parents and carers.</p>	<p>Deaf Awareness and BSL training delivered to organisations throughout Hertfordshire, in partnership with Sign Health.</p> <p>Individual tutoring of BSL to six families, to help aid communication between parent, carers and children.</p> <p>Delivery of BSL level 1 and 2 at the Phoenix Centre, in partnership with Sign Health.</p>
INCLUSION		
<p>Increased numbers of children, young people and families accessing support and opportunities.</p> <p>More members connecting and sharing experiences.</p> <p>A happier membership as a result of inclusion</p>	<p>We will endeavor to identify solutions to make services accessible for all our membership.</p>	<p>We have increased transport support for those members in need, to enable engagement.</p> <p>24 families were given food vouchers, and some families were given essential items of furniture and clothing.</p> <p>51 families received a free meal at the Phoenix Centre and had access to advice and information re supporting services such as local food banks. Phoenix is now a referring agency for local food banks across the county.</p> <p>We delivered termly parents' groups online.</p> <p>We set up a Deaf, Young Hertfordshire group, consulting with deaf young people on how Hertfordshire can become more accessible.</p> <p>We have delivered a monthly Saturday session to increase access and opportunities for our membership.</p>

The Phoenix Group for Deaf Children and Young Adults

Report of the Trustees
For The Year Ended 31 March 2024

PARTNERSHIPS		
<p>Increased accessible opportunities for our membership.</p> <p>Phoenix as the desired choice for D/deaf children and young people in Hertfordshire.</p> <p>Sustainability through improved corporate and public sector relationships.</p>	<p>We will develop and maintain closer links with other Hertfordshire organisations, to advance the effectiveness of our work and increase opportunities.</p>	<p>We delivered a webinar about Phoenix to HCC employees. Over 150 attended, spreading the word of our services.</p> <p>We are working with the NDCS Communities Delivery Officer to increase opportunities.</p> <p>Staff increased the promotion of project work online to celebrate what our members achieve.</p> <p>We have a presence at CHSWG of Hertfordshire.</p> <p>We have developed a positive relationship with Moss Bury School (who have provision for deaf children) in Stevenage.</p> <p>Our CEO is a member of Hertfordshire's Leaders Forum.</p> <p>We are a chosen charity of Helping Herts Charity, who support us in a range of ways and increase our networking opportunities.</p> <p>We have worked closely with Knightsfield and Healthlands Schools delivering projects to increase skill and reduce isolation.</p>
DIVERSITY		
<p>A wealth of lived experience and knowledge within the organisation.</p> <p>Shared experience to help us improve our services.</p> <p>Role models who demonstrate a positive contribution to society</p>	<p>Increase the number of D/deaf and Hard of Hearing people involved in the organisation, and individuals from under - represented groups too. We will also increase our efforts when advertising work and volunteering opportunities, with the aim of creating a more diverse workforce</p>	<p>Two new volunteers have joined the organisation from under - represented groups, one of whom is deaf.</p> <p>New job roles have been advertised on Deaf Jobs UK and information made accessible in BSL.</p>
EXCELLENCE		
<p>A pro-active staff team, volunteers and trustee board who contribute effectively to achieving the strategic aims of the organisation.</p> <p>Strengthened areas of weakness.</p> <p>A happy and well supported workforce.</p>	<p>Meet and maintain high standards of trustees, staff, volunteers and operations performance</p>	<p>Training undertaken to Measure impact more effectively.</p> <p>Progress is underway to improve the recruitment of Trustees to the Board. Staff, volunteers and Trustees are trained in safeguarding.</p> <p>We have introduced a behaviour management policy to our membership, to ensure that undesired behaviours are dealt with effectively.</p>

The Phoenix Group for Deaf Children and Young Adults

Report of the Trustees
For The Year Ended 31 March 2024

Future Plans

We continue to work towards achieving outcomes linked to our strategy objectives. Our key plans for the next year include:

- Continue to establish a transparent structure and build a balanced Board with the right skills to grow the organization.
- Deliver SBLO and increase our engagement of membership across Central Bedfordshire as a result of requests for support from Bedfordshire families.
- Grow the diversity within the organisation.
- Expand on lived deaf experience within the organisation.
- Continue to develop Deaf Awareness and BSL training in the community.
- Continue to be user led: work alongside and hear the views and thoughts of our members.
- 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, Hertfordshire County Council and Bedfordshire Central Council.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Achievement and Performance

We have had a satisfying year in terms of performance and fundraising. Being a chosen partner of Helping Herts charity, has increased awareness of the charity and our fundraising efforts. Our networking has increased, and partnerships have been positive and productive.

We continued to deliver Short Breaks Local Offer (SBLO) on behalf of Hertfordshire County Council, which is a substantial piece of work for the charity and attracts the most membership engagement. 104 children and young people are registered for the local offer and we have delivered 46 sessions for our membership during this financial year. We endeavor to include informal education and/or physical activity into our programmes and monitor and record outcomes as achieved by the children and young people. Recorded outcomes will be published in our full end of year report.

Our relationship with Heathlands and Knightsfield Schools has been extremely positive this year, with the introduction of a SBLO lunchtime project in Knightsfield and the DofE programme at Heathlands. Seven young people participated in the scheme, which was the first in Hertfordshire specifically for D/deaf young people.

Our Phoenix Plus group has increased in membership and the young adults have had a range of opportunities to develop their life skills and personal growth. We have supported individuals within the group with personal challenges they faced, whilst helping them grow in terms of independence.

We continued to work in partnership with Sign Reach to deliver Deaf Awareness and Introduction to BSL within the Community. Many requests for training come from a local organisation delivering a range of services for children and young people in the community. We also support SignReach in delivering level 1 and 2 in the community. Many of our staff members have undertaken this quality training and we are very proud to be in partnership with SignReach.

There were some staff changes with the recruitment of an Activities Coordinator to take over the planning of programmes, this allowed our Communities Participation Leader more time to deliver services with our membership. A key member of staff has been on adoptive leave from January 24, her work has been covered by other staff members and has caused little disruption to service.

Staff have demonstrated commitment to progress in their learning with 4 staff members undertaking training in British Sign Language and one in Play Work and Autism. Staff development is important to us and we will support this whenever possible. Safeguarding continues to be at the forefront of our work and all staff and volunteers undertake routine training and refresher training.

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 this past year.

Recruitment and appointment of new trustees

Phil Linnegar was appointed as Trustee at our AGM December 2023.

Organisational Structure

This year there has been a board made up of 4 Trustees, who met regularly to administer the charity, There is also one other non-voting, Advisory Member on the Management Committee who is not a Trustee. A CEO is appointed by the trustees to manage the day-to-day operations of the charity. All potential new trustees attend a minimum of two trustee meetings as observers to familiarize 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.

Valerie Copenhagen remains as Chair of Trustees, and we are delighted to welcome Phil Linnegar to the Board this year.

The Phoenix Group for Deaf Children and Young Adults

Report of the Trustees For The Year Ended 31 March 2024

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

Financial Performance

For the financial year ended March 2024, overall income came in at £274,180 principally comprising our primary and *final* grant funding from The National Lottery Community Fund. Our CEO has worked hard to diversify our fundraising streams, increasing alternative fundraising activity in which the support from Helping Herts Charity was particularly welcomed. We were delighted to receive news of a successful Children in Need application, which will contribute to supporting our core costs for three years. We received a donation from an organisation once known as Hertfordshire Deaf Society, the charity folded some years ago and they have kindly transferred surplus funds to Phoenix. We are extremely thankful to all of our funders and fundraisers for their generosity and support.

Total expenditure was £186,661. Overall the year ended with a net operating income of £87,519 which combined with our Designated Reserves account and cash resources means that Phoenix is a strong financial position going into 2024-25. This was our aim for this year, as we face the challenge of business beyond the Big Lottery Fund.

POLICY ON RESERVES

The unrestricted funds are used for general purposes within the charity. The restricted funds are used according to their original instruction. The level of reserves is monitored and reviewed at the regular Trustee Board meetings. It is the policy of the charity that we aim for unrestricted reserves to be maintained at a level equivalent of between three and six months' expenditure. All other unrestricted funds will be used in connection with the charities day to day business. 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 charities current activities whilst consideration is given to ways in which additional funds may be raised. To this end a further £30,000 has been transferred from the Charity's unrestricted monies to the separate Designated Reserves account for this purpose

STRUCTURE, GOVERNANCE AND MANAGEMENT

Trustees

V Copenhagen

E Vejsiu

A Ansell

L Santos

P Linnegar (appointed December 2023)

The trustees' annual report was approved on 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 2024

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 2024, 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 Act

have 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

Paul O'Brien

Name: Paul O'Brien (ICPA) - Dragonfly (Accounting & Financial Management) Ltd
Address: 34 King James Close, Fordham, Ely, CB7 5ZH

The Phoenix Group for Deaf Children and Young Adults

Statement of Financial Activities For the year ended 31 March 2024

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Year Ended Mar-24 £	Year Ended Mar-23 £
INCOMING RESOURCES					
Grants and donations	21,752	-	211,363	233,115	166,036
Income from other activities	1,259	-	-	1,259	2,410
Fundraising income	6,633	-	10,500	17,133	10,852
Other income	22,674	-	-	22,674	19,274
Total incoming resources	52,318	-	221,863	274,181	198,572
RESOURCES EXPENDED					
Charitable activities	658	-	186,004	186,662	163,591
Cost of generating funds	-	-	-	-	-
Governance costs	-	-	-	-	184
Total resources expended	658	-	186,004	186,662	163,775
NET INCOMING RESOURCES	51,660	-	35,859	87,519	34,798
TRANSFER OF FUNDS	(30,000)	30,000	-	-	-
TOTAL FUNDS B/F	70,630	30,000	44,684	145,314	110,517
TOTAL FUNDS C/F	92,290	60,000	80,543	232,833	145,315

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 2024

	<u>Notes</u>	Total Mar-2024 £	Total Mar-2023 £
FIXED ASSETS			
Tangible assets	2	590	787
		590	787
CURRENT ASSETS			
Debtors	3	39	39
Cash at bank and in hand		234,960	147,245
		234,999	147,284
CREDITORS			
Amounts falling due within one year	4	(2,756)	(2,756)
NET ASSETS		232,833	145,315
FUNDS			
Unrestricted funds		92,290	70,630
Designated funds		60,000	30,000
Restricted funds	8	80,543	44,684
TOTAL FUNDS		232,833	145,314

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 2024

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 2024

2. Tangible fixed assets

	Equipment £
COST	
At 1 April 2023	6,190
Additions	-
At 31 March 2024	<u>6,190</u>
DEPRECIATION	
At 1 April 2023	5,403
Charge of year	197
At 31 March 2024	<u>5,600</u>
NET BOOK VALUE	
At 1 April 2023	<u>787</u>
At 31 March 2024	<u><u>590</u></u>

3. Debtors

	2024 £	2023 £
Other debtors	<u>39</u>	<u>39</u>

4. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	-	-
Social security and other taxes	2,756	2,756
Other creditors	-	-
	<u><u>2,756</u></u>	<u><u>2,756</u></u>

5. Staff

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

	2024	2023
Employees	<u>4</u>	<u>4</u>
	<u><u>4</u></u>	<u><u>4</u></u>

No employee received employee benefits of more than £60,000 during the year (2023: £Nil).

6. Trustee remuneration and expenses

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 (2023: £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 2024

8. Movement in Funds

	Balance at 01.04.2023	Amount received in year	Transfers	Amount expended in year	Balance at 31.03.2024
	£	£	£	£	£
Unrestricted Funds	70,630	45,685	(30,000)	(658)	85,657
Fundraising	-	17,133	-	-	17,133
Designated Funds	30,000	-	30,000	-	60,000
Active Fridays	-	500	-	(500)	-
Bailey Thomas Fund	-	-	-	-	-
Big Lottery - Reaching Comm.	17,913	97,598	-	(97,598)	17,913
Bishops Stortford School	6,152	-	-	(1,474)	4,678
Care Vending	2,315	1,260	-	(2,500)	1,075
Children In Need	-	5,841	-	-	5,841
Co-op Community Grant	-	1,941	-	(1,941)	0
Comic Relief - Groundwork	3,353	882	-	(3,997)	238
Edward Gostling Foundation	-	10,000	-	-	10,000
Frank Litchfield	-	5,000	-	(2,436)	2,564
HDCS	-	7,178	-	-	7,178
Helping Herts	-	30,708	-	(11,555)	19,153
Herts Community Foundation	-	5,000	-	(4,085)	915
Herts County Council	-	1,000	-	(1,000)	-
Herts County Council - Short Breaks	(896)	32,940	-	(37,784)	(5,740)
Herts Sport Partnership	3,697	-	-	(3,697)	-
Masonic Charitable Foundation	-	5,000	-	-	5,000
National Deaf Children's Soc.	-	500	-	(500)	-
Road Safety Initiative	-	4,165	-	(4,165)	-
Shanley Foundation	1,046	-	-	(1,046)	-
Stevenage Borough Council - Laptop	-	1,000	-	(490)	510
Stevenage Borough Council - Video	-	500	-	-	500
Stevenage BC - LBGT Funding	1,229	-	-	(1,229)	-
Tesco	-	350	-	-	350
The Hedley Foundation	1,058	-	-	(1,058)	-
The Tweed Foundation	8,818	-	-	(8,949)	(131)
Restricted Funds	44,685	211,363	-	(186,004)	70,044
TOTAL FUNDS	145,315	274,181	-	(186,662)	232,833

The Phoenix Group for Deaf Children and Young Adults

Detailed Statement of Financial Activities For The Year Ended 31 March 2024

	2024	2023
	£	£
INCOMING RESOURCES		
Donations	21,752	35,194
Gift aid	-	1,222
Grants	211,363	129,621
Fundraising	17,133	10,852
Activities	1,259	2,410
Interest receivable		
Other income	22,674	19,274
Total incoming resources	274,181	198,572
RESOURCES EXPENDED		
Staff costs	114,013	106,864
Pensions	4,336	3,527
Insurance	1,364	1,221
Activities	11,873	13,141
Fundraising expense	11,890	2,025
Workshops & courses	-	1,302
Equipment	-	948
Premises costs	34,776	27,566
Office expenses	3,911	4,006
Governance costs	-	184
Professional fees	1,047	768
Travel	3,254	1,961
Depreciation	197	263
Total resources expended	186,661	163,775
Net income	87,519	34,798